

SYSTEM NAVIGATION

## Epilepsy Disclosure Chart

TIME OF DISCLOSURE	ADVANTAGES	DISADVANTAGES	ISSUES
<b>ON A JOB APPLICATION</b>	<ul style="list-style-type: none"> <li>• Honesty. Peace of mind.</li> <li>• Easy. Lets employer decide if epilepsy is an issue.</li> <li>• An employer may be seeking someone with a disability to diversify their staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Might disqualify you with no opportunity to present yourself and your qualifications and no recourse.</li> <li>• Potential for discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• If you use this technique, you may have a harder time finding work, but usually have no epilepsy-related problems when you do.</li> </ul>
<b>DURING AN INTERVIEW</b>	<ul style="list-style-type: none"> <li>• Honesty. Peace of mind.</li> <li>• Opportunity to respond briefly and positively – in person – to specific epilepsy issues.</li> <li>• Discrimination less likely face-to-face.</li> </ul>	<ul style="list-style-type: none"> <li>• Puts responsibility on you to handle epilepsy issues in a clear, non-threatening way.</li> <li>• Too much emphasis on issue indicates possible problem. You are not being evaluated on your abilities.</li> </ul>	<ul style="list-style-type: none"> <li>• How comfortable are you with discussing your epilepsy? Are you too preoccupied with epilepsy? These are very difficult questions, but ones that you can prepare to answer.</li> <li>• Disclosing early on may be best for someone who will likely have a seizure sooner rather than later, and/or who wants appropriate care and accommodation</li> </ul>

## Epilepsy Disclosure Chart *continued*

TIME OF DISCLOSURE	ADVANTAGES	DISADVANTAGES	ISSUES
<b>AFTER THE INTERVIEW (When you have been offered a job but before you begin work.)</b>	<ul style="list-style-type: none"> <li>• Honesty. Peace of mind.</li> <li>• If the epilepsy information changes the hiring decision, and you are sure that your seizures will not interfere with your ability to perform the job, there may be legal recourse.</li> </ul>	<ul style="list-style-type: none"> <li>• Employer might feel you should have told him before hiring decision was made.</li> <li>• Might lead to distrust with personnel department.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to evaluate seizure condition honestly in light of the specific tasks of the job you are applying for.</li> <li>• Need to be able to explain how epilepsy will not interfere with ability to perform job. This includes job safety.</li> </ul>
<b>AFTER YOU START WORK</b>	<ul style="list-style-type: none"> <li>• Opportunity to prove yourself on the job before disclosure.</li> <li>• Allows you to respond to epilepsy questions with peers at work.</li> <li>• If disclosure affects employment status and the condition doesn't affect ability to perform job or job safety, you may be protected by law.</li> </ul>	<ul style="list-style-type: none"> <li>• Nervousness or fear of having a seizure on the job.</li> <li>• Possible employer accusation of falsifying your application.</li> <li>• Possibility of a seizure before co-workers know how to react.</li> <li>• Could change interaction with peers.</li> </ul>	<ul style="list-style-type: none"> <li>• The longer you put off disclosing, the harder it becomes.</li> <li>• It may be difficult to identify who to tell.</li> </ul>
<b>AFTER A SEIZURE ON THE JOB</b>	<ul style="list-style-type: none"> <li>• Opportunity to prove yourself on job before disclosure.</li> <li>• If seizure affects employment status but the seizures do not affect your ability to perform your job or job safety, you may be protected by law.</li> </ul>	<ul style="list-style-type: none"> <li>• Possible employer accusation of falsifying your application.</li> <li>• Possibility that your co-workers will not have known how to react to your seizure.</li> <li>• Can perpetuate epilepsy myths and misunderstandings.</li> </ul>	<ul style="list-style-type: none"> <li>• Relationships you establish with co-workers may be hurt if they feel you have been untruthful with them. It may be difficult to re-establish trust.</li> </ul>

## Epilepsy Disclosure Chart *continued*

TIME OF DISCLOSURE	ADVANTAGES	DISADVANTAGES	ISSUES
<b>NEVER</b>	<ul style="list-style-type: none"> <li>• Employer can't react to your epilepsy unless you have a seizure</li> </ul>	<ul style="list-style-type: none"> <li>• If epilepsy is discovered, you run the risk of being fired.</li> <li>• Nervousness and fear of having a seizure on the job. If you have a seizure, might be hurt by inappropriate first aid.</li> <li>• Studies show that people who don't disclose have higher incidence of seizures on the job.</li> <li>• Can perpetuate epilepsy myths and misunderstandings</li> </ul>	<ul style="list-style-type: none"> <li>• If you haven't had a seizure for a long time (over two years) the issues of disclosure become less critical.</li> <li>• The seizures may not be an issue but medication side effects might be.</li> </ul>

Reprinted from "The Work Book", a publication of EFA's Training and Placement Service (TAPS) program.

**epilepsy**  
ottawa

The Bronson Centre  
211 Bronson Ave. Suite 207  
Ottawa, ON K1R 6H5

[www.epilepsyottawa.ca](http://www.epilepsyottawa.ca)

**ottawa**  
**épilepsie**

Phone: 613.594.9255  
Toll Free: 1.866.374.5377  
info@epilepsyottawa.ca

Developed in partnership with  
Epilepsy Support Centre

**epilepsy**  
ontario

Ontario Trillium Foundation  Fondation Trillium de l'Ontario

An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario