

# A Systematic Review of Workplace Disclosure and Accommodation Requests Among Youth and Young Adults with Disabilities

## WHAT IS THE STUDY ABOUT?



This study explores the barriers and facilitators to disability disclosure and workplace accommodations among youth with disabilities.



This research addresses the gaps in the literature related to disability and employment.



## WHAT DID WE DO?

### THE SEARCH....



Systematic searches of 9 databases to identify studies that fulfilled the following inclusion criteria:



- ✓ At least 50% of the sample in the study has a disability
- ✓ Participants are between 15 and 30 years old
- ✓ Has to be an empirical study reporting on disability disclosure and/or accommodations from youth's perspectives
- ✓ Published in English, in a peer-reviewed journal between 1996 and 2017

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### studies met the inclusion criteria

- 18,419 total participants
- Ages 14-33
- Mean age 23.9 across 7 countries



## WHAT DID WE FIND?

### BARRIERS



#### INDIVIDUAL LEVEL

- Disability type
- Visibility and severity of disability
- Time since diagnosis
- Socio-demographic characteristics influenced more discrimination



#### EMPLOYMENT RELATED

- Type of company or industry
- Demanding work expectations
- Poor working conditions
- Lack of disability knowledge
- Accommodations are given less often in low wage and part time jobs



#### SOCIETAL LEVEL

- Discrimination in the form of being refused a job interview or promotions
- Stigma
- Concerns about negative perceptions

### FACILITATORS



#### INDIVIDUAL LEVEL

- Being knowledgeable about available supports and rights in the workplace
- Self-efficacy and advocacy skills
- Job interview training can improve disclosure skills



#### EMPLOYMENT RELATED

- Employment supports and training
- Experience-based learning opportunities
- Effective communication
- Relationships with employers



#### SOCIETAL LEVEL

- Supports (professional, school, and social)
- Employer's positive attitudes toward people with disabilities

### PROCESS & TIMING



Disclosure is an on-going process rather than a single event.



Some youth disclosed early to clarify absences, treatments, physical limitations, and emergency responses.



Those who completed a disclosure plan had

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greater odds of employment.

## CONCLUSIONS AND IMPLICATIONS



Clinicians, educators, and parents should support youth to become self-aware and build self-advocacy skills so they can make an informed decision about how and when to disclose their condition.



There is a critical need to understand how employers and youth can work together to create a positive and productive environment to manage disclosure and accommodations.

Future research should focus on the severity and visibility of the disability and how industries provide comfortable environments for disclosing.



Youth and young adults should be equipped with supports and knowledge of disclosure, job, training programs, and toolkits to maximize their potential of employment.

