

Scenario Practice: Disclosure and Asking for an Accommodation

Scenario: "I Don't Want to Look Like I Don't Know"

Employee: Evan, Auto Parts Warehouse Worker

Disability: Learning disability affecting comprehension and confidence asking questions (not disclosed)

When Evan receives instructions, he often nods even if he isn't completely sure what to do. He worries that asking questions will make him seem inexperienced. Instead, he guesses. Sometimes he selects the wrong parts or completes tasks wrong, creating extra work for everyone.

Evan thinks:

- *Everyone else seems to understand the first time.*
- *If I keep asking questions, they'll think I shouldn't have been hired.*
- *I wish I could ask without feeling embarrassed.*

How Evan might talk with his supervisor:

"I want to make sure I'm doing my work correctly. Sometimes I need to ask a few clarifying questions or see a task demonstrated before I start. Would it be okay if I checked in with you after new assignments so I can be sure I understand the expectations?"

Is the above a full or partial disclosure? ____Full ____Partial

Why?_____

Which of the following are possible supports or accommodations the employer could provide that might be effective? Put a checkbox next to the accommodation if you think it would be helpful to Evan (hint, there are two items below that are not as positive or effective and not really an accommodation):

- ☐ Supervisor demonstrates before Evan does it alone
- ☐ Supervisor says, "pay more attention!"
- ☐ Supervisor give him written or drawn procedures
- ☐ Supervisor moves him to an easier task without helping him learn to do the job
- ☐ Supervisor schedules check-ins after beginning new tasks
- ☐ Supervisor assigns a mentor or experienced coworker for questions

Is this a full or partial disclosure? Does he share his medical diagnosis?

____Full ____Partial