



DOMINICAN
UNIVERSITY

Office of Career Programs & Employer Relations

Career Resources for Students with Disabilities

CAREER RESOURCES

FOR STUDENTS WITH DISABILITIES

FINDING THE RIGHT JOB

When searching for the right job, consider these three factors:

1. The **type of disability** you have. What are your strengths and functional limitations? There is no need to limit your possibilities but do consider your strengths and the potential paths in which you would most excel.
2. Your **qualifications and skills**. It is important to be aware of the essential functions of the position you are interested in and whether they align with your skill set.
3. Your **interests and passions**. What makes you happy? You should pursue a career that not only makes sense for you but is also something you enjoy and can see yourself doing long-term.

WHEN TO DISCLOSE A DISABILITY

Is there a need to disclose?

- If you require accommodation, then **yes**, you need to disclose a disability.
- If you do not require accommodation, **it is up to you** whether to disclose a disability.



NOTE

When deciding whether to disclose a disability, keep in mind:

- Does the company value diversity?
- Do you require accommodation during the application process, interview, or on the job?
- Do you know your rights according to the ADA?

WHEN IS THE RIGHT TIME TO DISCLOSE?

The right time is whenever you feel most comfortable. However, the sooner the better. By disclosing your disability, you will be able to receive the resources and accommodation you may need.

HOW TO DISCLOSE

Be confident. Relaxed. Professional.

You can let your employer know:

1. **Before the interview.**
2. **During the interview.**
3. **After the interview, before you start the job.**

In any case, if you choose to disclose, you will want to let your employer know what accommodations you may need to be successful. You can also emphasize your strengths and unique capabilities following your disability.

Here are two videos on Disclosing a Disability:

1

Disclosing Your Disability

<https://www.youtube.com/watch?v=9mbaaz4FMZk>

2

Just-in-Time Training Module: Disclosing a Disability in the Workplace

<https://www.youtube.com/watch?v=3OpN8ugZauA>

List of Resources

Accommodations and Disability Access at Dominican University

Accommodations and Disability Access (formerly Disability Support Services) is the department on campus that supports individuals with disabilities in obtaining reasonable accommodations to ensure equal access in the classroom, online learning environments, and the campus community

Website: <https://www.dom.edu/academics/academic-success-center/tutoring-learning-resources/accommodations-disability-access>

American Association of People with Disabilities (AAPD)

AAPD is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities. As a national cross-disability rights organization, AAPD advocates for full civil rights for the over 60 million Americans with disabilities by promoting equal opportunity, economic power, independent living, and political participation.

Website: <https://www.aapd.com/>

Americans with Disabilities Act

The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities like those provided to individuals based on race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.

Website: <https://adata.org/>

Association for Mental Health and Wellness: Employment and Career Assistance

We have helped hundreds of people to return to work and school in order to jump-start or resume their careers. Through a range of services offered to help people in recovery, we assist participants to overcome the impact of illness and disability that may have previously obstructed their career path.

Website: <http://mhaw.org/employment-career-assistance/>

Described and Captioned Media Program

The DCMP provides services designed to support and improve the academic achievement of students who are blind, visually impaired, deaf, hard of hearing, or deaf-blind. Our mission is to promote and provide equal access to communication and learning through described and captioned educational media. The goal of the DCMP is for accessible media to be an integral tool in the teaching and learning process for all stakeholders in the educational community, including students, educators and other school personnel, parents, service providers, businesses, and agencies.

Website: <https://dcmp.org/>

National Disability Awareness Month (NDEAM)

Observed annually in October, National Disability Employment Awareness Month (NDEAM) celebrates the contributions of America’s workers with disabilities past and present and showcases supportive, inclusive employment policies and practices. In recognition of the important role people with disabilities play in a diverse and inclusive American workforce, the theme for NDEAM 2022 “Disability: Part of the Equity Equation.” Visit the link for more resources.

Website: <https://www.dol.gov/agencies/odep/initiatives/ndeam>

Equip for Equality

We are an independent agency, and our primary goal is to protect the civil and human rights of people with disabilities.

Website: <https://www.equipforequality.org/>

Federal Employment for People with Disabilities

The Federal Government is actively recruiting and hiring people with disabilities. We offer a variety of exciting jobs, competitive salaries, excellent benefits, and opportunities for career advancement.

Website: <https://www.opm.gov/policy-data-oversight/disability-employment/>

Harry and Jeanette Weinberg Career Academy

The Weinberg Career Academy works with job seekers in our contemporary and fully equipped 10,000-square-foot facility in a wide variety of fields and professions. The Weinberg Career Academy also partners with corporations to assist with their recruiting efforts for part-time, full-time and seasonal work needs. The goal is to find the perfect fit for both the employee and employer.

Website: <https://aspirechicago.com/careers/>

Hearing Like Me

HearingLikeMe.com is a news and lifestyle website for people whose lives are affected by hearing loss. We bring together people from all around the world to share stories that inspire hope in almost any hearing loss situation. We created this site with a simple idea: Sharing our stories with each other is a powerful thing. Together, we can learn to live with hearing loss more successfully and advocate in a more meaningful way.

Website: <https://www.hearinglikeme.com/>

Job Accommodation Network (JAN)

The Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on job accommodations and disability employment issues. Serving customers across the United States and around the world for more than 35 years, JAN provides free one-on-one practical guidance and technical assistance on job accommodation solutions, Title I of the Americans with Disabilities Act (ADA) and related legislation, and self-employment and entrepreneurship options for people with disabilities.

Website: <https://askjan.org/index.cfm>

Neurodiversity Hub

The aim of the Neurodiversity Hub is to support this untapped talent to shine, through focused training programs, academic accommodations, assistive technologies and flexible study arrangements, link neurodivergent students with work experience, internships, and employment opportunities, and improve the employability of neurodivergent university and TAFE students, establishing a pipeline of potential candidates for employers and boosting workforce participation rates.

Website: <https://www.neurodiversityhub.org/>

Neurodiversity Network

The intent of this website is to provide various resources for employers and universities who want to advocate for neurodivergent individuals seeking meaningful employment or post-secondary education.

Website: <https://www.neurodiversitynetwork.net/>

Mental Health America: Meaningful Work and Recovery

Although you will encounter roadblocks and setbacks on the road to recovery, working at something that is meaningful to you can bring you a sense of purpose that will anchor you. Meaningful activity expands your sense of self-worth by adding to your skills and helping you accomplish your personal goals and feel good about yourself. Meaningful activities, which include school, volunteer work, part-time work, and full-time employment, also enable you to meet new people and make friends.

Website: <https://www.mhanational.org/meaningful-work-and-recovery>

Offices of Disability Employment Policy

The Office of Disability Employment Policy (ODEP) is the only non-regulatory federal agency that promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities.

Website: <https://www.dol.gov/agencies/odep>

Substance Abuse and Mental Health Services Administration: Supported Employment

The SE program seeks to increase evidence-based, supported employment programs for individuals with co-occurring mental and substance use disorders.

Website: <https://www.samhsa.gov/criminal-juvenile-justice/grant-grantees/transforming-lives-through-supported-employment-program>

The Arc

The Arc of Illinois advocates for people with intellectual and developmental disabilities, families, and community organizations to ensure that people with disabilities can live, work, learn, and play in communities across the state. The Arc offers resources and information, supports families in their individual advocacy efforts and trains and educates people with disabilities, families, and professionals among other things

Website: <https://www.thearcofil.org/>