

# How to support employees living with invisible disability



While many businesses may already employ people living with invisible disability, others may be reluctant due to a number of factors.

Here are some ways to make disclosing or accommodating invisible disability work for both employers and employees.

## A safer workplace long term

An inclusive environment can be achieved through training, workplace culture management, HR policies and an ongoing dialogue between employees and employers.

Employees living with invisible disabilities are encouraged to disclose their disability if comfortable, so that they can work with their employer to ensure their workplace and role is accessible and inclusive, and to work with their employers to find productive solutions.

Employers are also encouraged to offer a periodical check in with the employee member, as well as training the wider team in any adjustments that are required to ensure an inclusive and accessible workplace for their new colleague.

## The right support

Businesses and employees can greatly benefit from experts who can help to coach both parties from the interview process, through to the workplace and beyond. They can also support employees by providing them with appropriate resources and help explain to employers what their disability entails.

## Start from day one

By having an open and frank conversation about an invisible disability with employers upfront, the social stigma around the topic can be stripped back straight away. This helps to ensure an employee's strengths are maximised in a role, and to deliver the best results for the business.

It also enables the business to effectively manage the employee and their subsequent team, and ensure any workplace modifications or adjustments are provided.

## Education is key

If an employee or co-worker feels comfortable enough to disclose their disability, it's important to learn about it and have a strong understanding of how they prefer to work and whether there are any practices that have been useful for them in the past.

This allows for more collaborative ways of working and the creation of a workplace that is accessible to all.

By creating a workspace where all employees have equal access to employment, Australian businesses can access the full talent pool with benefits to productivity, diversity and retention.

## For more information

Please visit [atworkaustralia.com.au/des](https://atworkaustralia.com.au/des)