

Why disclosure is important and how to enable it

Our goal is to increase the conversation around disability and encourage more employers to partake in inclusive recruitment. Together we can change the narrative by championing diversity at every stage; from first-day inductions to workplace set-up and career progression.



If you're an employer

The fear of discrimination is potentially forcing those living with disability to hide their condition from prospective employers. This can prevent businesses from supporting these employees and ensuring they are a productive part of teams.

Remember that not all disabilities are immediately apparent and can span across physical, mental or neurological conditions.

Open doors to make candidates feel more comfortable to disclose their disability – during the interview, ask questions about what workplace setting would make the applicant be more productive.

How can your business reap significant benefits from hiring people living with disability?

1. Don't assume it costs more to hire someone living with disability
2. Diversity creates engagement
3. An inclusive workforce enables better connections with customers
4. Understanding is the first step to inclusion



For our clients and job candidates

There are no legal obligations to disclose a disability, however, to make potential employers aware of any adjustments needed, it is helpful for those with special requirements to discuss these upfront. atWork Australia is encouraging all potential employees to disclose at the application stage.

Talking about any supports needed in interviews shouldn't be a negative consideration for managers when selecting the best candidate, but rather help the employer to better facilitate the person's transition into their team.

For some candidates, the recruitment process might not be the best time to share information. Once settled into the role, and after a relationship has been built with the manager, colleagues, and workplace, it may feel like a more suitable time to discuss requirements.

Building a diverse and include workforce will help your business attract top talent and drive innovative results. We believe work's for everyone and our purpose is to connect people and business so both can thrive.

Employing people living with disability

Promotes business

Enhances employer brand

Creates goodwill

Builds diversity

Improves customer relations

Boosts morale

We'd love to tell you more and answer any questions you may have. Please call us on [1300 080 856](tel:1300080856) or send an email to contactDES@atworkaustralia.com.au.

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WORK'S FOR EVERYONE