

CAREER EXPERTS GROUP

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YOUR CAREER > YOUR FUTURE

ASK THE EXPERTS

MAY 2023

CAREER

A year ago, I was diagnosed with Multiple Sclerosis. I am not currently symptomatic other than occasional fatigue and numbness or tingling in my hands. It has not affected my work. I am currently in a job search. Do I have to disclose my MS diagnosis during the interview process? I am afraid it will disqualify me, but my doctor has advised that I may need accommodations down the road.

As a general rule, you are not legally required to disclose your multiple sclerosis (MS) diagnosis during a job interview process.

Under the Americans with Disabilities Act (ADA), employers are prohibited from discriminating against qualified individuals with disabilities, including those with MS, and are required to provide reasonable accommodations to enable them to perform the essential functions of the job. However, to receive these accommodations, you will need to disclose your disability and request the accommodations from your employer.

It is ultimately up to you to decide when and whether to disclose your MS diagnosis. If you feel comfortable doing so and believe it could help you secure the job or necessary accommodations, you may choose to disclose your condition during the interview process. However, if you do not feel comfortable disclosing your diagnosis or do not believe it will affect your ability to perform the job, you may choose to keep this information private.

If you decide to have a conversation with your employer:

- Consider first discussing your situation with a disability rights organization or an attorney familiar with disability law to better understand your rights and any potential accommodations you may need.
- Speak with someone in human resources or with your supervisor. Always remember, you are entitled to a conversation that is handled with sensitivity and professionalism.
- Provide as much information as possible about your condition, how it may impact your ability to perform your job, and what accommodations you may need, such as flexible work hours, modified job duties, or assistive technology.

Your employer should work with you to identify and provide reasonable accommodations that will enable you to perform the essential functions of your job.

For more information, please refer to our "[Visible and Non-Apparent Illnesses and Disabilities - KNOW YOUR RIGHTS](#)" Resource Guide.



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