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**Disability Disclosure During the Job Search – Resources and Related Links**

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My Pronouns: he/him/his

My Disabilities: HIV, Hemophilia B

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“When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak.” – Audre Lorde

“The visibility which makes us most vulnerable is that which is also the source of our greatest strength.”- Audre Lorde

**Helpful Resources:**

Discover job opportunities at Rush University Medical Center, in Chicago, Rush Oak Park Hospital, and Rush Copley Medical Center, in Aurora: <https://www.rush.edu/careers/apply-position-rush> (Pro tip: For RUMC job postings, always check the “New This Week” category!)

Learn about Rush’s Culture of Inclusion: <https://www.rush.edu/careers/culture-inclusion>

Disability Inclusion at Rush: <https://www.rush.edu/careers/culture-inclusion/people-disabilities>

Veterans at Rush: <https://www.rush.edu/careers/culture-inclusion/veterans-rush>

Commitment to LGBTQ+ Health Care at Rush, which also supports the #HireTransNOW campaign: <https://www.rush.edu/about-us/diversity-equity-and-inclusion/commitment-lgbtq-health-care>

Rush Resources for Job Seekers: <https://www.rush.edu/careers/resources-job-seekers>

Volunteering at Rush: <https://www.rush.edu/giving/about/volunteer>

Rush's Anchor Mission Strategy **–** As an anchor institution on the West Side of Chicago, Rush University Medical Center has a responsibility to use its economic power to bring systemic change. Learn more here: <https://www.rush.edu/about-us/rush-community/rushs-anchor-mission-strategy>

Self-Disclosure and Its Impact on People Who Receive Mental Health Services: <https://store.samhsa.gov/sites/default/files/d7/priv/sma08-4337.pdf>

When Your Employee Discloses a Mental Health Condition: <https://hbr.org/2021/02/when-your-employee-discloses-a-mental-health-condition?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=weeklyhotlist_not_activesubs&deliveryName=DM121233>

Section 503 of the Rehabilitation Act Fact Sheet: <https://adata.org/sites/adata.org/files/files/Section%20503%20RA%20New%20Rules%20Fact%20Sheet%20Final%20NEW%20FORMAT%201-14(1).pdf>

Disability:IN Best Places to Work for Disability Inclusion: <https://disabilityin.org/what-we-do/disability-equality-index/2020companies/>

Why disclose a disability to an employer? The practice of disability pride: <https://medium.com/disability-power-and-influence/the-practice-of-disability-pride-f06dc4a79eba>

How Disability Pride Fights Ableism: <https://www.psychologytoday.com/us/blog/disability-is-diversity/202008/how-disability-pride-fights-ableism>

What is Disability Identity Development, and Why is That Important? <https://www.tennesseeworks.org/what-is-disability-identity-development-and-why-is-that-important/>

EEOC guidance – Disability Discrimination & the ADA: <https://www.eeoc.gov/disability-discrimination>

EEOC guidance – Your Employment Rights as an Individual with a Disability: <https://www.eeoc.gov/laws/guidance/your-employment-rights-individual-disability>

Job Accommodation Network info on various disabilities, impairments, and conditions: <https://askjan.org/a-to-z.cfm>

EARN – Employer Assistance and Resource Network on Disability Inclusion – Encouraging Self-Identification: <https://askearn.org/topics/federal-contractor-requirements/encouraging-self-identification/>

Do Ask, Do Tell - Encouraging Employees with Disabilities to Self-Identify: <https://askearn.org/wp-content/uploads/docs/do_ask_do_tell.pdf>

Job Accommodation Network - Affirmative Action and Disability – What Can Employers Ask? <https://askjan.org/publications/consultants-corner/vol05iss05.cfm>

COVID-19 and Job Applicants and Employees with Disabilities – Emerging Practices to Employ and Protect Workers: <https://askearn.org/wp-content/uploads/2020/08/EARN_2020_Covid19-PolicyBrief.pdf>

Fostering Disability-Inclusive Workplaces Through Employee Resource Groups: <https://askearn.org/wp-content/uploads/2019/06/EARN_ERG_Fact_Sheet-A.pdf>

In October 2020, members of Rush’s Disabilities Employee Resource Group presented a webinar on **Invisible Disabilities in the Workplace**. We hope to have the recording of the panel on our YouTube channel soon, but for now you should be able to view it here: [https://rush.zoom.us/rec/play/\_wZIyzNySP7NJ0QLff2TI0W3DmqLvtBCrIv\_dSiK5j-UAUa8UFKMw50vv3YiVbYrt7gLaf3rREwzx6BR.DAphoUf7zQoufsxG?startTime=1603386139000&\_x\_zm\_rtaid=KrYiPqImR2yQr95zXD4xqg.1603727252344.56f1a2944c77ad01d172e00d7e1713b4&\_x\_zm\_rhtaid=926](https://urldefense.com/v3/__https:/rush.zoom.us/rec/play/_wZIyzNySP7NJ0QLff2TI0W3DmqLvtBCrIv_dSiK5j-UAUa8UFKMw50vv3YiVbYrt7gLaf3rREwzx6BR.DAphoUf7zQoufsxG?startTime=1603386139000&_x_zm_rtaid=KrYiPqImR2yQr95zXD4xqg.1603727252344.56f1a2944c77ad01d172e00d7e1713b4&_x_zm_rhtaid=926__;!!OlavHw!paesyUSe7T9aTxap4q9SvGI-HLeQ87ZaLARB41nkwubLzSnhb-nhoYAAJj4h06F5f-g$)

Article about clear masks at Rush that features some of our disabled employees who have hearing loss: <https://www.rush.edu/news/making-communication-clearer-during-covid-19>