

## Epilepsy and Employment Disclosure Chart

Time of Disclosure	Advantages	Disadvantages	Issues
<b>ON A JOB APPLICATION</b>	<ul style="list-style-type: none"> <li>• Honesty. Peace of mind.</li> <li>• Easy. Allows employer to decide if epilepsy is an issue.</li> </ul>	<ul style="list-style-type: none"> <li>• Might disqualify you with no opportunity to present yourself and your qualifications and no recourse.</li> <li>• Potential for discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• If you use this technique, you may have a harder time finding work, but usually have no epilepsy-related problems when you do.</li> </ul>
<b>DURING AN INTERVIEW</b>	<ul style="list-style-type: none"> <li>• Honesty. Peace of mind.</li> <li>• Opportunity to respond briefly and positively – in person – to specific epilepsy issues.</li> <li>• Discrimination less likely face-to-face.</li> </ul>	<ul style="list-style-type: none"> <li>• Puts responsibility on you to handle epilepsy issues in a clear, non-threatening way.</li> <li>• Too much emphasis on issue indicates possible problem. You are not being evaluated on your abilities.</li> </ul>	<ul style="list-style-type: none"> <li>• How comfortable are you with discussing your epilepsy? Are you too preoccupied with epilepsy? These are very difficult questions, but ones that you can prepare to answer.</li> </ul>
<b>AFTER THE INTERVIEW (When you have been offered a job but before you begin work.)</b>	<ul style="list-style-type: none"> <li>• Honesty. Peace of mind.</li> <li>• If the epilepsy information changes the hiring decision, and you are sure that your seizures will not interfere with your ability to perform the job, there may be legal recourse.</li> </ul>	<ul style="list-style-type: none"> <li>• Employer might feel you should have told him before hiring decision was made.</li> <li>• Might lead to distrust with personnel department.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to evaluate seizure condition honestly in light of the specific tasks of the job you are applying for.</li> <li>• Need to be able to explain how epilepsy will not interfere with ability to perform job. This includes job safety.</li> </ul>

---

## AFTER YOU START WORK

- Opportunity to prove yourself on the job before disclosure.
- Allows you to respond to epilepsy questions with peers at work.
- If disclosure affects employment status and the condition doesn't affect ability to perform job or job safety, you may be protected by law.
- Nervousness or fear of having a seizure on the job.
- Possible employer accusation of falsifying your application.
- Possibility of a seizure before co-workers know how to react.
- Could change interaction with peers.
- The longer you put off disclosing, the harder it becomes.
- It may be difficult to identify who to tell.

---

## AFTER A SEIZURE ON THE JOB

- Opportunity to prove yourself on job before disclosure.
- If seizure affects employment status but the seizures do not affect your ability to perform your job or job safety, you may be protected by law.
- Possible employer accusation of falsifying your application.
- Possibility that your co-workers will not have known how to react to your seizure.
- Can perpetuate epilepsy myths and misunderstandings.
- Relationships you establish with co-workers may be hurt if they feel you have been untruthful with them. It may be difficult to re-establish trust.

---

## NEVER

- Employer can't react to your epilepsy unless you have a seizure
- If epilepsy is discovered, you run the risk of being fired.
- Nervousness and fear of having a seizure on the job. If you have a seizure, might be hurt by inappropriate first aid.
- Studies show that people who don't disclose have higher incidence of seizures on the job.
- Can perpetuate epilepsy myths and misunderstandings.
- If you haven't had a seizure for a long time (over two years) the issues of disclosure become less critical.