

# Career Considerations for College Students with Disabilities



The job search process can be challenging, in general, for all college students but students with disabilities may experience additional unique challenges that could influence their future careers.

The Kutztown University Career Development Center acknowledges these challenges and provides assistance and resources to help you meet your career goals.

## IDENTIFYING POTENTIAL EMPLOYERS

Supportive disability policies and workplace cultures are linked to greater job commitment, improved workplace relationships and increased job satisfaction. You will be protected legally under the Americans with Disabilities Act (ADA).

Examples of what to look for in a supportive employer:

- Non-Discrimination Policy
- Diverse and inclusive employee population
- DEI training, accommodations and programs

Kutztown University Disability Services Office (DSO): [www.kutztown.edu/dso](http://www.kutztown.edu/dso)

National Business & Disability Council: <https://www.viscardicenter.org/services/employment-placement-services>

The Job Accommodation Network (JAN): <https://askjan.org/info-by-role.cfm#for-individuals>

Largest employment website for job seekers with disabilities: <https://abilityjobs.com/job-search>

Americans with Disabilities Act: <https://www.eeoc.gov/statutes/titles-i-and-v-americans-disabilities-act-1990-ada>

Equal Opportunity Publications, Inc.: <https://www.eop.com/index.php>

## DO'S & DON'TS

### DO's

- Know your rights: it is important to understand the employment laws within your specific state that protect students with disabilities. Ensure the employer has inclusive policies incorporated into their non-discrimination clause.
- If you are bringing an interpreter, wheelchair, guide dog, etc., notify your interviewers so they can prepare in advance.
- Research and evaluate the company website, job listings and resources for people with disabilities.
- In an interview, there are times when talking about overcoming adversity can be beneficial. This would be an appropriate time to disclose, if you want.
- You only need to share information necessary for your work accommodations.

### DON'Ts

- Don't feel pressured to disclose your disability at any point on a resume, interview and/or after receiving the position.
- Don't be afraid to look elsewhere for a job if you feel uncomfortable about a situation. Over time, concealing a disability in the workplace can impact physical and mental health, productivity, job satisfaction, and/or relationships.

Schedule a career coaching appointment via Handshake ([www.kutztown.edu/handshake](http://www.kutztown.edu/handshake)) to further discuss how your disability relates to your career. We welcome all questions and look forward to supporting you throughout your time at Kutztown University and as alumni. Email [careerhelp@kutztown.edu](mailto:careerhelp@kutztown.edu) or call 610-683-4067.

## RESUMES AND COVER LETTERS

Your resume and cover letter are strictly for telling the employer what you can do for them and how you are qualified to do the job at hand. Stating one's disability can potentially be seen as inappropriate if there is no relevance to the job description.

- By including any relevant student clubs or organizations on a resume, you can, at a minimum, identify as an ally of this community.

**Note: You are under no legal obligation to disclose anything pertaining to your disability.**

## Disability Equality Index 2020

The DEI (Disability Equality Index), published each year by a joint initiative between the American Association of People with Disabilities (AAPD) and Disability:IN, helps guide the acceptance of students with disabilities by educating best practices and language to existing business structures.

For the full report: <https://disabilityin-bulk.s3.amazonaws.com/2021/2020+DEI+Report+508.pdf>

### Companies that scored 100%

