## Epilepsy Disclosure Chart

<table>
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<tr>
<th>TIME OF DISCLOSURE</th>
<th>ADVANTAGES</th>
<th>DISADVANTAGES</th>
<th>ISSUES</th>
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| **ON A JOB APPLICATION**   | • Honesty. Peace of mind.  
• Easy. Lets employer decide if epilepsy is an issue.  
• An employer may be seeking someone with a disability to diversify their staff. | • Might disqualify you with no opportunity to present yourself and your qualifications and no recourse.  
• Potential for discrimination. | • If you use this technique, you may have a harder time finding work, but usually have no epilepsy-related problems when you do. |
| **DURING AN INTERVIEW**    | • Honesty. Peace of mind.  
• Opportunity to respond briefly and positively – in person – to specific epilepsy issues.  
• Discrimination less likely face-to-face. | • Puts responsibility on you to handle epilepsy issues in a clear, non-threatening way.  
• Too much emphasis on issue indicates possible problem. You are not being evaluated on your abilities. | • 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.  
• Disclosing early on may be best for someone who will likely have a seizure sooner rather than later, and/or who wants appropriate care and accommodation. |
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| **AFTER THE INTERVIEW (When you have been offered a job but before you begin work.)** | • Honesty. Peace of mind.  
• 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. | • Employer might feel you should have told him before hiring decision was made.  
• Might lead to distrust with personnel department. | • Need to evaluate seizure condition honestly in light of the specific tasks of the job you are applying for.  
• Need to be able to explain how epilepsy will not interfere with ability to perform job. This includes job safety. |
| **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. |
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| 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.  
- The seizures may not be an issue but medication side effects might be. |

Reprinted from “The Work Book”, a publication of EFA’s Training and Placement Service (TAPS) program.

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