

# Students with Disabilities

## Career Strategies and Resources

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### Welcome to Career Services

In addition to our full suite of programs and services, we help students with disabilities to manage decisions affecting your work and further education in an integrated manner.

### Common Career Issues for Students with Disabilities

In addition to general issues related to further education and work, students with disabilities may wonder about:

- How to find employers committed to recruiting and retaining a diverse workforce
- Identifying employers specifically interested in recruiting students with disabilities (see reverse)
- Whether or not to apply under special access categories
- When or if to request accommodations during the hiring process or upon offer of employment
- When or if to disclose a disability and options for doing this

Advisors at Career Services can help you strategize.

### Accessibility at Career Services

Career Services would be pleased to assist you with any accommodations or alternate formats needed during a visit to our centre. Please contact us at 613-533-2992 or [mycareer@queensu.ca](mailto:mycareer@queensu.ca)

To help you assess what accommodations might be needed, we have described what is already available in our centre, at this link: <http://careers.queensu.ca/contact-us/request-accommodation>

### (Some) Career Resources for Students with Disabilities:

**NEADS** – [www.neads.ca](http://www.neads.ca)

**Lime Connect** – [www.limeconnect.com](http://www.limeconnect.com)

**Career Edge Internships** – [www.careeredge.ca](http://www.careeredge.ca)

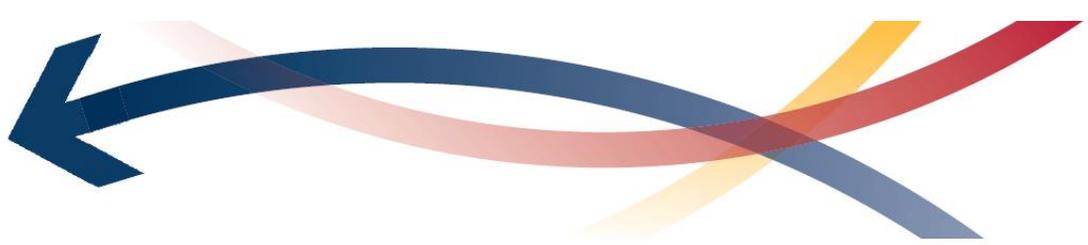
**Opportunities Fund for People with Disabilities** - [www.servicecanada.gc.ca/eng/of/index.shtml](http://www.servicecanada.gc.ca/eng/of/index.shtml)

**Canada Study Grant** – [www.esdc.gc.ca/en/student\\_grants/csg/disabilities\\_service\\_equipment.page](http://www.esdc.gc.ca/en/student_grants/csg/disabilities_service_equipment.page)

**Canada's Best Diversity Employers** – <http://www.canadastop100.com/diversity/>

**Job Postings Magazine: Bi-annual Disability Issue** – [www.jobpostings.ca](http://www.jobpostings.ca)

**Books** – Career Services has some books about job search with a disability. Visit us or search the QCAT collection through Queen's Libraries.



## “Disability-friendly” Employers

Of course, *every* organization, whether government, private or public sector, is a possible employer for students with disabilities. Employers in Canada cannot legally discriminate against persons with disabilities and are therefore all potentially “disability friendly”. However, organizations in Canada that are federally regulated (i.e. fall under federal legislation), tend to be actively working to increase the representation of people with disabilities in their organizations, so that it more closely matches the level found in the broader population. Organizations in the following sectors may be federally regulated and therefore “disability friendly”—in that they might have more experience hiring and accommodating people with disabilities:

- banks
- marine shipping, ferry and port services
- air transportation, including airports, aerodromes and airlines
- railway and road transportation that involves crossing provincial or international borders
- canals, pipelines, tunnels and bridges (crossing provincial borders)
- telephone, telegraph and cable companies
- radio and television broadcasting
- grain elevators, feed and seed mills
- uranium mining and processing
- businesses dealing with the protection of fisheries as a natural resource
- many First Nation activities
- most federal Crown corporations
- private businesses necessary to the operation of a federal act

In addition, federal, provincial, and municipal governments may also be more “disability friendly” employers as they have been tasked with leading the way with ensuring that recruiting, hiring and retention practices are inclusive for people with disabilities in Canada.

## Got Questions?

Got general career questions or wondering about something specific related to your disability and your future career? Want to strategize about disclosure or requesting accommodations? We can help!

Ask an advisor at our [Drop-in Career Advising Hours](#), Mondays to Thursdays, 1:30-3:30. (Summer hours are Tues, Wed, Thurs, 1:30-3:30 pm.) No appointment required. You can also book 1-1 [career counselling appointments](#) or [resume/cover letter review appointments](#) through the **MyCareer** portal on our website. Appointments are 30 minutes in length and are held during a variety of times, weekdays.