

# Accommodations at School and at Work

Many students receive academic accommodations in order to participate equitably at university. You may or may not identify yourself as having a disability, but if you are currently registered with Queen's Student Accessibility Services (QSAS) in order to be academically accommodated, it is worth considering whether you might also need accommodations at work.

Here are some thoughts to consider:

- If you receive exam accommodations, might you require accommodation on evaluations or tests used by employers as part of their hiring process?
- Does your transcript look different than the transcripts of your peers because your pace of work/program accommodates you? Are you ready to talk with employers about this?
- If you currently receive accommodation in the form of altered schedules or time off, would this also be helpful on the job?
- If you use physical/technology accommodations for class, would they also be needed at work?
- Are there any other tools or tactics facilitated by QSAS that benefit your academic life that might also help you transition to or do future work smoothly?

In Canada, you are entitled to be accommodated at any point during the employment cycle – from application stage, to interview stage, offer stage or once you're hired. If you request an accommodation, disclosure of the nature of your disability is not required...simply that you have "a disability that requires X accommodation".

## HAVE QUESTIONS ABOUT ACCOMMODATION OR DISCLOSURE AT WORK?

Career Services can help students strategize during 1-1 counselling appointments about a variety of career topics including disclosure and asking for workplace accommodations.