

Should you disclose that you are neurodivergent?



IN THE WORKPLACE

Wondering if you should **disclose** in the workplace that you are **neurodivergent**? The short answer is, it depends as there are two sides to the answer.

The **green** slides are reasons why you may want to and the **red** slides are reasons why you may not.



Accommodations

Telling your boss/manager means you can ask for accommodations for yourself within the workplace, reasonable adjustments especially if you are struggling at work.



Discrimination

Your manager may have unfavourable views about being neurodivergent, which may mean you experience discrimination, which can be stressful and expensive.



Anti-discrimination laws

You may be protected from unlawful discrimination when your employer is aware of your neurodivergent condition, which is classified as a disability under the anti-discrimination law (in Australia).



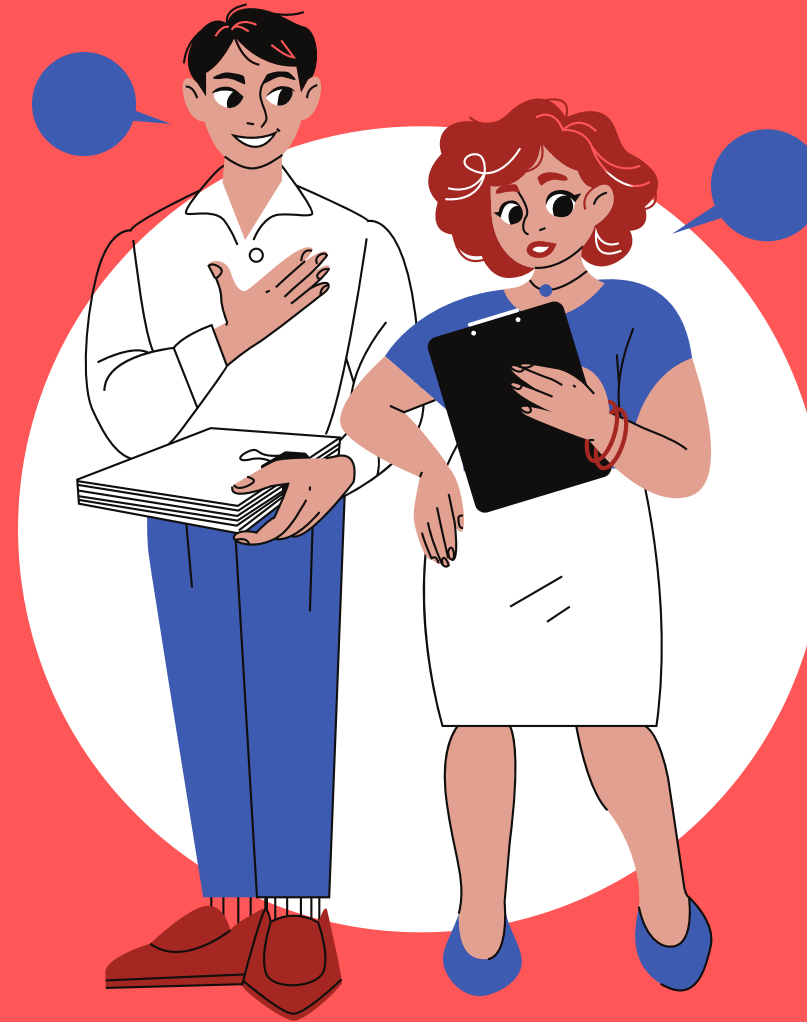
Pre-existing

You can ask for workplace accommodations without having to bring up that you are neurodivergent, as accommodations (such as quiet spaces) are already extended to others in the workplace.



Collaboration

Your manager will help you succeed at work rather than performance-manage you, while you help to educate your manager about your neurodiversity.



Misunderstandings

Your colleagues may have misunderstandings about your working ability, which may negatively impact your experience at work.



Factors to consider

There are other factors to consider such as your rationale for disclosing, e.g. is it affecting your performance at work? How long you've been in the role and whether you want to disclose to your manager only or co-workers as well.

There is no black and white answer when it comes to disclosure in the workplace, however we hope we've helped with some tips to consider.

If you'd like to read more tips and information just like this, you can by becoming a free member of our Resource Library via the link in our bio:

neurodiversitymedia.com/join

If this has helped you feel free to send it along and help us raise awareness around neurodiversity in the workplace.