



Transition Newsletter

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RESOURCE HIGHLIGHT



Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on job accommodations and disability employment issues. JAN provides free one-on-one practical guidance and technical assistance on job accommodation solutions, Title I of the Americans with Disabilities Act (ADA) and related legislation for people with disabilities.

ASKJAN.ORG is full of information for individuals to do an accommodation search based on disability and suggests strategies, products, and services you can try to be the best employee you can be!

This is informational only. DHS is neither supporting nor endorsing this website. Please determine for yourself if you wish to use it and proceed accordingly.

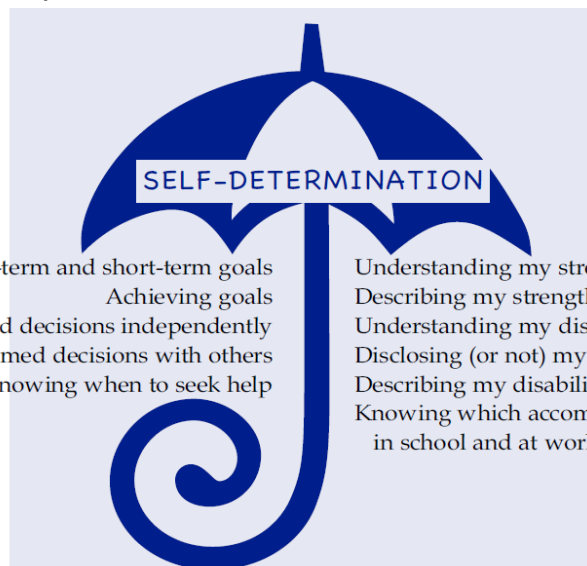
To Disclose or Not to Disclose? That's a Great Question!

As you move from high school into employment or post-secondary, you will have an important question that only YOU can answer... should I disclose that I have a disability?

Informed choice is the process of making a decision after considering relevant facts and weighing the pros and cons (positives and negatives) of the decision you are about to make. The process of making an informed decision is based on the information you gather prior to making a decision. The information gathered could be research you've done on your own by going online or by talking to people you trust for their opinions. The people you trust could be your parents/family, teachers, friends who have had to make a similar decision, or your VR counselor!

The decision to disclose a disability belongs solely to you as the person with the disability. There are no requirements that you disclose your disability to anyone at any time, but in order to receive accommodations at work or at school, you must disclose. Before making this type of decision, it's very important that you use your learned self-determination skills.

Self-determination is the desire, ability, and practice of directing one's own life. It is often referred to as "The BIG Picture" because it has so much to do with the person you are and the person you want to be. Being a self-determined person helps you to make important choices and informed decisions in your life based on your abilities, interests, and attitudes. Self-determined people accept, respect, and value themselves for who they are and what they have to offer.



Setting long-term and short-term goals
Achieving goals
Making informed decisions independently
Making informed decisions with others
Knowing when to seek help

Understanding my strengths
Describing my strengths to others
Understanding my disability and limitations
Disclosing (or not) my disability to others
Describing my disability to others
Knowing which accommodations are effective in school and at work

For more information : <https://bit.ly/411DisabilityDisclosure>



Name:

Phone:

Email:

[dhs.sd.gov/
transitionresources.aspx](https://dhs.sd.gov/transitionresources.aspx)



The only person you are destined to become is the person you decide to be.
- Ralph Waldo Emerson

**UPcoming
EVENTS**
tslp.org/events



To Disclose or Not to Disclose? That's a Great Question! (cont'd)

There are advantages and disadvantages to disclosing your disability. Here are just a few to get you started on making an informed decision.

Advantages	Disadvantages
It allows you to receive reasonable accommodations so you can pursue work, school, or community activities more effectively.	It can lead to you struggling in silence when you know that an accommodation would be helpful to completing the task at hand.
It gives you a clearer impression of what kinds of expectations people may have of you and your abilities.	It can lead to your being treated differently than others due to misunderstandings.
It assists you in getting what you need for best chance of success within the environment.	It can cause you to relive bad past experiences that have resulted in the loss of a job or failed class.
It improves your self-image through self-advocacy—sense of pride.	It can bring up conflicted feelings about your self-image—sense of shame.

You may be asking, where can I learn more about self-determination to make an informed decision about disclosing my disability? There is a fantastic disclosure workbook available to download so you can start working through this process. The workbook has several activities that will put you in a better position to make decisions and I am available to help you work through it, all you have to do is ask!

<https://bit.ly/411DisabilityDisclosure>

 **Transition in Action Clinic** 

The **University of South Dakota — Center for Disabilities** has a unique opportunity, at no cost, in Sioux Falls, potentially virtual depending on your location. The day is spent with activities and conversations related to supporting you through the various transitions in healthcare, education, employment, independent living and overall wellness. The team also provides recommendations and resources to help you reach your goals!

If you or someone you know may benefit from the clinic, please contact Emily Meier at emily.a.meier@usd.edu, 605-357-1475 or visit their website: usd.edu/medicine/center-for-disabilities/transitions-clinic

Catch the Wave

A one-day conference for high school students with disabilities considering **post- secondary education.**

- 2/23/2022 in Mitchell @ Mitchell Technical College
- 3/29/2022 in Rapid City @ School of Mines & Technology/ Western Dakota College
- 3/29/2022 in Sioux Falls @ Southeast Technical College
- 4/4/2022 in Aberdeen @ Northern State University

Let's Talk Work

A one-day conference for high school students who have a disability focusing on **employment.**

- 2/10/2022 in Sioux Falls @ Sanford Center
- 2/16/2022 in Rapid City @ Rushmore Hotel
- 2/24/2022 in Ft. Pierre @ AmericInn Conference Center

