<https://www-emerald-com.ezproxy.library.uq.edu.au/insight/content/doi/10.1108/LM-10-2017-0101/full/html#sec002>

Invisible disabilities have to be addressed in workplace and both employee & employer have their own part to play. If it is only the employee who demand for certain adjustment, their coworkers will probably deemed it as unfair and they may think that this person is faking. When the employer are taking part as well, there is a higher chance of lower judgement and higher acceptance. Moreover we can not depend on the notion “people have to know their rights”, because for people with invisible disabilities it is more complicated on how willing are they to disclose their disabilities.