

title: **do u guys claim u have a disability when filling out job applications?**

num_comments: 42

num_up_votes: 59

upvote_ratio: 0.97

Post Text

​

Comments

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 71

I wouldn't bc then they'll just say they found a "more qualified applicant"

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Would you say "I don't want to answer" or say "No"? My son answered all other self-identifying questions but said "I don't want to answer" to the disability question. Up to now, he got no responses or responses saying they found more qualified applicants.

Thanks.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 60

I've lost every job I've had these last 8-10 years because I can't get my anxiety and panic disorder under control.

My past two interviews, they asked the Disability question, because I checked Yes, during the application process. Never heard back from them.

Damned if I do - Damned if I don't.

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

What did you answer to disability question at the interview

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 7

I don't recall the wording exactly, just simply asked if I had a disability I wanted to identify - so I clicked Yes.

It had bitten me in the ass previous times when I was at work and had an anxiety/panic attack and I would leave to the restroom or somewhere to compose myself. Sometimes I needed just a few minutes, other times 20. Management got on me and complained because I never told them of my needs. They did their best to help me out but my 'Write-Ups' were accumulating.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

Did this happen to you while working as a software developer?

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

I've never worked "in this field". It started as a hobby back in early 2000's. Off and On, I did sites for the knowledge, etc. Learned a great deal. Tried to start a little LLC in 2008 but that failed. However I continued learning css/js, etc.

With the pandemic and my most recent job loss (march/april), I started taking things more seriously.

Paid for a Udemy web developer bootcamp (currently 43% through), and last week bought the Vue3 Master Class from vueschool.io.

Am really making efforts to coding and following through everyday.

Commenter_7

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Makes me so sad to hear this. At my company we have hired many people with anxiety, most of them are also coming from a lack of security and too much previous stress. They are some of our most talented staff.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

When I was in middle > high school, my OCD/ADHD was such a dominating force that I was incredibly shy, ashamed and introverted. Ate lunch in the library and became besties with Mrs. Gavin :) She was great! Met & fell in love with Stephen King, Anne Rice, John Grisham, Michael Crichton ... Learned the Dewey Decimal System, read some encyclopedia sets from A-Z. Learned a great deal. But was so anti-social and awkward. Still no friends. Girls didn't interest me until my mid/late 20's.

My first website https://web.archive.org/web/*/suncitystreetscene.net brought me immense joy. Met some awesome people I still know today. But not a single person from my school days, lol. "SunCity" is the nickname given to El Paso TX by our residents (where I live). "StreetScene" are the tuned and modified cars and the culture that surrounds them. Riced Hondas, blown Camaros, drag-slicked Mustangs, you name it! It took years of work. Was a simple PHP forum (InvisionBoard and phpBB I think). Super active community. In the end, I commanded a staff of about 5 people "working" for me :D A model scout, PR Rep, Treasurer, photographers, writers, graphic designer. We brought all car clubs together and did charity events. This is when Fast & Furious first came out, and the car scene was ABLAZE!!! Friday Nights, Lee Trevino Blvd looked just like the movies, lol. We worked with local PD and FD to moderate safer traffic flow, designated parking lots for Happy Hours, even got discounts for the Ill-Eagles to nearby drag strips. I was in the paper a couple of times. Met the Mayor and Chief of Police to resolve trouble areas. It was the "highlight" of my life.

Then in 2009-2010 severe depression ... and you know the rest.

Over the years I have taught myself enough html/css/js to make a couple of websites. In 2017-2018 bought a handful of Web Dev-related courses on Udemy and never followed through. However, one of them I am 44% through completion . A little here and there. I'm super active in their FB group and Discord community. Also on Twitter. I'm contributing and learning more than I have ever been and I'm really liking it.

I still own the domain www.suncitystreetscene.net and spent the most I have ever spent on an online course for <https://vueschool.io/the-vuejs-master-class/> where the resulting project is *A FORUM*!!! This is so eff-ing exciting. I really like Vue and have a decent enough understanding of JavaScript to get through the course.

If the first version of my website 20 years ago was the "highlight" of my life, then this right here is gonna be **Round #2**. Just gotta keep focused and determined. I'm still in touch with some of the original members of the site and they're looking forward to its relaunch some time in 2022.

This is gonna be spectacular!

And maybe for once in my life - I will have a nice enough car to join their ranks

Commenter_8

ID: REDACTED! ~(o.o)~ <3, Upvotes: 13

In my country, my employer gets 200€/month if they fill the paper and I may get to spend like 900€ for « accomodations ».

I totally warned my boss of it when interviewed. I mean I think I had done good so I went and warned. I wouldn't have done it if I wasn't halfly trusting em and I wouldn't have said anything before my chances were realistic.

Also, in my country, enterprises/towns/... Kinda favor « disabilities » or other similar things on a lot of jobs.

It's pretty awkward sometimes to see adverts like « massively recruiting first line phone operators » and when you read the small note at the end they say you need to be unemployed for >2years, refugee, disabled, ... (and other conditions that grant the employer a good discount or even a free salary for them).

Commenter_9

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

Which country?

Commenter_8

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

Belgium

Commenter_10

ID: REDACTED! ~(o.o)~ <3, Upvotes: 32

Yes, and I make sure to mention it early and often when speaking to the recruiters; let the trash take itself out.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

Ill prob just bring it up if it becomes an issue.

Commenter_11

ID: REDACTED! ~(o.o)~ <3, Upvotes: 12

Better to have it on the record than to suddenly be defending your job with "but I am disabled!" If it becomes a problem, and they know you have a disability, they are obligated to work with you before the problem gets bad enough where they are thinking of firing you.

EDIT: This advice applies only to the US and the ADA.

Commenter_12

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

It's not really good to give legal advice outside the context of jurisdiction.. what's solid practice where you are may be totally different somewhere else.

Where I am at, your advice is terrible. For example. But I'm sure it's fine some place.

Commenter_13

ID: REDACTED! ~(o.o)~ <3, Upvotes: 9

I always thought employers weren't supposed to be able to see what you put? Regardless, I'm paranoid so I put "I choose not to answer"

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: -4

[deleted]

Commenter_13

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

Same as your sexual orientation and veteran status, used for data reporting but not actually examined by the employer themselves. That's what I've always been told, could be wrong though.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: -12

[deleted]

Commenter_13

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

No, I'm not pulling your leg. I think I'm just misinformed. I'll look more into it. I have definitely been asked that on job applications though, including the one for Reddit's SWE internship.

Commenter_14

ID: REDACTED! ~(o.o)~ <3, Upvotes: 7

I've applied to many jobs recently and this is definitely on some of the applications. Also you're totally right about the reporting thing, recruiters/employers are absolutely not allowed to see your demographics (disability status, race/ethnicity, etc.) because they can discriminate against you. At least this is the case in the US, other countries may be different. Don't worry, you're not misinformed at all.

Commenter_13

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Thanks, I appreciate it! That makes a lot of sense.

Commenter_12

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

you are correct the other person has limited life experience.

Commenter_12

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

This is a thing in workplaces where they have equity in hiring goals. They ask are you lgbtq, are you indigenous, are you racialised, are you disabled, are you an immigrant etc.

This is common in union shops and sectors where unions are prevalent because it's the sort of thing workers like to enforce on management even though it feels intrusive at first. This way if (tiny if) there is preferential hiring going on the union can demonstrate that there are lots of *applicants* from discriminated groups but somehow all the hiring is this other group. Otherwise all you'd have is speculation.

Commenter_15

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Thank you for clarifying that

Commenter_16

ID: REDACTED! ~(o.o)~ <3, Upvotes: 33

No. A lot of companies specify what qualifies as a disability and ADHD doesn't tend to be on the list. That being said, if you're in the US, the ADA does include ADHD as a disability. The act can require the employer to provide reasonable accommodations, as long as it doesn't create undue hardship for the business.

Commenter_17

ID: REDACTED! ~(o.o)~ <3, Upvotes: 22

In the US, they tend to put "psychiatric conditions such as..." which, since ADHD is recognized by the ADA, includes ADHD. Companies don't get to specify what does and does not count as a disability, that's up to the government. If we're talking about those voluntary identification forms, they always include ADHD. Now, that comes with the stipulation that it does significantly impact your life somehow. Not sure what the bar is for that, but I'm sure a lot of us could meet it.

Commenter_12

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

ADHD leads to increase in all cause mortality and shorter life expectancy.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

makes sense, I also have high function autism and anxiety... The form I read says anxiety qualifies im not sure about autism. I ended up putting I don't wish to answer because I dont think those forms really make a difference tbh.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

Never, I don't ever mention it, and I stop taking the meds before the drug test. I can do the job just fine so it's not necessary to risk it like that

Commenter_18

ID: REDACTED! ~(o.o)~ <3, Upvotes: 5

There is a website called "Inclusively" which is supposed to be a place with helps software devs with ADHD get jobs? Not sure if it works but maybe look into it?

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 12

Yeah dis ability to fuck yo bitch

Commenter_19

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

No.

Commenter_20

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

No, but I paraphrase some symptoms during the interview. For example, I say that I work better with a good external structure and a silent environment.

Commenter_21

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Nope, but I do talk about it openly with my direct coworkers

Commenter_22

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

I have mild autism and adhd and always say I have a disability when filling out applications. Still gotten interviews even from FAANG companies.

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Thanks. Did they give accommodations when you disclosed the disability?

Commenter_23

ID: REDACTED! ~(o.o)~ <3, Upvotes: -1

Just write down which crayon tastes the best (purple) and they'll get the hint.

Commenter_21

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Fuck off with that

Commenter_24

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Nope, that's a great way to get your application rejected.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Yes because they can't do shit about it and it makes claiming exceptions easier later if you ever need them.

Commenter_25

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

I choose not to disclose

Commenter_26

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Definitely depends on the location. I chose to do so for my current job. Currently located in Germany. They were extremely helpful and provided a list of accommodations that can be made for my disabilities.