

# People with Disabilities

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Do you have a disability that affects your ability to perform specific job functions? Or has a disability impacted your job search? Remember, not all disabilities are visible - some are “hidden” and do not show physical traits. The Americans with Disabilities Act (ADA) of 1990 defines a disability as a physical or mental impairment that substantially limits an individual from one or more major life activities. No matter what your disability, there are job accommodations and support services to help you.



Use the resources below to understand why, when, and how to disclose a disability to a potential employer. Find information about job accommodations, see where to get help with your job search, and discover employers who have made a commitment to disability inclusion in their workplace. Learn how federal and state law protects employees with disabilities from discrimination.

## CAMPUS RESOURCES

If you are currently a student, make sure that you connect with your college or university’s disability services and their career services. You will find experienced, caring professionals who can guide you to the resources and information you need to make a successful career plan. Reach out early. There are resources available for every point of your career journey.

## DISCLOSING A DISABILITY TO AN EMPLOYER

- **Disclosure Decisions: To Get the Job Fact Sheet**  
*Virginia Commonwealth University*  
[tinyurl.com/disclosure-decisions](https://tinyurl.com/disclosure-decisions)

This worksheet walks you through the considerations involved in whether to disclose a disability to an employer. Determine whether there is a need for disclosure, as well as when and how to communicate your disability with your employer.

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## People with Disabilities (continued)

### JOB ACCOMMODATIONS

- **Job Accommodation Network (JAN)**

[askjan.org](http://askjan.org)

JAN provides free one-on-one consultation for people with disabilities who need workplace accommodations. Learn about the accommodation process. Get help identifying an accommodation solution, including information about product vendors. JAN consultants can answer questions about the Americans with Disabilities Act (ADA). Support is available through live chat on the JAN website or by phone. JAN also offers an online searchable database of job accommodations.

**1-800-526-7234** (V) in the United States

**1-877-781-9403** (TTY)

**1-304-216-8189** via Text

janconsultants via Skype

- **Reasonable Accommodations**

*Minnesota Department of Human Rights (MDHR)*

[tinyurl.com/mdhr-accommodations](http://tinyurl.com/mdhr-accommodations)

Find detailed information about the reasonable accommodations Minnesota employers are required to make for an employee with a disability in order to prevent discrimination against anyone with a physical or mental disability.

- **Job Applicants and the ADA**

*U.S. Equal Employment Opportunity Commission (EEOC)*

[tinyurl.com/job-applicants-ada](http://tinyurl.com/job-applicants-ada)

This online fact sheet helps job seekers understand the Americans with Disability Act (ADA). From asking for a reasonable accommodation to discussing your disability with an employer, learn what the law requires.

### EMPLOYMENT SUPPORT SERVICES FOR PEOPLE WITH DISABILITIES

- **Vocational Rehabilitation Services (VRS)**

Minnesota offers **specialized career planning services**, including skills development, to youth and adults with disabilities through VRS. Adults can find a VRS counselor through CareerForce [ [careerforcemn.com](http://careerforcemn.com) ]. High school students can find the VRS counselor for their high school [ [careerforcemn.com/youth-disabilities](http://careerforcemn.com/youth-disabilities) ]. You can also contact VRS by email [ [VRS. CustomerService@state.mn.us](mailto:VRS.CustomerService@state.mn.us) ].

- **Disability Hub | Work**

[disabilityhubmn.org](http://disabilityhubmn.org)

Disability Hub provides a free help desk to help you navigate issues related to living with a disability, including issues related to work. Get advice to help you explore careers, understand your rights, learn about workplace accommodations, understand benefits, and find a job.

You can contact Disability Hub representative by chat or e-mail on their website or by phone at 1-866-333-2466.

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## People with Disabilities (continued)

- **Deaf and Hard of Hearing Services Division**

*Minnesota Department of Human Services*

[mn.gov/deaf-hard-of-hearing](https://mn.gov/deaf-hard-of-hearing)

Companies benefit from the skills and experiences deaf, deafblind, or hard of hearing people bring to the workplace. However, people with these disabilities may face challenges, both in the workplace and in finding employment. The Deaf and Hard of Hearing Services division offers employment services for deaf, deafblind, hard of hearing people.

- **State Services for the Blind (SSB)**

*Minnesota Department of Employment and Economic Development*

[mn.gov/deed/ssb](https://mn.gov/deed/ssb)

Minnesotans who are blind, have significant vision loss, or are deafblind may be eligible for counseling, training, job skills, and job placement services. Contact SSB at 651-539-2373.

## RESEARCH EMPLOYERS

- **Connect 700**

[tinyurl.com/j2g2kma](https://tinyurl.com/j2g2kma)

The State of Minnesota is a significant employer, with many different types of jobs available. Minnesota aspires to be a leader in employing individuals with disabilities. Sometimes, traditional applicant assessment and hiring practices do not accurately measure whether someone with a disability can do a job. The Connect 700 program can help you demonstrate your ability to do a job offered by the State of Minnesota.

- **Disability:IN**

The Minnesota Chapter of Disability:IN offers a job board [ [di-mn.org/job-board](https://di-mn.org/job-board) ] that uses AI technology to help job seekers with disabilities showcase their skills and find a job. They also host the annual INclusive Career Fair [ [di-mn.org/inclusive-career-fair](https://di-mn.org/inclusive-career-fair) ] for job seekers with disabilities.

Disability:IN produces a Disability Equity Index [ [disabilityin.org/what-we-do/disability-equality-index](https://disabilityin.org/what-we-do/disability-equality-index) ]. Download this report to understand company practices that impact people with disabilities and see which employers scored highly for their employment inclusion practices.

- **The Valuable 500**

[thevaluable500.com](https://thevaluable500.com)

The Valuable 500 is a global community of companies whose leadership has committed to disability inclusion in their workplace. Visit this website to see which companies are committing to improving the business, social, and economic lives of people with disabilities.

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## People with Disabilities (continued)

### LEGAL HELP FOR PEOPLE WITH DISABILITIES

- **Disability Discrimination (EEOC)**  
[eeoc.gov/disability-discrimination](https://www.eeoc.gov/disability-discrimination)  
Federal law does not allow employment discrimination against anyone covered by the Americans with Disabilities Act (ADA). Learn about how this law impacts the job application process and find many resources to help you understand your rights.
- **LawHelpMN | Disability**  
[lawhelpmn.org/self-help-library/disability](https://www.lawhelpmn.org/self-help-library/disability)  
This **online self-help library** provides information on topics related to having a disability. Find information about assistive technology, discrimination, the Americans with Disabilities Act (ADA), Vocational Rehabilitation Services (VRS), and much more.
- **Minnesota Disability Law Center (MDLC)**  
[mylegalaid.org](https://www.mylegalaid.org)  
MDLC offers free legal help to people with disabilities statewide for issues related to having a disability, including employment issues. You can reach the MDLC intake line at 612-334-5970 or 800-292-4150.

### OTHER RESOURCES FOR PEOPLE WITH DISABILITIES

- **Alphabetical Resources | Minnesota Council on Disabilities**  
[tinyurl.com/disability-resources-mn](https://tinyurl.com/disability-resources-mn)  
A comprehensive list of disability resources and organizations maintained by the Minnesota Council on Disabilities.
- **Disability Benefits 101**  
[mn.db101.org](https://www.mn.db101.org)  
Disability Benefits 101 has online tools to calculate how income from working or going to school impacts disability benefits. Also, find information about work incentive rules that help people with disabilities who receive public benefits. And learn about programs to help you save and manage your money.  
Phone, email, and chat support are available. Get answers to all your questions about disability benefits.
- **Work Incentives Connection**  
*Goodwill-Easter Seals Minnesota*  
<https://www.goodwilleasterseals.org/services/disability-services>  
The Work Incentives Connection program is for people ages 16-64 who receive SSDI or SSI benefits. Program participants undergo a benefits analysis and receive information about their available options, including information about health care options. Call phone support at 1-800-976-6728 (toll-free) or 651-632-5113 (MN Relay – 711).