

Disclosing Mental Health to an Employer

In 2021, a survey was given to 256 post-secondary students asking how they felt about disclosing mental health challenges to a potential employer.

Results:

70%

Experience high levels of fear of disclosing mental health to an employer.

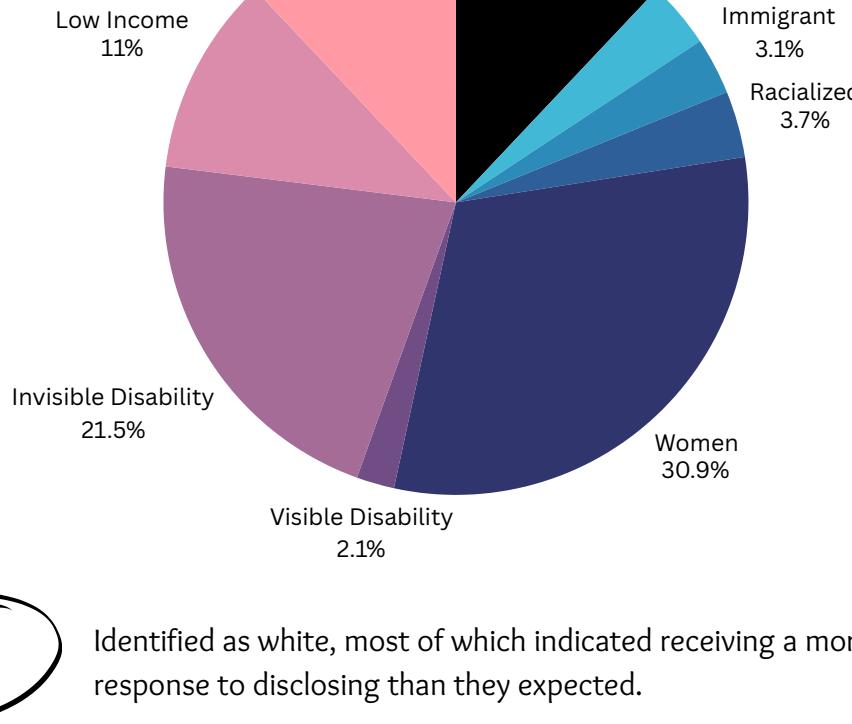
80%

Experience high levels of stress when faced with a decision to disclose mental health.

19%

Are likely to request mental health accommodations.

Who were the participants?



84%

Identified as white, most of which indicated receiving a more negative response to disclosing than they expected.

16%

Identified as Indigenous, Black or a Person of Colour, most of which indicated receiving a more positive response to disclosing than they expected.

84%

Identified as having at least one other social identity that intersected with a mental health disability.

Participants' Advice to Employers

"Understand that mental illness can be episode based and that potential employee may not even have such situations while working there. Also, that having a mental health disorder puts a lot of stigma and stress on the student or employee and that can be very scary to overcome."

- Survey Participant

"Stop perpetuating the culture that people with mental health challenges are incompetent. Everyone has mental health, and everyone can have mental illness, making people feel as though they need to hide that aspect of themselves in draining and toxic" - Survey Participant