

DISCLOSURE DECISION GUIDE

When and how to tell an employer about your neurodivergence

Disclosure is a personal decision. There is no single right answer. This guide walks through the three main options — before an offer, after an offer, or never — with the pros and cons of each and example wording you can adapt.

Key point first: you are never legally required to disclose your diagnosis or condition to an employer.

Option 1 — Before the offer (application or interview stage)

Pros

- ☒ Allows you to request interview adjustments (quieter room, questions in advance, extra time)
- ☒ Sets an open tone early; some employers respond very positively
- ☒ Gives you information: how they respond tells you something about the culture

Cons

- ☒ Risk of unconscious bias before they know your skills
- ☒ Less legal protection before a job offer is made
- ☒ Not always necessary if you can demonstrate your abilities without adjustments

What to say:

“I have ADHD / autism / dyslexia [or: a neurodevelopmental condition] and would find it helpful to have [specific adjustment]. I’d like to request this as a reasonable adjustment under the Equality Act 2010.”

Option 2 — After the offer (during onboarding or first weeks)

Pros

- ☒ Job offer is already made — stronger legal protection applies
- ☒ Employer has already decided they want you based on your ability
- ☒ You can choose the right moment when trust is building

Cons

- ☒ You may struggle in the early weeks without adjustments in place
- ☒ Some employers may feel surprised if issues arise before you’ve disclosed
- ☒ Onboarding can be a stressful time to start the conversation

What to say:

“Now that I’ve started, I’d like to let you know that I have [condition]. I’ve been managing well, but there are some adjustments that would help me work at my best. Could we find a time to discuss this?”

Option 3 — Never (or only if it becomes necessary)

Pros

- 🔗 No risk of bias or unwanted changes to how you're treated
- 🔗 Privacy: your medical information stays your own
- 🔗 Appropriate if you genuinely do not need adjustments right now

Cons

- 🔗 You cannot request reasonable adjustments without some degree of disclosure
- 🔗 If difficulties arise later, disclosure becomes harder after a long silence
- 🔗 Self-masking long-term can increase burnout and mental health risk

What to say:

“If you later need to raise it: I haven't mentioned this before as it hasn't affected my work, but I'd like to let you know that I have [condition] and to discuss whether any adjustments might help.”

Things to remember

- You never have to disclose a diagnosis — describing functional impact is enough
- Disclosure to one person does not mean the whole company knows — you can specify confidentiality
- If you face negative treatment after disclosing, this may be disability discrimination — document everything
- ACAS ([acas.org.uk](https://www.acas.org.uk)) offers free confidential advice — you can raise a grievance without naming a tribunal
- Your condition and how it affects you may change — you can disclose at any point, even years into a role