

Resources for Students with Accommodations and Disabilities *continued*

These resources may help:

- JAN: THE DOs AND DON'Ts of Disclosure
<https://askjan.org/topics/discl.htm>
- VCU Disclosure Decisions to Get the Job
www.worksupport.com/documents/disclosure_decisions1.pdf

We encourage students to turn accommodations/disability into an asset. You do this by demonstrating that you have the knowledge, know-how and resources to partner effectively with the employer to put in place the accommodations or work-arounds that you need to succeed. Demonstrating such mastery shows an employer that you are persistent, resilient, a creative problem-solver, and a good communicator, and that the success of the company is your primary interest.

We encourage students to check out and, where appropriate, register for the following special hiring opportunities for students with accommodations or disabilities.

- Schedule A—https://www.eeoc.gov/eeoc/initiatives/lead/abcs_of_schedule_a.cfm
- United States Office of Personnel Management (OPM)
<https://www.opm.gov>—Job seekers with disabilities> Hiring Authorities>Disability Employment
- Bender/OPM Shared List
<https://www.opm.gov/policy-data-oversight/disability-employment/recruiting/>

Resources for LGBT Students

As a lesbian, gay, bisexual or transgender (LGBT) student or alumnus(a), you may have additional questions as you transition from college to the working world. While most universities provide a vibrant support network for LGBT students, the workplace can be different and you may have to engage in additional career exploration and research to best align your values and goals with a supportive work environment.

In particular, you may have questions about how “out” you want to be on your resume, in your interview, on the job and in work-sponsored social gatherings. You may also have questions about appropriate interview or workplace attire in relation to your gender identity.

As you explore potential workplaces, you may want to research some or all of the following:

- Organizational climate
- Partner benefits
- Employee Resource Groups (ERGs)
- Non-discrimination policies
- Ways to combat and respond to workplace discrimination
- Changing state and national laws and regulations

Staff members within the University Career Center & The President’s Promise are available to discuss how these issues may impact your job search and to help you clarify your personal

RESOURCES ON ACCOMMODATIONS

<https://www1.eeoc.gov/federal/qanda-employment-with-disabilities.cfm?renderforprint=1>

<http://askjan.org/links/atoz.htm>

“A to Z of Disabilities and Accommodations” This series offers many suggestions for accommodations and work-arounds for many different disabilities.

https://www.eeoc.gov/eeoc/internal/reasonable_accommodation.cfm

- Talent Acquisition Portal—<https://tapability.org>
- Lime Connect—www.limeconnect.com
- Getting Hired—www.gettinghired.com
- Career Opportunities for Students with Disabilities
www.cosdonline.org

The University Career Center & The President’s Promise employs a dedicated staff person to support students with accommodations or disabilities in the recruitment, hiring, and onboarding process. Please be in touch so that we can assist you. We offer programs and workshops throughout the year and we hope to see you there. Check **Careers4Terps** for events.

By Nancy Forsythe, Career Development Specialist with the University Career Center & The President’s Promise, University of Maryland.

values and career goals. Call (301) 314-7225 or visit www.careers.umd.edu to schedule an appointment and use your discretion to confidentially discuss any of these issues during your appointment. There is also a designated staff member who serves as the liaison to the University of Maryland’s LGBT Equity Center. Career development programming and networking events are offered for LGBT students throughout the school year.

The following resources may also serve as helpful tools as you begin your job search:

www.outforwork.org (National nonprofit providing career information, resources, events, an internship/job board and extensive online library)

www.outandequal.org (Nonprofit seeking to end employment discrimination of LGBT employees)

www.hrc.org (Maintains the “Corporate Equality Index,” which is searchable by employer and/or policy)

www.prideatwork.org (Fosters collaboration between organized labor/unions & the LGBT community)

www.nglcc.org (National LGBT Chamber of Commerce)

www.outprofessionals.org (Offers a network of “out” professionals in various fields)

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