



Know Your Employment Rights

Are you a person with a disability who would like to have a job?

Anyone with a disability who wants to work has the right to try.

There are programs to help people do this.

You have the right to:

- Try out jobs without your earnings having a negative impact on your benefits.
- Work in the community alongside people with and without disabilities.
- Earn minimum wage or more for doing your work.
- Request reasonable accommodations (things that help you do your job).
- Not tell your employer about your disability unless you are asking for accommodations.
- Privacy about your disability and accommodations. Your boss can't tell your coworkers.
- Be treated fairly by others.
- Choose your employment field. For example, you don't have to be a janitor if you don't want to do that type of work.
- Apply for jobs that interest you.
- Get help in planning for life after high school.
- File a complaint if you believe you've been discriminated against.

So, if someone tells you any of the following:

- Getting a job will cause you to immediately lose your benefits check.
- You can only work with other people who have disabilities.
- It's okay for you to earn less than minimum wage.
- No one wants to hire you because of your disability.
- A company will only hire you to get a tax break.
- You will get fired if you ask for reasonable accommodations (things that help you do your job).
- You must tell any employer about your disability when you apply for a job.
- Your boss can tell other employees about your disability and reasonable accommodations.
- It's okay for other employees to make fun your disability.

Tell that person that they're wrong.

Want to learn more?

Contact us!

Kentucky Protection & Advocacy

Phone: (502) 564-2967

Toll-Free: (800) 372-2988

Fax: (502) 695-2527

Email: KYPandAinquiry@gmail.com

Website: <http://kypa.net>

Social Security funded creation of this document under a grant. Although Social Security reviewed this document for accuracy, it does not constitute an official Social Security communication. This communication is printed, published, or produced and disseminated at U.S. taxpayer expense.