

Here are some questions to help decide what to disclose:

## Need for Accommodation and Safety Risks

- Will you need changes to your job or work site so that you can remain productive?
- Will safety be a concern if you do not obtain certain accommodations?

## Workplace Culture

- How have other employees been treated in the past when they revealed illness or difficulties with work because of it?
- How is your disclosure likely to be received in your workplace?
- Is your workplace friendly and close-knit or more formal and business-focused?
- Are differences among employees celebrated?
- Are employees with disabilities respected and fully included?
- Do employees make fun of people with illnesses or disabilities?
- What kinds of relationships do you have with your co-workers?
- Were there any tensions in these relationships before you were diagnosed with cancer?
- Who do you feel you can trust with personal matters; who will not gossip?
- Is your relationship with your manager supportive and respectful?
- If management changed, would the relationship with your new supervisor also be supportive and respectful?

## Workplace Policies

- Does your workplace have established policies and practices for helping ill or injured workers return to work?
- Does your workplace have an accommodation policy?
- Does your workplace have a diversity policy?

## Your Preferences

- Do you prefer to keep personal matters private at work?
- Do you feel that sharing personal information with fellow employees is best?
- Do you feel comfortable talking about your situation?