



Disabilities and Self-Disclosure

What does “disability” mean?

- Any physical or mental impairment that substantially limits one or more major life activities.
- Any hidden impairment that is not noticeable in a person's speech, behavior or mobility. Impairments may include, but are not limited to, learning disabilities, diabetes, epilepsy, organ disorders and asthma.

Self-disclosure: It’s your decision

- Self-disclosure of a disability does not mean everyone will know about your disability. In fact, by law this information must be kept confidential.
- It is up to you to determine how much and to whom information about your disability is disclosed. Keep in mind, however, that efforts to provide reasonable accommodations for you depend on the information you provide.

Why should I disclose that I have a disability?

- Your AmeriCorps supervisor should be made aware of any disability.
- Disclosure is required in order to provide accommodations that make it possible or easier for a prospective member to serve.
- A person with a disability who does not self-disclose has no protection from discriminatory practices under the Americans with Disabilities Act.
- Reasonable accommodations do not need to be made unless the AmeriCorps supervisor is aware of the need, as expressed by the member.

Did you know?

- People with disabilities currently serve as volunteers and AmeriCorps members.
- Serve Rhode Island engages an inclusion coordinator and inclusion consultant who can help you maximize your service experience, minimize adverse effects to other disability resources and guide you through the possibilities of volunteerism.

Join our team and make a difference in your community!

Serve Rhode Island is committed to including all Rhode Islanders in service to our communities. By actively recruiting persons with a broad range of abilities to help improve service and programs, we raise awareness about the value of diversity in our communities.

***“Everybody can be great,
because everybody can serve.”***
-- Dr. Martin Luther King, Jr.

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