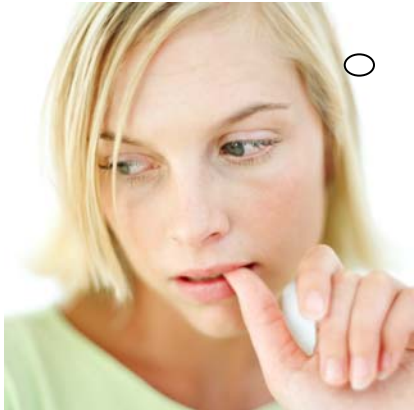


Q: Do you have a disability?

A: Yes



Q: But do I
have to tell
FCWS staff
about it?

A: No

Whether or not to disclose you are
a person with a disability is
your personal choice.

- Under the Americans with Disabilities Act (ADA), One-Stop Career Centers may ask if you have a disability to determine if you are eligible for additional supports and services.
- Your answer will help us to help you.
- Visit our *Services for Persons with Disabilities* webpage at www.frederickworks.com/disabilities.html.
- There are advantages and disadvantages to disclosing your disability. Ask the staff person at the resource desk for the *Work Matters* fact sheet entitled "Disclosure". You can also access this and other fact sheets online at www.mdworkforcepromise.org/iwd.html.

Job seekers with disabilities enjoy the same opportunities for meaningful participation in the services we provide as do all job seekers who come through our doors. Should you require accommodations, please call (301) 600-2255 (voice) or (301) 600-1862 (TTY).