



**Epilepsy Ireland**  
 249 Crumlin Road, Dublin 12  
 Tel: 01- 4557500  
 Email: [info@epilepsy.ie](mailto:info@epilepsy.ie) Web: [www.epilepsy.ie](http://www.epilepsy.ie)

## DISCLOSURE OF EPILEPSY

Many people with epilepsy ask how they should deal with the issue of disclosing their epilepsy in a work situation. The chart below gives some ideas on the subject.

WHEN	OPTIONS	ISSUES
On the application form	<p>In the medical section you could tick the box marked epilepsy</p> <p>You could enclose a letter from your doctor stressing your ability to do the job</p> <p>You could write a short explanation of your current situation regarding your epilepsy</p>	<p>You may experience peace of mind because the employer knows about your epilepsy and you would not have to broach the subject for the first time</p> <p>There is potential for discrimination. You may not be called for interview if an employer has misconceptions or lack of knowledge about the condition</p>
At the interview (1 <sup>st</sup> or 2 <sup>nd</sup> )	<p>Either:</p> <p>At the beginning</p> <p>At an appropriate time during the interview</p> <p>Before the interview is completed</p>	<p>You would have the opportunity to stress your abilities face to face with an employer and would be in a position to answer any questions about your epilepsy in an appropriate way.</p> <p>Some people feel that the prospect of having to declare their epilepsy in this way would be so stressful it may affect their performance in an interview</p>
Once the job has been offered		<p>This could lead to distrust with the employer if they feel that you were not honest with them in the beginning. They may fear the epilepsy as something to be hidden</p>

<b>WHEN</b>	<b>OPTIONS</b>	<b>ISSUES</b>
After starting work		People who fear discrimination may decide after starting work to disclose. By choosing this option, people may have been given the opportunity to prove themselves at work. However, by withholding information about their epilepsy, the individual's employment may be terminated.