



## **Disclosure**


Most Peer Support Group members have good experiences when they disclose because they feel they can be their authentic self.



## Proactive

Try to stop problems before they happen by:

- designing in inclusivity (such as when reviewing policy)
- welcoming and supporting disclosure from recruitment onwards
- focusing on solutions and being creative –whatever your role in the process
- upskilling and supporting those who need it, such as new managers, teams supporting a colleague with adjustments.



**There's no one size  
fits all answer. Genuine  
engagement with others is the  
best way to ensure inclusivity.**



## Useful links

For employment advice, including help with discrimination issues, please visit:

The Peer Support Service is part of Member Support Services. Find out how we can help you with your career, health and wellbeing,