

CHOOSING WHETHER OR NOT TO DISCLOSE PH TO YOUR EMPLOYER

Your local patient association will be able to advise you as to whether there is any legal requirement to tell your employer about having PH. In many countries, it is entirely your choice as to whether you do so or not. While some people feel strongly about keeping their condition private, others have greatly benefited from sharing their experience of PH with their employer.

This resource has been designed to help you make an informed decision that is best for you and your personal circumstances. Remember that how you feel about disclosing PH to your employer may change over time. Just like any other major decision, it is important to weigh up the potential advantages and disadvantages for you; there is no 'right' answer. Everyone is different and the following table captures some of the reasons why people have chosen to disclose or not to disclose that they are living with PH to their employer.

I'M HAPPY I TOLD MY EMPLOYER ABOUT MY PH BECAUSE...

My boss is very understanding and supportive of my needs

It has made it easier to attend regular healthcare appointments without having to take annual leave

I've been allowed to work from home whenever I'm not feeling well

I'm able to work flexible hours as a result

I've enjoyed being able to educate my colleagues about what PH is and how it affects me

I am able to claim employee support benefits

PH is a part of my life and it would feel strange to hide it from people around me

Managing living with a chronic condition has given me organizational skills that I could explain in my interview and can bring to my job

My colleagues have been a huge source of support for me

It made it easier to explain some gaps in my CV

I HAVEN'T TOLD MY EMPLOYER ABOUT MY PH BECAUSE...

I don't consider it to be any of their business

I wouldn't want to be considered differently to my colleagues

I don't want it to impact the opportunities I'm given or my career progression

I have done so in the past and felt stigmatized by some of my colleagues

It doesn't affect how I do my job

I already have all the support I need from my family and friends who know about my PH

I don't want to receive unwanted questions and attention about my PH

If you do decide to disclose your PH to your employer, think about when and what you would like to say. You may wish to disclose anytime from before or during an interview, to after a job offer or after beginning the job. Whenever feels most comfortable for you.

In terms of explaining PH in a way that is understandable to people who most likely will never have heard of the disease before, there are many resources available you might find helpful to share with your employer. Visit www.PH-Human.com or ask your local patient organization for examples.