

Navigation Tool for Students

Help students move through the campus-to-work experience with these general guidelines and create an action plan based on their individual needs.

To Do at Your University

Early University Experience

- Identify resources available to students with disabilities through the university's Office of Disability Services.
- Identify the accommodations needed by you on campus.
 Ensure that the Office of Disability Services guides you through how to connect with your professors to ensure your accommodations are known and met.
- Determine whether a student organization exists to support students with disabilities through the Office of Student Organizations / Office of Diversity of Inclusion.
- Engage in a variety of clubs, panels, and events to be present and active on campus. Having faculty, administrators and other students observe, experience and learn more about you and your disability is important.

To Do at Your University

Experienced Student

- Engage more actively in student organizations to share best practices and guide new incoming students through how to navigate the university environment.
- Consider new student orientation / peer buddy / mentor constructs.
 Build a relationship with incoming disabled students who may want a peer to help guide them through their early university experience.
- Tap into University community and resources identified by campus Career Office and Office of Disability Services to connect with other students, alumni, and community members to grow your support network and gain skills in informational interviewing.

To Do With an Employer

Early Work Experience

- Be informed about the benefits of disclosing your disability throughout the job search, application and interview process with employers.
- Engage with campus Career Office and Office of Disability Services to determine which employers have a strong reputation for an inclusive environment and robust resources for individuals with disabilities.
- Tap into University and Employer Organization community and to connect with alumni, and community members to grow your support network enhance skills in informational interviewing, and begin to cultivate mentors.
- Identify target employers of interest to you that may not have a historical relationship with your university.
- Attend employer recruiting events that may be specifically dedicated to students with disabilities (specific career fairs, panels, etc.). Employers will often direct representatives from their companies to these events who are most familiar with resources available to employees with disabilities.

To Do With an Employer

Full-Time Employee

- Engage with the department responsible for arranging all technology and workplace accommodation requests. Work directly with these contacts to ensure the resources and tools are available to you. Request that appropriate training occur with your manager and team to familiarize them with your disability and accommodations.
- Engage with any Employee / Business Resource Groups that may exist to support inclusion efforts for individuals with disabilities.
- Seek opportunities to network with people in the company who are interested in hiring individuals with disabilities.
- Stay connected with campus through Career Office and Alumni Office programming and networks via programs and online platforms for community building with current students and other alumni.