Online Support for Workplace Disclosure Decision-Making

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Our team works in Winnipeg and Toronto. We respectfully acknowledge that the University of Manitoba is located on Treaty 1 territory, the original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and homeland of the Métis Nation; and that the Realize office sits on the traditional territory of the Wendat, the Anishnaabeg, Haudenosaunee, Métis, and the Mississaugas of the Credit First Nation.

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Background

A complex decision

Deciding whether or not to self-disclose HIV positive status in the workplace (and if so, how much) can be complex.

Disclosure

HIV-related stigma—and intersecting experiences of marginalization such as racism, sexism, heteronormalism, ageism, and ableism—can increase concerns about the outcomes of disclosure.

Need for online supports

The need for high-quality online supports for living well became increasingly evident during the COVID-19 pandemic.

Project purpose

Design an interactive online decision guide to support workplace disclosure decision-making.
Methods

A multi-phased collaborative participatory process was guided by the Ottawa Decision Support Framework\(^1\)

Environmental scan and cross-Canada survey (N=94)\(^2\)

Community forum: Knowledge exchange (N=30)

Design:
Transformation into a high-fidelity interactive online prototype

Proof of concept & validation (N=14)\(^3\)


Underlying principles:
People have the right to make decisions about whether or not, how, and to whom to disclose their health status.

Many personal, social, environmental, economic, and political factors can influence disclosure decisions.

Disclosure can have risks and benefits.
Implications and Conclusions

The guide can be used

individually to explore a continuum of disclosure options – no disclosure, selective disclosure or full disclosure

as a tool to explore options with a peer or healthcare provider

as an educational tool within workplaces

Access the guide at: disclosureguide.realizecanada.org