

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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realize
FOSTERING
POSITIVE CHANGE
FOR PEOPLE LIVING
WITH HIV AND OTHER
EPISODIC DISABILITIES



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

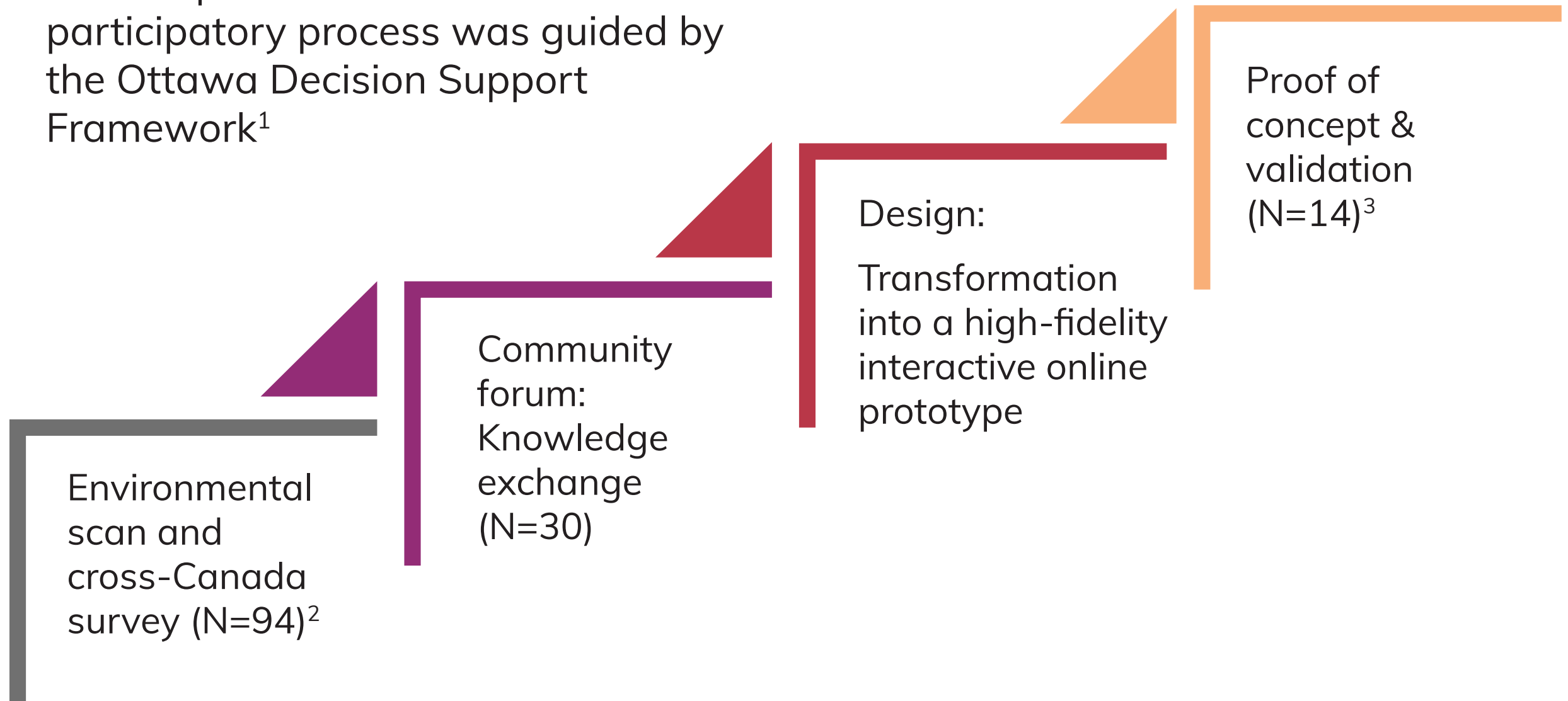
The need for high-quality online supports for living well became increasingly evident during the COVID-19 pandemic

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 Framework¹



¹ Ottawa Hospital Research Group (2015). Patient decision aids. Retrieved from: <https://decisionaid.ohri.ca/>.

² Restall, G., Simms, A., Etcheverry, E., Roger, K., James, D., Roddy, P., Porph, W., Potts, J., Skitch, D., & Yates, T. (2019). Supporting choices about HIV disclosure in the workplace: A cross-Canada survey of strategies. *Work*, 64(4), 731–741. <https://doi.org/10.3233/WOR-193035>

³ Restall, G., Diaz, F., Faucher, P., & Roger, K. (accepted). Participatory design and qualitative evaluation of a decision guide for workplace human immunodeficiency virus self-disclosure: The importance of a socio-ecological perspective. *Health Expectations*.

Workplace Disclosure Decision Guide

For people living with HIV

GET STARTED

For people living with Episodic
Disability

GET STARTED

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

Sequential pages

- **1** Landing page
- 2** Privacy and confidentiality
- 3** How can a decision guide be helpful
- 4** Why is disclosure a difficult decision
- 5** Your rights
- 6** Your workplace
- 7** Extra supports at work
- 8** Your life situation
- 9** Your supports
- 10** Your values
- 11** Your opinions
- 12** Making a disclosure decision
- +** Resources

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

Workplace Disclosure Decision Guide

[Resources](#) [About](#) [HIV](#) [Episodic Disability](#)

For people living with HIV

If you are living with HIV and are working or considering applying for a job, you may be unsure if you should tell people in your workplace about your HIV status. This decision guide will give you information about HIV disclosure in the workplace and your rights and responsibilities.

This decision guide is for you if you are:

- Living with HIV; and
- Working or hoping to work, either paid or volunteer; and/or
- Wondering whether or not to share your HIV status with your co-workers or your employer

Note: the decision on whether to disclose or not is a personal decision and is not mandatory for most jobs.

COVID-19 and Workplace Disclosure

The COVID-19 pandemic has impacted most people's working lives and/or their efforts to find and retain employment. Changes in ways of working (e.g. added health risks, physical requirements, increased stress in the workplace and/or the different needs of working from home) have increased people's level of uncertainty and in some cases have led people to re-evaluate the supports they need to do their jobs.

For people living with HIV or living with episodic disability (including those living with ongoing health conditions related to COVID-19 infection itself) the question of whether or not to disclose your status can take on new importance and urgency. The Workplace Disclosure Decision Guide will help you think through that decision more clearly.

[Find out more about Canada's COVID-19 Response](#)

BEGIN

Privacy
mode