



MAINE APPRENTICESHIP PROGRAM VOLUNTARY DISABILITY DISCLOSURE



Apprentice Name: Click or tap here to enter text.

Sponsoring Employer: Click or tap here to enter text.

Date: Click or tap to enter a date.

Please check one of the boxes below:

- Yes, I have a disability (or have a history of disability)
- No, I do not have a disability.
- I do not wish to answer.

Why are you being asked to complete this form?

The Department of Labor (DOL) is committed to ensuring that Apprenticeship employment opportunities are inclusive of all peoples, including people with disabilities.

The Maine Center for Workforce Research and Information reports that about 8% of working age adults in Maine have a disability, however, only 1% of registered apprentices have reported that they have a disability.

We want to ensure that people with disabilities are being given the opportunity and access to registered apprenticeship programs.

By disclosing that you have a disability, you will help us reach our goal of inclusivity and present an accurate picture of employment accessibility in Maine.

What happens if you report that you have a disability?

We want people with disabilities to be successful in apprenticeship. Your information will be kept private and will not impact your apprenticeship.

If you have a disability, there are services available to help you to keep and advance in your job. To learn more, go to <https://www.maine.gov/rehab/dvr/vr.shtml>

You may request a reasonable accommodation, if necessary. To learn more, go to <https://askjan.org/publications/individuals/employee-guide.cfm>

What is considered a disability?

A disability is defined as a physical or mental impairment or medical condition that substantially limits a major life activity or if you have a history or record of such an impairment or medical condition, or you consider yourself to be a person with a disability.

Disabilities may include, but are not limited to:

Blindness, deafness, autism, learning disability, dyslexia, ADHD, cerebral palsy, schizophrenia, bipolar disorder, depression, anxiety disorder, post-traumatic stress disorder, obsessive compulsive disorder, intellectual disability, muscular dystrophy, HIV/AIDS, cancer, diabetes, epilepsy, multiple sclerosis, scoliosis, herniated discs, missing limbs, use of wheelchair, cane or crutches, or if you have ever taken special education classes etc.