

Work and MS

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I have spent the better part of 3 years searching for a company that will take on a person with MS. The ADA is assistive once a person is employed but very gray when one is looking. I always struggle whether to tell potential employers (interviewers,) about MS. I have even been told “you are over-qualified.” (I have told about 25% of my interviews about MS, or (20%) self identified before interviews were given, I have NEVER received an invitation to interview after self identifying.

Over the years, I have averaged an interview a month, sometimes more than one, and the same questions always come up, ‘what is your career objective,’ the answer in my head is pretty simple, to be gainfully employed. I am always asked my salary requirements and history. When I tell them X, I am always asked why I will work for Y (Y is 30% of X.) It really doesn’t matter, ALWAYS, whether I self identify or identify as disabled, or not, someone else is more qualified. In stead of seeing my skills as a value, they are perceived as a risk. If I am identified (or self identify,) as disabled, I am always asked if I can meet the requirements of the position, (they want me to remove myself from contention.)

I have gone from a person who interviewed persons for work, to a person who cannot find work (and I need to.) I am well aware of how interviewers are coached (either to get around or recognize a red flag,) to have a reason that will absolve their company and avoid the provisions of the ADA. I find most dis-claimers by companies that they are ADA compliant to be little more than PR, I hope I am proved wrong.