



## Why you should declare if you are a Deaf or Disabled person

The Equality Act covers lots of different disabilities and conditions. It includes people with learning difficulties like dyslexia and people with mental health conditions like depression.

- You do not have to be physically disabled to be protected by the law.
- You do not have to say you are disabled to be protected but it might help you get the right support if you do. Reasonable adjustments for disability can include a variety of options from changes to the physical environment to flexible working.
- You cannot be dismissed on the grounds of disability.

**DECLARE** – declare and make a difference in terms of your own needs and those of others.

**EQUALITY** – declaring will help you get the support you need and enable equal access.

**CONFIDENTIAL** – if you declare your information will remain confidential.

**LEARN** – declare and gain access to learning support.

**ACCESS** – declaring will give you access to a variety of support services.

**REPRESENTATION** – declaring will add volume to the voice of staff/students with disabilities and serve to improve communication and accessibility at UCL.

**EMPOWERMENT** – declaring is essential to enabling staff/students, gaining access to vital services, having a voice and providing key support.

## Where to get advice and/or declare a disability-related need at UCL

**For staff:** UCL Equality and Diversity for advice ([www.ucl.ac.uk/hr/equalities/disability/index.php](http://www.ucl.ac.uk/hr/equalities/disability/index.php)). Contact Denise Huggan ([d.huggan@ucl.ac.uk](mailto:d.huggan@ucl.ac.uk)) Assistant HR Business Partner in HR Advisory Services to declare a disability

**For students:** Student Disability Service for advice and/or to declare a disability ([www.ucl.ac.uk/disability](http://www.ucl.ac.uk/disability)).

## Networks

*Did you know about the UCL Staff Disability Forum?*

[www.ucl.ac.uk/hr/equalities/disability/sdf.php](http://www.ucl.ac.uk/hr/equalities/disability/sdf.php)

*Join the [enable@ucl.ac.uk](mailto:enable@ucl.ac.uk) list to find out about events and share information on issues related to disability – everyone is welcome to join this list.*

