



NON-APPARENT DISABILITIES

While some disabilities are immediately visible, non-apparent disabilities (also sometimes known as “non-visible” disabilities) are extremely prevalent and can include a range of physical, mental, and cognitive conditions.

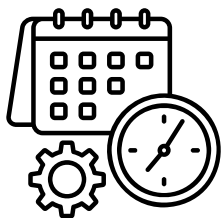
Some **common non-apparent disabilities** include and are not limited to:

- **Chronic illnesses** like diabetes, lupus, or fibromyalgia
- **Mental health conditions** such as anxiety, depression, or bipolar disorder
- **Neurological disorders** like epilepsy or multiple sclerosis
- **Learning disabilities** such as dyslexia or Attention Deficit Hyperactivity Disorder (ADHD)
- **Sensory dysregulation** like auditory processing disorders
- **Being autistic** or on the Autism spectrum
- **Being Hard of Hearing or Deaf**



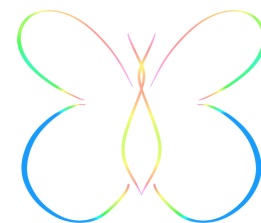
Challenges that People with Non-Apparent Disabilities Face

- Misunderstanding and skepticism from others
- Difficulty accessing accommodations
- The non-visibility leading to lack of support
- Stigma and discrimination



Accommodations for People with Non-Apparent Disabilities

- Flexible work hours
- Peer support
- Remote work options or private work spaces
- Tailored education and training based on individual needs
- Assistive technology such as reading or editing software
- Education of those around people with invisible disabilities



Other Ways to be Supportive

- Maintain and follow non-discrimination policies
- Provide reasonable accommodations whether or not the disability is protected under the Americans with Disabilities Act (ADA)
- Be aware that many non-apparent disability groups are not seeking sympathy, rather acceptance and accommodation