DIVERSITY
When should you ask for an accommodation?

**Ask yourself:** Are you able to participate as equally as others?

- If yes, ask how you can improve our work environment and practice mindfulness.
- If no, refer to *When to Ask for an Accommodation*.

If no, is there a barrier to participate?

- If yes, ask how you can improve our work environment and practice mindfulness.
- If yes, do you feel comfortable asking for an accommodation?
  - If yes, once you are prepared, ask for an accommodation.
  - If not, make a CAPS appointment for help with how to ask for an accommodation.
- If not, refer to *Disclosing Your Disability* tip sheet.

If no, refer to *When to Ask for an Accommodation*.