

NATIONAL STUTTERING ASSOCIATION

IF YOU *stutter*, YOU ARE NOT *alone*.



Wednesday, April 26, 2023

We Stutter @ Work Webinar - Should I Go To HR?

Discussing and disclosing stuttering in the workplace is a personal decision. Some people who stutter are very comfortable with stuttering openly at work, with colleagues, managers and clients. Some of us are ok with disclosing to the Human Resources office so that stuttering is not a taboo topic and to open the door to request workplace accommodations if needed.

But it's not easy deciding when and how to disclose at work. Should disclosure be pre or post hire? What language should be used? And if we choose to disclose to employees and HR, what happens when someone says or does something that feels inappropriate or discriminatory? If a coworker laughs at your stutter, and you've stood up for yourself and asked them not to, and they continue to laugh or mock you, should you go to HR?

Join us as we discuss a tricky topic that can pop up at work. Pamela Mertz moderates a discussion with Jaymie Horak, HR Operations (HRIS) Analyst and Rebecca Bambusch, SHRM-CP, HR Manager to help us navigate the ins and outs of asking for support at work. We will have plenty of time for audience participation and to field questions.

Webinar Summary

What is the Americans With Disabilities Act?

How does it benefit people who stutter?

Disclosure - what is it? When and how should a person who stutters disclose to HR?

What are your options if you are made fun of at work?

- Talk to the person directly
- Go to your immediate supervisor
- Go directly to HR

What will HR do if you do report the incident to them?

- Legal obligation to investigate
- Will reporting make things worse?
- The pros and cons of anonymous reporting

The importance of documentation

- Write down everything that happened, including context, dates and witnesses
- Include how you responded

Retaliation protections

Other support avenues - Equal Employment Opportunity Commission (EEOC)

[The American with Disabilities Act - How It Relates to Stuttering](#)