

WHAT YOU HAVE TO SHARE, AND WHAT YOU DON'T

The plain-language guide to ADAP employment assessments

The Alberta Disability System Breakdown · August 2026

This is the short, plain version. There is a longer version with all the exact wording and section numbers if you want to see exactly where each of these comes from. This is general information, not legal advice for your own file.

THE SHORT VERSION

You have to take part in the assessment. You do not have to hand over your diagnosis and medical history to the company running it. Those are two different things, and you are allowed to do the first while saying no to the second.

WHAT THIS ASSESSMENT REALLY IS

The company doing this assessment, AKG in the north or Serco in the south, runs employment services. Their job is to look at your work situation. They ask about your housing, transportation, education, computer skills, reading and writing, and what might help you at a job.

Here is the part that matters. They are not the ones who decided you are disabled. That was already decided, by a government worker, before you were ever sent to them. So when the assessment starts asking about your diagnosis and your medical history, it is asking for something it does not need to do its job.

WHAT YOU DO HAVE TO DO

We want to be straight with you about this part, because it matters.

There is a work expectation attached to ADAP. You are expected to take part in employment supports. That is why we are not telling you to skip the meeting or refuse to take part. Doing that can cause a problem with your benefit.

You also do have to give medical information for your eligibility. But that goes to the government worker, not to the contractor. Giving your diagnosis to the government to decide your benefit is one thing. Handing it to an employment company is a different thing.

WHAT YOU DO NOT HAVE TO SHARE

We read the whole law. Nowhere does it say you have to give your diagnosis to the employment contractor. And nowhere does it say your benefit can be cut for declining to share it with them. The rules about giving information are about giving it to the government worker, not to the company running this assessment.

So the line is simple. Take part. Answer the employment questions. When it turns to your diagnosis and your medical history, you can say no.

YOUR RIGHTS, IN PLAIN WORDS

- **They have to tell you why they are collecting your information.** Privacy law says whoever collects your personal information has to tell you the purpose, the legal authority for it, and who to contact with questions. You can ask them to put that in writing.
- **They can only collect what they truly need.** The law says the information has to be necessary for what they are doing. Your eligibility is already decided. So it is a fair question to ask why an employment assessment needs your diagnosis at all.
- **You have the right not to be discriminated against because of your disability** in a service like this one. That is in Alberta's human rights law.
- **Your health information is private.** That is protected under our privacy laws, our Constitution, and an international agreement Canada has signed on the rights of disabled people.

WHAT TO SAY IN THE MEETING

Keep it calm and simple. You can say the same thing more than once. You do not have to explain your health in order to decline to share it.

If you want to set the line at the start:

“I'm here and I'm taking part. What I'm declining is to hand over my diagnosis and medical history to the company running this assessment. My disability was already decided by AISH, before I was sent to you. Please record two things in my file: that I took part, and that I chose not to share my medical information. If you think I have to share it, please show me the rule in writing, and I'll answer in writing.”

If they ask for your diagnosis:

“You told me this part is voluntary. I'm choosing not to share my diagnosis or medical history. Please note that I took part and declined, and let's move on to the employment questions.”

QUESTIONS YOU CAN SEND THEM IN WRITING

Sending these by email puts everything on the record. That protects you.

1. What is your legal authority to collect my personal and health information in this assessment?
2. Do I have to share my diagnosis to get employment services, when my eligibility is already decided? If yes, please show me the exact rule.
3. What information do you get from the government about me, and what do you send back to them?
4. Will saying no to sharing my medical information affect my assessment or my benefits? Please answer in writing.

KEEP A RECORD

- Keep the consent form they sent you, and the email it came in.
- You are allowed to record your own meeting. In Canada you can record a conversation you are part of.
- After the meeting, send yourself a short email saying what happened, the same day. Note that you took part and declined to share your medical information.

One thing to be clear about. This guide helps you say no to sharing your diagnosis. It does not tell you to skip the meeting or refuse to take part, because that can cause a problem with your benefit. Take part. Just keep your medical history to yourself.

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