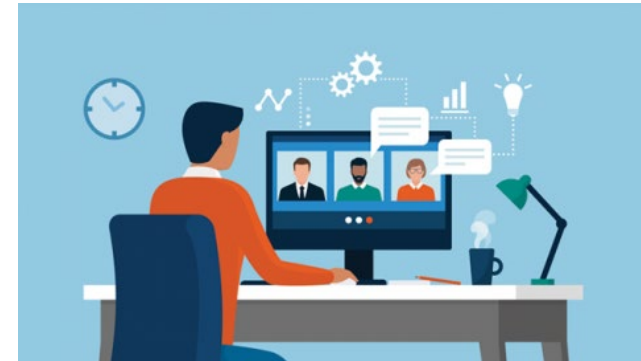


Diabetes and the Workplace

- Let your boss / supervisor know you have diabetes
- Topics to mention:
 - Work breaks
 - Bathroom, lunch, etc.
 - Food / drink policies
 - Phone usage



Remember: Taking care of yourself is just as important as the work you are assigned to in any job

Qualified Person with a Disability

- Establishing that the worker has a disability, "a record of" a disability, or is "regarded as having" a disability
- **Disability**
 - mental or physical impairment that substantially limits one or more major life activities
- **Diabetes** is a disability because it substantially limits major life activities such as the functioning of the endocrine system, among others
- **Qualifications**
 - One who satisfies the skill, experience, education, and other job-related requirements of the
 - Can perform the essential functions of that position when given reasonable accommodations

Workplace Rights

You are protected from discrimination because of your diabetes



Your employer:

Cannot fail to hire or promote you because of your diabetes

Cannot terminate you because of your diabetes
-unless you pose a “[direct threat](#)”

Must provide you with reasonable accommodations that help you perform the essential functions of your job

Cannot discriminate about employer-provided [health insurance](#).

Direct Threat: the person with a disability poses a **significant risk of substantial harm** to the health / safety of the person / other employees that cannot be eliminated by reasonable accommodation



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Americans with Disabilities Act

Private employers

Labor unions

Employment agencies with 15 or more employees

State and local government.

Rehabilitation Act of 1973

Employees who work for the executive branch of the federal government, or for

Any employer that receives federal money.

Congressional Accountability Act

Employees of Congress and most legislative branch agencies

*All **states** have their own anti-discrimination laws and agencies responsible for enforcing those laws. Some state anti-discrimination laws provide more comprehensive protection than do the federal laws.



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Reasonable Accommodations

Any change or adjustment to a job or work environment that enables a person with a disability to do the job

Required if requested by an employee with a disability

- Unless the accommodation would cause an "undue hardship" on the employer because of significant difficulty or expense.

Usually easy and inexpensive for someone with Diabetes



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- Require of most private employers and most government employers
 - Employers with over 50 employees
 - Provides up to 12 weeks of leave per year
 - For worker's (or an immediate family member's) serious health condition.
- Can be taken in small blocks of time or all at once
 - Examples: Time for managing blood glucose levels or for doctor's appointments

What are My Rights if I am Terminated From My Job Because of my Diabetes?

Contact the American Diabetes Association

- <https://diabetes.org>
- They can help you understand your rights and the legal processes available to you.

You have a right to file a charge of discrimination with the Equal Employment Opportunity Commission (EEOC) or your state fair employment agency.

Other options available, depending on the situation:

- Filing a union grievance
- Negotiating a return to work with your employer

Alabama Department of Rehabilitation Services

Provides individualized employment, education-related services, and training to assist youth and adults with disabilities achieve their employment goal.

- Designed specifically to meet the needs of each individual
- Services available through VRS field offices statewide may include:
 - Employment Services
 - Counseling and Guidance
 - Assistive Technology
 - Transition Services
 - Educational Services
 - Job Training
 - Vocational Assessment
 - Other Rehabilitation Services