



**Job Accommodation Network**

Practical Solutions • Workplace Success

# Accommodation and Compliance Series

## Accommodation and Compliance Series: Bleeding Disorders

Job Accommodation Network  
PO Box 6080  
Morgantown, WV 26506-6080  
(800)526-7234 (V)  
(877)781-9403 (TTY)  
[jan@askjan.org](mailto:jan@askjan.org)  
[AskJAN.org](http://AskJAN.org)



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Employment Policy, U.S. Department of Labor

## Preface

The Job Accommodation Network (JAN) is funded by a grant from the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

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## **JAN'S Accommodation and Compliance Series**

### **Introduction**

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at <https://AskJAN.org/soar>.

### **Information about Bleeding Disorder**

Bleeding disorders are a group of conditions that result in poor blood clotting and extended bleeding time. People with bleeding disorders do not bleed more quickly than other people, just for a longer period of time. Some bleeding disorders are present at birth and are caused by rare inherited disorders. Others develop during certain illnesses or treatments. Von Willebrand disease and hemophilia are the most common hereditary bleeding disorders affecting at least 1% of the population.

Generally, bleeding disorders make it difficult to stop bleeding when an injury occurs. With von Willebrand disease, prolonged bleeding may occur with minor cuts or during dental work. With hemophilia, internal bleeding into the joints is more common, especially into the knees, elbows, and ankles. This can cause stiffness and decreased range of motion and strength in the extremities and may ultimately cause chronic joint deformities. Some individuals who have joint deformities may undergo joint replacement operations.

There are many plasma proteins called factors that are involved in the blood coagulation process, and if one or more are missing or deficient, the blood clotting process is affected. Treatment may consist of replacing the missing factors via nasal spray or injection to prevent bleeds before they start. Other individuals may have a need for infusions in life-threatening situations.

## **Bleeding Disorder and the Americans with Disabilities Act**

The ADA does not contain a definitive list of medical conditions that constitute disabilities. Instead, the ADA defines a person with a disability as someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

### **Accommodating Employees with Bleeding Disorder**

People with bleeding disorders may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people with bleeding disorders will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

#### **Questions to Consider:**

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
6. Do supervisory personnel and employees need training?

#### **Accommodation Ideas:**

##### **Limitations**

##### **Decreased Stamina/Fatigue**

- Accessories for Scooters
- Aide/Assistant/Attendant
- All-Terrain Scooters

- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic and Pneumatic Tools
- Ergonomic Assessments
- Ergonomic Equipment
- Examination and Procedures Chair
- Flexible Schedule
- Head Support for Wheelchairs
- Job Restructuring
- Low Task Chair
- Mechanic's Seats and Creepers
- Multi-Purpose Carts
- Periodic Rest Breaks
- Scooters
- Stand-lean Stools
- Stools for Cutting Hair
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchair Accessible Scales
- Wheelchair Mounts
- Wheelchairs
- Worksite Redesign / Modified Workspace

#### Overall Body Weakness/Strength

- Adjustable and Ergonomic School Desks and Equipment
- Aide/Assistant/Attendant
- Animal Lift Tables
- Anti-fatigue Matting
- Battery Powered Lift Tables
- Compact Material Handling
- Elevating Wheelchairs

- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Fall Protection
- Foldable / Transport Wheelchairs
- Forearm Support
- Grab Bars
- Hands Free Resuscitation Devices
- Independent Living Aids
- Large-Rated Scooters
- Large-Rated Wheelchairs
- Lift Tables
- Linen Carts
- Modified Break Schedule
- Multi-Purpose Carts
- Office Chairs with Brakes and Locking Casters
- Patient Lifts (General)
- Periodic Rest Breaks
- Personal Safety and Fall Alert Devices
- Personal Transportation and Mobility Products
- Pickups, Semis, and Heavy Equipment
- Power Assist for Manual Wheelchairs
- Scooters
- Stair Lifts
- Stand-lean Stools
- Stand-up Wheelchairs
- Stools for Cutting Hair
- Telework, Work from Home, Working Remotely
- Toileting Aids
- Walk-up Changing Tables
- Walkers
- Walkers with Seats

- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace

#### Temperature Sensitivity

- Air Deflectors
- Cold Resistant Gloves
- Cooling Clothing
- Fans
- Flexible Schedule
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Portable Air Conditioners
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

### **Work-Related Functions**

#### Policies

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Marginal Functions
- Modified Break Schedule
- Periodic Rest Breaks
- Physical/Social Distancing Signage
- Policy Modification
- Reassignment
- Service Animal

- Sleep Alerting Devices
- Strobe Lights
- Supervisory Methods
- Support Animal
- Telework, Work from Home, Working Remotely
- Touchless Faucets

## Safety Standards

- Additional Training Time / Training Refreshers
- Aerial Lifts
- Alerting Devices
- Body Protection
- Break Reminder Software
- Custom Shoes
- Cut and Puncture Resistant Gloves and Sleeves
- Designated Responders
- Stair Tread/Textured Tape
- Steel Toe Shoes & Toe Guards
- Workplace Safety
- Vehicle Rear Vision System
- Safety-Related Equipment for Little People
- Seat Belts & Seat Belt Extenders
- Machine Guards and Shields
- Rolling Safety Ladders
- Protective Eyewear
- Plan of Action
- Personal Safety and Fall Alert Devices
- High Visibility Floor Tape and Paint
- Large-Rated Harnesses
- Ergonomic Assessments
- Ergonomic Equipment
- Fall Protection



- Evacuation Devices
- Established Routes of Travel for Heavy Equipment/Vehicles

## Situations and Solutions:

The following situations and solutions are real-life examples of accommodations that were made by JAN customers. Because accommodations are made on a case-by-case basis, these examples may not be effective for every workplace but give you an idea about the types of accommodations that are possible.

**A mental health employee with hemophilia was restricted by her physician from repetitive bending and twisting at the waist.**

JAN suggested the employee use a reacher to pick up lighter objects to prevent bending.

**An office worker with a bleeding disorder was limited in the amount of time she could work at a keyboard.**

JAN suggested using speech recognition software to decrease keyboarding time and suggested implementing an ergonomic workstation.

**An insurance clerk was experiencing pain in her back, neck, and hands from sitting for long periods of time doing computer work.**

She was accommodated with speech recognition software, an ergonomic chair, and an adjustable sit/stand workstation.

**A forklift driver had difficulty grasping the steering wheel due to sensitivity from a bleeding disorder.**

The forklift was fitted with a spinner ball to eliminate the need for grasping.

## Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <https://AskJAN.org/soar> is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

## Resources

### **Job Accommodation Network**

West Virginia University  
PO Box 6080  
Morgantown, WV 26506-6080  
Toll Free: (800) 526-7234  
TTY: (304) 293-7186  
Fax: (304) 293-5407  
[jan@askjan.org](mailto:jan@askjan.org)  
<https://askjan.org>

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

### **Office of Disability Employment Policy**

200 Constitution Avenue,  
NW, Room S-1303  
Washington, DC 20210  
Toll Free: (866) 633-7365  
[odep@dol.gov](mailto:odep@dol.gov)  
<https://www.dol.gov/agencies/odep>

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

### **National Blood Clot Alliance**

110 North Washington Street  
Suite 328  
Rockville, MD 20850  
Toll Free: (877) 466-2568  
Direct: (301) 825-9587  
[info@stoptheclot.org](mailto:info@stoptheclot.org)  
<https://www.stoptheclot.org/>

The National Blood Clot Alliance (NBCA) is a 501(c)(3), non-profit, voluntary health organization dedicated to advancing the prevention, early diagnosis and successful treatment of life-threatening blood clots such as deep vein thrombosis, pulmonary embolism, and clot-provoked stroke.

NBCA works on behalf of people who may be susceptible to blood clots, including, but not limited to, people with clotting disorders, atrial fibrillation, cancer, traumatic injury, and risks related to surgery, lengthy immobility, child birth and birth control.

NBCA accomplishes its mission through programs that build public awareness, educate patients and healthcare professionals, and promote supportive public and private sector policy.

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