

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Heart Conditions

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AskJAN.org



Funded by a contract with the Office of Disability
Employment Policy, U.S. Department of Labor

Preface

The Job Accommodation Network (JAN) is funded by a contract with 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 <http://askjan.org/soar>.

Information about Heart Condition

The term "heart condition" includes conditions such as high blood pressure, coronary heart disease, congestive heart failure, and congenital cardiovascular impairments. Each type of heart condition has its own symptoms, which may include angina (chest pain sometimes radiating down the left arm or into the jaw); sensations of fluttering, thumping, pounding, or racing of the heart (palpitations); edema (swelling and fluid retention in the legs, ankles, abdomen, lungs, or heart); lightheadedness, weakness, dizziness, or fainting spells; breathlessness; chronic fatigue; and gastric upset (or nausea).

Heart Condition and the Americans with Disabilities Act

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having 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 Heart Condition

People with heart conditions 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 heart conditions 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. Has the employee been consulted regarding possible accommodations?
6. 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?
7. Do supervisory personnel and employees need training?

Accommodation Ideas:

Limitations

Balancing

- Living Independently
 - Bath Chairs
 - Canes
 - Crutches
 - Grab Bars
 - Personal Safety and Fall Alert Devices
 - Rollators and Rolling Walkers
 - Scooters
 - Stair Assists

- Stair Lifts
- Swing Away Grab Bars
- Toileting Aids
- Walkers with Seats
- Walkers
- Moving Around
 - All-Terrain Scooters
 - All-Terrain Wheelchairs
 - Canes
 - Crutches
 - Personal Transportation and Mobility Products
 - Rollators and Rolling Walkers
 - Scooters
 - Stair Lifts
 - Walkers with Seats
 - Walkers
- Working at Heights
 - Aerial Lifts
 - Fall Protection
 - Rolling Safety Ladders
- Working Safely
 - Anti-fatigue Matting
 - Evacuation Devices
 - Fall Protection
 - Padded Edging
 - Protective Eyewear

Decreased Stamina/Fatigue

- Aide/Assistant/Attendant
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic Assessments

- Ergonomic Equipment
- Job Restructuring
- Periodic Rest Breaks
- Scooters
- Stand-lean Stools
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace

Dizziness

- Alternative Lighting
- Fall Protection
- Flexible Schedule
- Modified Break Schedule
- Padded Edging
- Personal Safety and Fall Alert Devices
- Protective Eyewear
- Rollators and Rolling Walkers
- Scooters
- Telework, Work from Home, Working Remotely

Lifting

- Agriculture/Farm
 - Animal Lift Tables
 - Carts
 - Compact Material Handling
- Industrial
 - Aerial Lifts
 - Ball Transfer Tables
 - Battery Powered Lift Tables

- Drum Handling
- Engine Lifts and Lift Plates
- Lift Gates
- Lift Tables
- Rolling Safety Ladders
- Stairclimbing Handtrucks
- Truck Mounted Cranes
- Vacuum Lifts
- Winches and Chain Hoists
- Work Platforms
- Office or Retail Goods
 - Carts
 - Compact Material Handling
 - Ergonomic Assessments
 - Ergonomic Equipment
 - Height Adjustable Table Legs
 - Low Task Chair
 - Stairclimbing Handtrucks
- Other
 - Drywall and Wallboard Lifts
 - Ergonomic Equipment
 - Independent Living Aids
 - Job Restructuring
 - Lifters and Carriers for Mobility Aids
 - Lifting Aids
 - Manhole Cover Lifts
 - Periodic Rest Breaks
 - Power Lift IV Stands
 - Proper Lifting Techniques
- People
 - Accessible Baby Changing Stations

- Adult Changing Tables
- Adjustable Exam Tables
- Bath Chairs
- Evacuation Devices
- Large-Rated Wheelchair Lifts
- Patient Lifts (General)
- Pool Lifts
- Powered Bath Lifts
- Toileting Aids
- Transfer Aids
- Transfer Sheets
- Walk-up Changing Tables
- Wheelchair Lifts

Respiratory Distress/Breathing Problem

- Air Cleaners & Purifiers
- Air Purifiers for Multiple Chemical Sensitivity
- Masks - Smoke Allergy
- Odor/Fragrance/Chemical Masks
- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Respirator Masks

Take Medication

- Additional Training Time / Training Refreshers
- Flexible Schedule
- Medication Reminders
- Policy Modification
- Reminders
- Rest Area/Private Space
- Telework, Work from Home, Working Remotely
- Verbal Cues

- Voice Recorders

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

Walking

- Aide/Assistant/Attendant
- All-Terrain Scooters
- All-Terrain Wheelchairs
- Anti-fatigue Matting
- Foldable / Transport Wheelchairs
- Large-Rated Scooters
- Large-Rated Wheelchairs
- Personal Transportation and Mobility Products
- Reclining Wheelchairs
- Rollators and Rolling Walkers
- Scooters
- Scooters for Small Stature
- Telework, Work from Home, Working Remotely
- Walkers
- Walkers for Tall Individuals

- Walkers with Seats
- Wearable Anti-fatigue Matting
- Wheelchairs
- Wheelchairs for Small Stature
- Worksite Redesign / Modified Workspace

Work-Related Functions

Move Items/People

- Adjustable Exam Tables
- Aerial Lifts
- Animal Lift Tables
- Ball Transfer Tables
- Battery Powered Lift Tables
- Carts
- Compact Material Handling
- Compact Mobile Cranes
- Lifting Aids
- Multi-Purpose Carts
- Proper Lifting Techniques
- Vacuum Lifts
- Vacuum Pickup Tools
- Walk-up Changing Tables

Parking

- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Wheelchairs

Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Flexible Schedule

- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Monitor Mirrors
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

Temperature

- Air Deflectors
- Cold Resistant Gloves
- Cooling Clothing
- Fans
- Flexible Schedule
- Foot Warmers
- Heat Resistant Gloves
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Modified Break Schedule
- Personal Visors
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

Situations and Solutions:

A locomotive operator with myocardial infarction experienced reduction in stamina exacerbated by working midnight shifts.

The employer required that he work only day and afternoon shifts to accommodate his restrictions.

A maintenance technician with a heart condition was restricted from working in extreme temperatures.

He was accommodated with a modified schedule not requiring him to work outside in these conditions.

A federal contract employee working temporarily at a federal agency's facility had difficulty walking long distances due to a heart condition.

He notified his employer, who then contacted the federal agency to request a reserved parking space for the employee close to the building. The federal agency had the parking manager designate a parking space next to the entrance used by the employee.

A customer service rep with Marfan syndrome which resulted in heart issues.

The employee needed to attend periodic medical appointments, but the appointments were scheduled during their shift at work. The employee requested leave and a flexible schedule as reasonable accommodations, which the employer approved on a temporary basis.

An assembly line worker with congestive heart failure and chronic obstructive pulmonary disease was restricted to sedentary work and no lifting in excess of 15 pounds.

The assembly line job, which could not be modified, required both standing and lifting over 15 pounds. The individual was accommodated with a transfer to a sedentary job.

An individual, who delivered mail in a high-rise office building had high blood pressure and was limited to no lifting and pushing over 25 pounds.

The employer provided the individual with a power cart and compact lifting devices to assist with moving materials.

A supervisor with heart disease was limited in the level of physical activity he could exert.

The individual was relieved of marginal functions involving manual labor.

A receiving clerk with a congenital heart defect was limited in her ability to perform strenuous activity.

She was accommodated by having merchandise placed in smaller boxes and being provided a height adjustable material lift to help retrieve elevated boxes. The employer also gave her a reserved parking space closer to the building and allowed another employee to fill out her time card, minimizing walking and stair climbing.

Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <http://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
<http://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
<http://dol.gov/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.

Adult Congenital Heart Association

3300 Henry Ave,
Suite 112
Philadelphia, PA 19129
Toll Free: (888) 921-2242
Direct: (215) 849-1260
Fax: (215) 849-1261
info@achaheart.org
<http://www.achaheart.org/>

The mission of the Adult Congenital Heart Association (ACHA) is to improve and extend the lives of millions born with heart defects through education, advocacy, and the promotion of research.

American Diabetes Association

1701 North Beauregard Street
Alexandria, VA 22311
Toll Free: (800) 342-2383
AskADA@diabetes.org
<http://www.diabetes.org/>

The American Diabetes Association is the nation's leading nonprofit health organization providing diabetes research, information and advocacy.

American Heart Association

7272 Greenville Avenue
Dallas, TX 75231
Toll Free: (800) 242-8721
Review.personal.info@heart.org
<http://www.heart.org/HEARTORG/>

The American Heart Association is dedicated to providing education and information on fighting heart disease and stroke. Our mission is to build healthier lives, free of cardiovascular diseases and stroke. That single purpose drives all we do.

American Pregnancy Association

425 Greenway Drive
Suite 440
Irving, TX 75038
Toll Free: (800) 672-2296
info@americanpregnancy.org
<http://americanpregnancy.org/>

The American Pregnancy Association is a national health organization committed to promoting reproductive and pregnancy wellness through education, support, advocacy, and community awareness.

American Stroke Association

7272 Greenville Avenue
Dallas, TX 75231
Toll Free: (888) 478-7653
<http://www.strokeassociation.org>

The American Stroke Association mission is to build healthier lives, free of cardiovascular disease and stroke.

Centers for Disease Control and Prevention

1600 Clifton Rd
Atlanta, GA 30333
Toll Free: (800) 232-4636
<http://www.cdc.gov>

The Centers for Disease Control and Prevention are dedicated to protecting the health and safety of people - at home and abroad, providing credible information to enhance health decisions, and promoting health through strong partnerships.

Fetal Health Foundation

9766 South Holland St.
Littleton, CO 80127
Toll Free: (877) 789-4673
info@fetalhealthfoundation.org
<http://www.fetalhealthfoundation.org/>

Fetal Health Foundation supports families receiving a fetal syndrome diagnosis, funds life-saving research, increases fetal syndrome awareness, and shares leading medical information on fetal syndromes.

Genetic Alliance

4301 Connecticut Avenue NW
Suite 404
Washington, DC 20008-2369
Direct: (202) 966-5557
Fax: (202) 966-8553
info@geneticalliance.org
<http://www.geneticalliance.org/>

Genetic Alliance is one of the world's leading nonprofit health advocacy organizations. We engage individuals, families, and communities to transform health. Trying to find information and interventions for disease, searching for health information, and/or trying to find ways to participate in research is difficult. We create ways to make it easier to find or build solutions in health services and research.

Heart and Stroke Foundation of Canada

K1P 5V9
Ottawa
Direct: (613) 569-4361
Fax: (613) 569-3278
<http://www.heartandstroke.com/site/c.ikiQLcMWJtE/b.2796497/k.BF8B/Home.htm>

The mission of the Heart and Stroke Foundation of Canada is to further the study, prevention, and reduction of disability and death from heart disease and stroke through research, education, and the promotion of healthy lifestyles.

Heart Information Service

2300 Wilson Blvd
Suite 600
Arlington, VA 22201
TTY: (703) 302-1040
Fax: (703) 248-0830
<http://www.healthcentral.com/heart-disease/>

HeartInfo is an independent, educational service that provides a wide range of information and services to heart patients and others interested in learning about lowering risk factors.

InterAmerican Heart Foundation

7272 Greenville Ave
Dallas, TX 75231-4596
iahf@interamericanheart.org
<http://www.interamericanheart.org/>

The InterAmerican Heart Foundation is dedicated to reducing disability and death from cardiovascular diseases and stroke in the Americas.

March of Dimes Foundation

1275 Mamaroneck Avenue
White Plains , NY 10605
<http://www.marchofdimes.org/>

The mission of the March of Dimes is to improve the health of babies by preventing birth defects, premature birth and infant mortality.

Mayo Clinic

13400 E. Shea Blvd.
Scottsdale, AZ 85259
Direct: (480) 301-8000
<http://www.mayoclinic.org/>

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

MedlinePlus

8600 Rockville Pike
Bethesda, MD 20894
custserv@nlm.nih.gov
<https://www.nlm.nih.gov/medlineplus/>

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

Created by the U.S. National Library of Medicine

National Center for Biotechnology Information

8600 Rockville Pike
Bethesda, MD 20894
pubmedcentral@ncbi.nlm.nih.gov
<http://www.ncbi.nlm.nih.gov/>

MISSION: IMS brings together an international community of health care professionals, researchers, educators, and others to improve care and transform delivery of treatment to those suffering from soft tissue pain through the promotion and exchange of globally recognized research, education, and innovation in patient care.

National Coalition for Women with Heart Disease

1100 17th Street, NW
Suite 500
Washington, DC 20036
Direct: (202) 728-7199
Fax: (202) 728-7238
mail@womenheart.org
<http://www.womenheart.org/>

WomenHeart's mission is to improve the health and quality of life of women living with or at risk of heart disease, and to advocate for their benefit.

National Fibromyalgia & Chronic Pain Association

31 Federal Avenue
Logan, UT 84321
Toll Free: (801) 200-3627
info@fmcpcaware.org
<http://www.fmcpcaware.org/>

The National Fibromyalgia & Chronic Pain Association (NFMCPA) is a 501(c)3 not for profit organization. We support people with chronic pain illnesses and their families and friends by contributing to caring, professional, and community relationships. Through continuing education, networking with support groups and advocates, and affiliation with professional organizations, the members of the NFMCPA have a place to be informed, get involved, and recognize achievements.

National Heart, Lung, and Blood Institute

P.O. Box 30105
Attention: Website
Bethesda, MD 20824-0105
Direct: (301) 592-8573
Fax: (240) 629-3246
nhlbiinfo@nhlbi.nih.gov
<http://www.nhlbi.nih.gov/>

The National Heart, Lung, and Blood Institute (NHLBI) provides leadership for a national program in diseases of the heart, blood vessels, lung, and blood.

National Institute on Aging

31 Center Drive
MSC 2292
Bethesda, MD 20892
Toll Free: (800) 222-2225
niaic@nia.nih.gov
<https://www.nia.nih.gov/>

At NIA, our mission is to discover what may contribute to a healthy old age as well as to understand and address the disease and disability sometimes associated with growing older. In pursuit of these goals, our research program covers a broad range of areas, from the study of basic cellular changes that occur with age to the examination of the biomedical, social, and behavioral aspects of age-related conditions, including Alzheimer's disease.

National Jewish Health

1400 Jackson Street
Denver, CO 80206
Toll Free: (877) 225-5654
Direct: (303) 388-4461
<http://www.nationaljewish.org/>

National Jewish Health is known worldwide for treatment of patients with respiratory, cardiac, immune and related disorders, and for groundbreaking medical research. Founded in 1899 as a nonprofit hospital, National Jewish Health remains the only facility in the world dedicated exclusively to these disorders. *U.S. News & World Report* has ranked National Jewish Health as the number one or number two hospital in pulmonology on its Best Hospitals list ever since pulmonology was included in the rankings.

National Organization for Rare Disorders

55 Kenosia Avenue
Danbury, CT 06813-1968
Toll Free: (800) 999-6673
Direct: (203) 744-0100
Fax: (203) 263-9938
<http://www.rarediseases.org>

NORD is a unique federation of voluntary health organizations dedicated to helping people with rare "orphan" diseases and assisting the organizations that serve them. NORD is committed to the identification, treatment, and cure of rare disorders through programs of education, advocacy, research, and service.

Office on Women's Health

Department of Health and Human Services
200 Independence Avenue, SW Room 712E
Washington, DC 20201
Toll Free: (800) 994-9662
Direct: (202) 690-7650
Fax: (202) 205-2631
<http://www.womenshealth.gov/>

The Office on Women's Health (OWH), part of the U.S. Department of Health and Human Services (HHS), works to improve the health and sense of well-being of all U.S. women and girls. OWH serves as the focal point for women's health activities across HHS offices and agencies and leads HHS efforts to ensure that all women and girls achieve the best possible health.

Pediatric Congenital Heart Association

14 Ellis Potter Court
Suite 100
Madison, WI 53711
Direct: (608) 370-3739
advocacy@conqueringchd.org
<http://conqueringchd.org/>

The Pediatric Congenital Heart Association's mission is to "Conquer Congenital Heart Disease." We are founded on the key purpose to be the resounding voice of the

pediatric patient population. PCHA works passionately through collaboration in advocacy, education and research to reduce the impact of congenital heart disease while striving to realize a world free from it.

Pulmonary Hypertension Association

801 Roeder Rd. Ste 400
Silver Spring, MD 20910
Toll Free: (800) 748-7274
Direct: (301) 565-3004
Fax: (301) 565-3994
PHA@PHAssociation.org
<https://www.phassociation.org/>

The mission of the Pulmonary Hypertension Association (PHA) is to extend and improve the lives of those affected by PH. Our vision is a world without PH, empowered by hope.

Remedy's Health Communités

<http://www.healthcommunities.com>

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.

RHD International

1150 17th Street NW
Suite 700
Washington, DC 20036
Direct: (202) 331-0130
<http://www.rhdinternational.org>

RHD International joins the fight against acute rheumatic fever and rheumatic heart disease by bringing together patients, caregivers, healthcare professionals, civil society and the public with the shared goal of eradicating ARF and RHD. As this disease impacts children and young adults in their most productive years, RHD International promotes education, prevention and treatment initiatives globally, focusing on developing countries and underprivileged segments of developed countries.

The Heart Foundation

31822 Village Center Road
Suite 208
Westlake Village, CA 91361
Direct: (818) 865-1100
Fax: (818) 530-7743
info@theheartfoundation.org
<http://www.theheartfoundation.org/>

The Heart Foundation's mission is to save lives by educating the public about heart disease, promoting early detection, and supporting research.

World Health Organization

525 Twenty-third Street
N.W.
Washington, DC 20037
Direct: (202) 974-3000
Fax: (202) 974-3663
<http://www.who.int/en/>

We are the directing and coordinating authority on international health within the United Nations' system.

World Heart Federation

32, rue de Malatrex
1201 Geneva
info@worldheart.org
<http://www.world-heart-federation.org/>

World Heart Federation unites its members and leads the global fight against heart disease and stroke. Our members are key to achieving our goals.

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