

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Hepatitis

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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 Hepatitis

There are several types of hepatitis and each has different modes of transmission, symptoms, and treatment. The most prevalent types are hepatitis A, B, & C:

- Hepatitis A is the most common type of Hepatitis. It is a liver disease that occurs when infected by the Hepatitis A Virus (HAV). HAV is transmitted through a fecal-oral route either by person-to-person transmission between household contacts or sex partners or by ingesting contaminated food or water. Bloodborne transmission is rare. Hepatitis A is highly contagious if you are in close personal contact with an infected individual. The CDC Department of Health and Human Services publishes a list of infectious and communicable diseases transmitted through handling the food supply. Pathogens that can cause disease after an infected person handles food include the hepatitis A virus. No other type of hepatitis can be transmitted through the food supply. Symptoms include fatigue, nausea, jaundice, fever, and abdominal pain.
- Hepatitis B is a serious disease caused by a virus that attacks the liver. The virus, which is called hepatitis B virus (HBV), can cause lifelong infection, cirrhosis (scarring) of the liver, liver cancer, liver failure, and death. HBV is transmitted by contact with the blood or body fluids of an infected person. It is NOT spread through food, water, or by causal contact. Symptoms include jaundice, fatigue, abdominal pain, loss of appetite, nausea, and vomiting.

- Hepatitis C is a liver disease caused by the hepatitis C virus (HCV). HCV is transmitted by direct contact with infected blood. Symptoms include jaundice, fatigue, nausea, loss of appetite, abdominal pain, and vomiting.

Hepatitis 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 Hepatitis

People with hepatitis 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 hepatitis 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

Decreased Stamina/Fatigue

- Aide/Assistant/Attendant
- Anti-fatigue Matting
- Ergonomic Assessments
- Ergonomic Equipment
- Job Restructuring
- Periodic Rest Breaks
- Stand-lean Stools
- Telework, Work from Home, Working Remotely
- Wearable Anti-fatigue Matting
- Worksite Redesign / Modified Workspace

Organizing/Planning/Prioritizing

- Applications (apps)
- Apps for Organization/ Time Management
- Color-coded Manuals, Outlines, and Maps
- Electronic Organizers
- Ergonomic Equipment
- Job Coaches
- Job Restructuring
- On-site Mentoring
- Organization Software
- Professional Organizers
- Reminders
- Supervisory Methods
- Timers and Watches
- Wall Calendars and Planners
- Written Instructions

Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

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

Work-Related Functions

Policies

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Flexible Schedule
- Marginal Functions
- Modified Break Schedule
- Periodic Rest Breaks

- Policy Modification
- Reassignment
- Service Animal
- Supervisory Methods
- Support Animal
- Telework, Work from Home, Working Remotely

Safety Standards

- Additional Training Time / Training Refreshers
- Cut and Puncture Resistant Gloves and Sleeves
- Designated Responders
- Machine Guards and Shields
- Plan of Action
- Workplace Safety

Use Cognitive Function

- Additional Training Time / Training Refreshers
- Aide/Assistant/Attendant
- Color Coded System
- Counting/Measuring Aids
- Electronic Dictionaries
- Electronic Organizers
- Extra Time
- Job Coaches
- Line Guides
- Marginal Functions
- Modified Break Schedule
- On-site Mentoring
- Reassignment
- Reminders
- Service Animal
- Support Person

- Training Modifications
- Uninterrupted Work Time

Situations and Solutions:

A computer programmer with Hepatitis B was experiencing fatigue and nausea, which resulted in problems commuting.

The employer provided a modified schedule and gave the employee an option to work from home.

A factory worker with Hepatitis C, receiving treatment for six months, was experiencing flu like symptoms with extreme fatigue.

The employer provided a modified schedule so that the employee could attend doctor's visits and also leave when symptoms were exacerbated.

A food service worker disclosed Hepatitis C to her employer. The employer was concerned that the employee would risk transmission through the food supply.

The employee provided a note from her doctor, indicating that Hepatitis C was "NOT transmitted through the food supply," and that the individual was "safe to perform the essential job functions." Note: Hepatitis A is a food borne illness, but Hepatitis C is not.

An account representative was out of leave due to treatment for Hepatitis C.

The employee wanted to return to work, but due to side effects of treatment, could not maintain the stamina needed to visit clients. The employer reassigned the employee to another account representative position that did not require travel.

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.

American College of Gastroenterology

6400 Goldsboro Road,
Suite 200
Bethesda, MD 20817
Direct: (301) 263-9000
info@acg.gi.org
<http://gi.org/>

The American College of gastroenterology was founded in 1932 to advance the study and medical treatment of disorders of the gastrointestinal tract. Our mission is to advance world-class care for patients with gastrointestinal disorders through excellence, innovation and advocacy in the areas of: Scientific investigation, Education, Prevention, and Treatment

American Liver Foundation

39 Broadway,
Suite 2700
New York, NY 10006
Direct: (212) 668-1000
Fax: (212) 483-8179
<http://www.liverfoundation.org>

Our mission is to facilitate, advocate and promote education, support and research for the prevention, treatment and cure of liver disease.

American Sexual Health Association

PO Box 13827
Research Triangle Park, NC 27709
Direct: (919) 361-8400
info@ashasexualhealth.org
<http://www.ashasexualhealth.org>

The American Sexual Health Association promotes the sexual health of individuals, families and communities by advocating sound policies and practices and educating the public, professionals and policy makers, in order to foster healthy sexual behaviors and relationships and prevent adverse health outcomes.

CDC National Center for Infectious Disease

Toll Free: (800) 448-0440
<http://www.cdcnpin.org>

The Centers for Disease Control and Prevention (CDC) is one of the 13 major operating components of the Department of Health and Human Services (HHS), which is the principal agency in the United States government for protecting the health and safety of

all Americans and for providing essential human services, especially for those people who are least able to help themselves.

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.

Genetic and Rare Diseases Information Center (GARD)

P.O. Box 8126
Gaithersburg, MD 20898-8126
Toll Free: (888) 205-2311
Fax: (301) 251-4911
<https://rarediseases.info.nih.gov/>

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

GKids

714 N. Bethlehem Pike
Suite 300
Ambler, PA 19002
Direct: (215) 641-9800
naspghan@naspghan.org
<http://www.gikids.org/>

With GIKids, NASPGHAN and their foundation are working to reach out directly to families, kids and teens who live with digestive conditions to provide them with the information they need to understand and improve their digestive health, work with their health care providers, live a more independent life, and understand what works in plain language instead of medical jargon.

Hepatitis B Foundation

3805 Old Easton Road
Doylestown, PA 18902
Direct: (215) 489-4900
Fax: (215) 489-4920
info@hepb.org
<http://www.hepb.org/>

We are dedicated to finding a cure and improving the quality of life for those affected by hepatitis B worldwide.

Our commitment includes funding focused research, promoting disease awareness, supporting immunization and treatment initiatives, and serving as the primary source of information for patients and their families, the medical and scientific community, and the general public.

Hepatitis C Association Inc

1351 Cooper Road
Scotch Plains, NJ 07076-2844
Direct: (908) 769-8479
info@hepcassoc.org
<http://www.hepcassoc.org/>

The focus of the Hepatitis C Association is to educate the public, both patients and medical providers, about hepatitis C virus. We offer factual information through educational programs and support materials.

Hepatitis C Support Project

<http://hcvadvocate.org/>

The Hepatitis C Support Project (HCSP) is a registered non-profit organization founded in 1997 by Alan Franciscus and other HCV positive individuals to address the lack of education, support, and services available at that time for the HCV population

Hepatitis Education Project

The Maritime Building
911 Western Ave #302
Seattle, WA 98104
Toll Free: (800) 218-6932
Direct: (206) 732-0311
<http://www.hepeducation.org/>

The Hepatitis Education Project is committed to providing support, education, advocacy and direct services for people affected by hepatitis and to helping raise hepatitis awareness among patients, medical providers and the general public.

Hepatitis Foundation International

8121 Georgia Avenue
Suite 350
Silver Spring, MD 20910
Toll Free: (800) 891-0707
Direct: (301) 565-9410
info@hepatitisfoundation.org
<http://www.hepfi.org/>

The Hepatitis Foundation International (HFI) is a 501 (c) 3 non-profit organization established in 1994 working to eradicate chronic hepatitis for 400 million people globally. HFI is also dedicated to increasing and promoting health and wellness, as well as, reducing the incidence of preventable liver-related chronic diseases and lifestyles that negatively impact the liver.

Immunization Action Coalition

2550 University Avenue West
Suite 415
North Saint Paul, MN 55114
Direct: (651) 647-9009
Fax: (651) 647-9131
admin@immunize.org
<http://www.immunize.org>

Our mission is to educate individuals about HIV and Hepatitis treatments and to advocate on the behalf of all people living with HIV/AIDS and HCV. Our efforts in these areas are conducted on local, national, and international levels.

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 Institute of Allergy and Infectious Diseases

5601 Fishers Lane
MSC 9806
Bethesda, MD 20892-9806
Toll Free: (866) 284-4107
Direct: (301) 496-5717
Fax: (301) 402-3573
ocpostoffice@niaid.nih.gov
<http://www.niaid.nih.gov/Pages/default.aspx>

NIAID conducts and supports basic and applied research to better understand, treat, and ultimately prevent infectious, immunologic, and allergic diseases.

National Institute of Diabetes and Digestive and Kidney Diseases

Building 31, Room 9A06
31 Center Drive, MSC 2560
Bethesda, MD 20892-2560
Direct: (301) 496-3583
<http://www.niddk.nih.gov/Pages/default.aspx>

The National Institute of Diabetes and Digestive and Kidney Diseases conducts and supports research on many of the most serious diseases affecting public health. The Institute supports much of the clinical research on the diseases of internal medicine and related subspecialty fields as well as many basic science disciplines.

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.

The Foundation for Peripheral Neuropathy

485 Half Day Road
Suite 350
Buffalo Grove, IL 60089
Toll Free: (877) 883-9942
Fax: (847) 883-9960
info@tffpn.org
<https://www.foundationforpn.org/>

The Foundation for Peripheral Neuropathy is a Public Charity committed to fostering collaboration among today's most gifted and dedicated neuroscientists and physicians. These specialists from around the country will help us maintain a comprehensive view of the field and determine the research areas that hold the most promise in neuropathy research and treatment to develop new and effective therapies that can reverse, reduce and one day eliminate Peripheral Neuropathy. It is our ultimate goal to utilize every means and opportunity to dramatically improve the lives of those living with this painful and debilitating disorder.

U.S. Department of Veterans Affairs

Toll Free: (844) 698-2311
<http://www.va.gov/>

The Agency is responsible for providing employment, training, educational and reemployment rights information and assistance to veterans, and other military personnel who are preparing to transition from the military. Also provide hearing aids. All World War I veterans are eligible to receive free hearing aids. Other veterans can receive free hearing aids if their hearing loss is at least 50% service-related.

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.

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