

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Addison's Disease

Job Accommodation Network
PO Box 6080
Morgantown, WV 26506-6080
(800)526-7234 (V)
(877)781-9403 (TTY)
jan@askjan.org
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 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.

The following document is not copyrighted and reproduction is encouraged. Section 105 of the Copyright Law provides that no copyright protection is available for works created by the U.S. Government. Therefore, all works created by JAN fall under this provision. While individuals may use such work with impunity, individuals may not claim copyright in the original government work, only in the original material added. Individuals may access the full text of the law from the U.S. Copyright Office <https://www.loc.gov/copyright>. Please note that specific information cited by JAN may be copyrighted from other sources. Citing secondary sources from a JAN publication may violate another organization's or individual's copyright. Permission must be obtained from these sources on a case-by-case basis. When using JAN materials, JAN asks that the materials not be reproduced for profit, that the tone and substance of the information are not altered, and that proper credit is given to JAN as the source of the information. For further information regarding this or any other document provided by JAN, please contact JAN.

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 Addison's Disease

Addison's disease is a rare endocrine, or hormonal disorder that affects about 1 in 100,000 people. It occurs in all age groups and affects men and women equally. The disease is characterized by weight loss, muscle weakness, fatigue, low blood pressure, and sometimes darkening of the skin in both exposed and nonexposed parts of the body. Addison's is a severe or total deficiency of the hormones made in the adrenal cortex.

Addison's Disease 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 Addison's Disease

People with Addison's Disease 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 Addison's Disease 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

- Products
 - Anti-fatigue Matting
 - Elevating Wheelchairs
 - Ergonomic Equipment
 - Scooters
 - Stand-lean Stools
 - Walkers
 - Wearable Anti-fatigue Matting
 - Wheelchairs
- Services
 - Aide/Assistant/Attendant
 - Ergonomic Assessments
- Strategies

- Flexible Schedule
- Job Restructuring
- Periodic Rest Breaks
- Task Rotation
- Telework, Work from Home, Working Remotely
- Worksite Redesign / Modified Workspace

Dietary Needs

- Flexible Schedule
- Mini Refrigerators/ Electric Coolers
- Policy Modification

Low Vision

- Magnification
 - Screen Magnification Software
 - Screen Magnification and Screen Reading Combined
 - External Computer Screen Magnification
 - Portable Video/Electronic Magnifiers
 - Magnification (Hand or Stand)
 - Head-mounted Magnifiers
- Other
 - Apps for Individuals with Vision Impairment
 - Enlarged Keyboard Tops and Labels
 - Lighted Reading Glasses
 - Low Vision Office Supplies
- Phone
 - Accessible Mobile Phones
 - Accessible Telephones
 - Large Button Phones
 - Large Visual Display for Telephone

Nausea

- Flexible Schedule

- Mini Refrigerators/ Electric Coolers
- Odor Control
- Telework, Work from Home, Working Remotely

Pain

- Industrial
 - Adjustable Workstations for Industrial Settings
 - Anti-fatigue Matting
 - Anti-vibration Gloves
 - Anti-vibration Seats
 - Anti-vibration Tool Wraps
 - Carts
 - Ergonomic Equipment
 - Fans
 - Ergonomic Assessments
 - Stand-lean Stools
 - Wearable Anti-fatigue Matting
 - Workstation Space Heaters
- Office Equipment
 - Adjustable Workstations for Office Settings
 - Alternative Keyboards
 - Alternative Mice
 - Anti-fatigue Matting
 - Automatic Door Openers
 - Carts
 - Chairs with Head Support
 - Compact Material Handling
 - Ergonomic and Adjustable Office Chairs
 - Ergonomic Assessments
 - Ergonomic Equipment
 - Fans
 - Forearm Support

- Gooseneck and Other Telephone Holders
- Headsets
- Scooters
- Speech Recognition Software
- Stand-lean Stools
- Supine Workstations
- Wearable Anti-fatigue Matting
- Worksite Redesign / Modified Workspace
- Workstation Space Heaters
- Writing Aids
- Services
 - Aide/Assistant/Attendant
 - Scribe/Notetaker
 - Service Animal
- Strategies
 - Flexible Schedule
 - Modified Break Schedule
 - Telework, Work from Home, Working Remotely

Standing

- Products
 - Adjustable Workstations for Industrial Settings
 - Adjustable Workstations for Office Settings
 - Anti-fatigue Matting
 - Assist Lift Cushions
 - Elevating Lift and Office Chairs
 - Scooters
 - Grab Bars
 - Stand Aids
 - Stand-lean Stools
 - Stand-up Wheelchairs
- Strategies

- Flexible Schedule
- Periodic Rest Breaks

Stress Intolerance

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

Temperature Sensitivity

- Sensitivity to Cold
 - Air Deflectors
 - Cold Resistant Gloves
 - Flexible Schedule
 - Heated Clothing
 - Heated Ergonomic and Computer Products
 - Heated Gloves
 - Telework, Work from Home, Working Remotely
 - Vent Covers
 - Workstation Space Heaters
- Sensitivity to Heat
 - Air Deflectors

- Cooling Clothing
- Fans
- Flexible Schedule
- Portable Air Conditioners
- Telework, Work from Home, Working Remotely
- Vent Covers

Walking

- Scooters
- Walkers
- Wheelchairs

Work-Related Functions

Access Information

- Magnification
 - External Computer Screen Magnification
 - Magnification (Hand or Stand)
 - Screen Magnification Software
- Phone
 - Accessible Mobile Phones
 - Accessible Telephones
 - Large Button Phones
 - Large Visual Display for Telephone

Parking

- Accessible Parking Space
- Flexible Schedule
- Telework, Work from Home, Working Remotely
- Wheelchairs

Stress

- Products
 - Apps for Anxiety and Stress
 - Simulated Skylights and Windows

- Services
 - Behavior Modification Techniques
 - Counseling/Therapy
 - Service Animal
 - Support Animal
- Strategies
 - Flexible Schedule
 - Job Restructuring
 - Marginal Functions
 - Modified Break Schedule
 - On-site Mentoring
 - Supervisory Feedback
 - Supervisory Methods
 - Support Person
 - Telework, Work from Home, Working Remotely
 - Uninterrupted Work Time

Temperature

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

- Air Deflectors
- Cooling Clothing
- Fans
- Flexible Schedule
- Modified Break Schedule
- Telework, Work from Home, Working Remotely
- Vent Covers

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 dental hygienist had Addison's disease.

She had difficulty leaning over patients. Her employer accommodated her with a forward-leaning chair.

A counselor with Addison's disease was dealing with severe fatigue and depression.

The individual was given a flexible schedule to work around his fatigue and attend counseling.

A lab technician had difficulty standing for long periods of time due to Addison's disease.

The individual was accommodated with a stand/lean stool.

A computer programmer with Addison's disease was dealing with progressive vision loss.

He was accommodated with magnification and software to enlarge his computer screen.

A marketing analyst had problems working in areas with air conditioning due to Addison's disease.

She was susceptible to the cold air. She was accommodated with a space heater.

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
<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
<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.

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.

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://medlineplus.gov>

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.

National Center for Biotechnology Information

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

The National Center for Biotechnology Information advances science and health by providing access to biomedical and genomic information.

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.

This document was developed by the Job Accommodation Network (JAN), funded by a grant from the U.S. Department of Labor, Office of Disability Employment Policy (#OD-38028-22-75-4-54). The opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Labor. Nor does mention of tradenames, commercial products, or organizations imply endorsement by the U.S. Department of Labor.