

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Renal/Kidney Disease

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ODEP
Office of Disability
Employment Policy

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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 Renal/Kidney Disease

Kidney diseases are diseases of the kidney substance that alter the structure and function of the kidney. There are many diseases of the kidneys such as glomerulonephritis, pyelonephritis, polycystic kidney, and lupus nephritis. The treatment and potential for recovery depends on the type of disease. Kidney diseases can lead to kidney failure.

When an individual has mild kidney failure, dialysis or renal transplant is not required. However, the individual may need to take certain medications and abide by dietary restrictions. Dialysis is needed when the body alone can no longer remove enough waste products to sustain life. There are two forms of dialysis: hemodialysis and peritoneal dialysis. Hemodialysis is a process where excess waste products and water are removed from the patient's blood, which is drawn through a special created vein in the forearm, into a dialysis solution. Hemodialysis requires the use of a machine and one dialysis session takes about four hours to complete, usually three times a week. Peritoneal dialysis is performed by introducing dialysis solution into the peritoneal (abdominal) cavity through a catheter. Waste products and excess water from the body are passed through a natural membrane lining of the peritoneal cavity, and the solution can be drained out of the abdomen into a bag and be thrown away. Peritoneal dialysis usually involves four exchanges per day. Accommodations for individuals with kidney disease differ dramatically from one person to another.

Renal/Kidney Disease 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 Renal/Kidney Disease

People with limitations from renal/kidney 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 who are aging 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
- 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

Nausea

- Flexible Schedule
- Mini Refrigerators/ Electric Coolers
- Telework, Work from Home, Working Remotely

Pain

- Adjustable Workstations for Industrial Settings

- Adjustable Workstations for Office Settings
- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-fatigue Matting
- Anti-vibration Gloves
- Anti-vibration Seats
- Anti-vibration Tool Wraps
- Automatic Door Openers
- Carts
- Chairs with Head Support
- Compact Material Handling
- Ergonomic and Adjustable Office Chairs
- Ergonomic Assessments
- Ergonomic Equipment
- Fans
- Flexible Schedule
- Forearm Supports
- Gooseneck and Other Telephone Holders
- Headsets
- Modified Break Schedule
- Scooters
- Scribe/Notetaker
- Service Animal
- Speech Recognition Software
- Stand-lean Stools
- Supine Workstations
- Telework, Work from Home, Working Remotely
- Wearable Anti-fatigue Matting
- Worksite Redesign / Modified Workspace

- Workstation Space Heaters
- Writing Aids

Work-Related Functions

Commute

- Flexible Schedule
- Ridesharing/Carpooling
- Telework, Work from Home, Working Remotely
- Transportation Assistance

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

Situations and Solutions:

A retail sales associate with diabetes developed complications that affected the functioning of her kidneys.

She required hemodialysis three times a week. Hemodialysis requires adhering to a fixed schedule. The employee requested a transfer to a store closer to the dialysis center as an accommodation under the ADA, and applied leave under the FMLA, when needed, to receive dialysis.

A financial advisor had renal failure which required dialysis treatment three times a week.

The employer granted a modified schedule so the employee could work around his medical appointments. The employee was able to work before and after dialysis, so work goals were still achieved.

A cashier at a large retailer had kidney disease.

The company had a no food or drink policy, which prohibited employees from having food or drink on the sales floor. The employee had dietary needs that required him to drink during his shift. The employer modified its policy and permitted the employee to drink at his workstation. This enabled the employee to continue working while maintaining his health.

A tax preparer with renal disease had trouble getting to work on time due to toileting needs.

They requested and was permitted telework to eliminate the need to commute daily. This enabled the employee to meet his toileting needs, but also perform the job effectively.

An employment counselor had a kidney stone, which required monitoring from a healthcare provider.

The employer granted ADA leave as an accommodation so the employee could seek medical treatment. Once recovered, the employee was able to return to work full duty.

A warehouse worker returned to work following a kidney transplant.

The employee had lifting restrictions and follow up medical appointments. The employer explored lifting devices on JAN's website, which they then provided along with leave time for the medical appointments. This enabled the company to retain a valued employee.

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.

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.

DNA Learning Center: Cold Spring Harbor Laboratory

Direct: (516) 367-5170

Fax: (516) 367-5182

<http://www.ygyh.org/index.htm>

Cold Spring Harbor Laboratory (CSHL) is a private, not-for-profit research and education institution at the forefront of molecular biology and genetics.

DNA Learning Centers's educate the public about genetics through the nation's first science centers dedicated to this purpose.

International Foundation for Functional Gastrointestinal Disorders

PO Box 170864

Milwaukee, WI 53217

Toll Free: (888) 964-2001

Direct: (414) 964-1799

Fax: (414) 964-7176

iffgd@iffgd.org

<http://www.iffgd.org/>

The International Foundation for Functional Gastrointestinal Disorders (IFFGD) is a Public Charity designated under the U.S. IRS code 501(c)(3). We are a nonprofit education and research organization dedicated to informing, assisting, and supporting people affected by gastrointestinal (GI) disorders.

Kidney & Urology Foundation of America

104 West 40th Street,

Suite 500

New York, NY 10018

Toll Free: (800) 633-6628

<http://www.kidneyurology.org/>

Kidney & Urology Foundation of America (KUFA) is a national, 501 c(3) not-for-profit organization dedicated to helping people with kidney and urologic diseases and individuals waiting for organ and tissue transplants.

Kidney Dialysis Foundation

Blk 333 Kreta Ayer Road #03-33
Singapore 08033-0333
enquiries@kdf.org.sg
<http://www.kdf.org.sg/>

The Kidney Dialysis Foundation (KDF) is a non-profit charitable organisation, established in February 1996 by Dr Gordon Ku, a kidney specialist. KDF provides subsidised dialysis treatment to needy members of our community so that these patients will not be deprived of treatment due to financial difficulties. It also supports research for a cure for kidney diseases.

Life Options/ Rehabilitation Resource Center

414 D'Onofrio Drive
Suite 200
Madison, WI 53719
Toll Free: (800) 468-7777
Fax: (608) 833-8366
<http://lifeoptions.org/>

Life Options is a program of research, research-based education, and outreach founded in 1993 to help people live long and live well with kidney disease. A national panel of doctors, researchers, patients, nurses, social workers, dietitians, and ESRD Network directors reviews all Life Options materials and helps guide research.

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 Association for Continence

PO Box 1019
Charleston, SC 29402
Toll Free: (800) 252-3337
<http://www.nafc.org/>

The focus of the National Association for Continence is to provide quality continence care through education, collaboration, and advocacy. We offer up many different avenues so you can start to have important and meaningful conversation about your experience with incontinence. Here you can read in-depth explanations and get straight talk about every type of continence from medical experts. We can even help you connect with physicians local to you who specialize in dealing with this life-altering condition.

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 Human Genome Research Institute

31 Center Drive, MSC 2152
9000 Rockville Pike
Bethesda, MD 20892-2152
Direct: (301) 402-0911
Fax: (301) 402-2218
<https://www.genome.gov/>

NHGRI's mission has expanded to encompass a broad range of studies aimed at understanding the structure and function of the human genome and its role in health and disease. To that end NHGRI supports the development of resources and technology that will accelerate genome research and its application to human health. A critical part of the NHGRI mission continues to be the study of the ethical, legal and social implications (ELSI) of genome research. NHGRI also supports the training of investigators and the dissemination of genome information to the public and to health professionals.

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 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 Kidney Foundation

30 East 33rd St.,
Suite 1100
New York, NY 10016
Toll Free: (800) 622-9010
Direct: (212) 889-2210
Fax: (212) 689-9261
info@kidney.org
<https://www.kidney.org/>

The National Kidney Foundation, Inc., a major voluntary health organization, seeks to prevent kidney and urinary tract diseases, improve the health and well-being of individuals and families affected by these diseases, and increase the availability of all organs for transplantation.

PKD Foundation

8330 Ward Parkway
Suite 510
Kansas City, MO 64114
Toll Free: (800) 753-2873
Direct: (816) 931-2600
Fax: (816) 931-8655
pkdcure@pkdcure.org
<http://www.pkdcure.org/page.aspx?pid29>

Promote programs of research, advocacy, education, support and awareness in order to discover treatments and a cure for polycystic kidney disease and improve the lives of all it affects.

Remedy's Health Communities

<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.

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.

Vascular Cures

555 Price Avenue

Suite 180

Redwood City, CA 94063

Direct: (650) 368-6022

info@vascularcures.org

<http://vascularcures.org>

Vascular Cures is the only 501(c)3 nonprofit organization representing the millions of patients with Vascular Disease in the U.S. We focus on creating long-term, shared resources to accelerate development of new treatments and improve patient health.

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