

Job Accommodation Tips

For Those Living With Sickle Cell Disease

Individuals living with sickle cell disease (SCD) are not required to disclose their condition when applying for a job. If desired, reasonable accommodations can be requested after receiving a written offer. The accommodations listed here - and additional ideas from the Job Accommodation Network (<https://askjan.org/disabilities/Sickle-Cell-Anemia.cfm>) - can help support success in the workplace.

Parking and Flexible Work Schedule

At the workplace, employers should consider providing the following to those with SCD:

- Access to a parking space closest to the building to help minimize exertion and exposure to the elements
- Access to a flexible schedule to minimize exhaustion and the risk of triggering a pain crisis

Hydration and Breaks

- Individuals with SCD should drink at least 64-80 oz. (8-10 glasses) of water per day and should keep a refillable water bottle with them at all times.
- Because sickle cell disease can affect how the kidneys work, people with SCD may need frequent bathroom breaks.
- Employers should never restrict hydration or restroom breaks for employees with SCD.

Temperature Extremes

Individuals with SCD need to stay warm - but not overheated - to feel their best. Some helpful workplace adjustments include:

- Turning down the air conditioning or slightly raising the room temperature
- Using a small portable heater, heated chair, or heated jacket
- Keeping extra layers handy to ensure comfort in air-conditioned spaces

Support Plans

Together, the individual with SCD and their employer should outline a support plan that includes:

- Preventive measures to keep those with SCD well at work
- Arrangements for working while taking pain medication
- Guidance on what constitutes an emergency and what to do
- Key contacts, especially the key health professional caring for the worker