

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Bleeding Disorders

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Preface

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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 <https://askjan.org/soar>.

Information about Bleeding Disorder

Bleeding disorders are a group of conditions that result in poor blood clotting and extended bleeding time. People with bleeding disorders do not bleed more quickly than other people, just for a longer period of time. Some bleeding disorders are present at birth and are caused by rare inherited disorders. Others develop during certain illnesses or treatments. Von Willebrand disease and hemophilia are the most common hereditary bleeding disorders affecting at least 1% of the population.

Generally, bleeding disorders make it difficult to stop bleeding when an injury occurs. With von Willebrand disease, prolonged bleeding may occur with minor cuts or during dental work. With hemophilia, internal bleeding into the joints is more common, especially into the knees, elbows, and ankles. This can cause stiffness and decreased range of motion and strength in the extremities and may ultimately cause chronic joint deformities. Some individuals who have joint deformities may undergo joint replacement operations.

There are many plasma proteins called factors that are involved in the blood coagulation process, and if one or more are missing or deficient, the blood clotting process is affected. Treatment may consist of replacing the missing factors via nasal spray or injection to prevent bleeds before they start. Other individuals may have a need for infusions in life-threatening situations.

Bleeding Disorder 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 Bleeding Disorder

People with bleeding disorders 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 bleeding disorders 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
- Flexible Schedule
- 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

Overall Body Weakness/Strength

- Adjustable and Ergonomic School Desks and Equipment
- Aide/Assistant/Attendant
- Animal Lift Tables
- Anti-fatigue Matting
- Battery Powered Lift Tables
- Compact Material Handling
- Elevating Wheelchairs
- Ergonomic and Adjustable Office Chairs
- Ergonomic Equipment
- Fall Protection
- Foldable / Transport Wheelchairs
- Forearm Supports
- Grab Bars
- Independent Living Aids
- Large-Rated Scooters
- Large-Rated Wheelchairs

- Lift Tables
- Linen Carts
- Modified Break Schedule
- Multi-Purpose Carts
- Office Chairs with Brakes and Locking Casters
- Patient Lifts (General)
- Periodic Rest Breaks
- Personal Safety and Fall Alert Devices
- Personal Transportation and Mobility Products
- Power Assist for Manual Wheelchairs
- Scooters
- Stair Lifts
- Stand-lean Stools
- Stand-up Wheelchairs
- Telework, Work from Home, Working Remotely
- Toileting Aids
- Walkers
- Walkers with Seats
- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace

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

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
- Aerial Lifts
- Alerting Devices
- Body Protection
- Break Reminder Software
- Custom Shoes
- Cut and Puncture Resistant Gloves and Sleeves
- Designated Responders
- Stair Tread/Tape
- Steel Toe Shoes & Toe Guards
- Workplace Safety
- Vehicle Rear Vision System

- Safety-Related Equipment for Little People
- Seat Belts & Seat Belt Extenders
- Machine Guards and Shields
- Rolling Safety Ladders
- Protective Eyewear
- Plan of Action
- Personal Safety and Fall Alert Devices
- High Contrast/High Visibility Paint and Tape
- Large-Rated Harnesses
- Ergonomic Assessments
- Ergonomic Equipment
- Fall Protection
- Evacuation Devices
- Established Routes of Travel for Heavy Equipment/Vehicles

Situations and Solutions:

A mental health employee with hemophilia was restricted by her physician from repetitive bending and twisting at the waist.

JAN suggested the employee use a reacher to pick up lighter objects to prevent bending.

An office worker with a bleeding disorder was limited in the amount of time she could work at a keyboard.

JAN suggested using speech recognition software to decrease keyboarding time and suggested implementing an ergonomic workstation.

An insurance clerk was experiencing pain in her back, neck, and hands from sitting for long periods of time doing computer work.

She was accommodated with speech recognition software, an ergonomic chair, and an adjustable sit/stand workstation.

A forklift driver had difficulty grasping the steering wheel due to sensitivity from a bleeding disorder.

The forklift was fitted with a spinner ball to eliminate the need for grasping.

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

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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.

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