

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Skin Disorders

Job Accommodation Network
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Employment Policy, U.S. Department of Labor

Preface

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

Information about Skin Conditions

The skin is the body's largest organ and functions to protect the body from irritants. When encountering an irritant, signals are sent to the brain to isolate and destroy the irritant often causing redness, swelling, fever, and itching. In the case of some skin conditions, such as contact dermatitis, this reaction is caused when coming into contact with an external trigger. Other conditions like eczema, psoriasis, and scleroderma produce similar manifestations in response to an internal immune system trigger.

Limitations associated with skin conditions can include ultraviolet sensitivity, suppressed immune system, skin irritations, fine motor movement, temperature sensitivity, pain management, and stress management.

Skin Conditions 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 Skin Conditions

People with skin conditions limitations from aging 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

Skin Rash/Blisters/Sores

- Alternative Cleaning Supplies
- Disability Awareness/Etiquette Training
- Job Restructuring
- Policy Modification

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

Suppressed Immune System

- Disability Awareness/Etiquette Training
- Hand Protection
- Policy Modification
- Telework, Work from Home, Working Remotely
- Worksite Redesign / Modified Workspace

Temperature Sensitivity

- Sensitivity to Cold
 - Air Deflectors
 - 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

Work-Related Functions

Light

- Alternative Lighting
- Anti-Glare Filters for Fluorescent Lights
- Flexible Schedule
- Fluorescent Light Tube Covers
- Full Spectrum or Natural Lighting Products
- LED Light Filters
- LED Lighting
- Lighting Gel Filters
- Modified Lighting
- Non-Fluorescent Lighting
- Personal Visors
- Simulated Skylights and Windows
- Sun/UV Protective Clothing
- Telework, Work from Home, Working Remotely
- Transparent Window Shades
- UV Protection Shelters
- Vehicle Window Tinting and Shades

Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Service Animal

- Support Animal
- Support Person
- Simulated Skylights and Windows
- Supervisory Methods
- Task Rotation
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

Temperature

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

Situations and Solutions:

A waitress with psoriasis did not want to wear the short sleeved uniform required under her employer's dress code because her arms had an obvious rash

The employer modified the dress code for the waitress and allowed her to wear a long sleeved version of the uniform.

A retail clerk with a skin disorder had been leaving flaking skin around the store.

HR talked with the employee and he agreed to wear a long sleeve t-shirt under the company uniform, which was a short-sleeved polo shirt.

A chef could no longer wear latex gloves due to an allergy that developed from shingles on her arm.

He was accommodated with latex-free gloves.

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
<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 Academy of Dermatology

P.O. Box 4014
Schaumburg, IL 60168
Toll Free: (866) 503-7546
Fax: (847) 240-1859
MRC@aad.org
<http://www.aad.org>

The American Academy of Dermatology (Academy) is committed to working with accredited media members to provide accurate and timely information about dermatology news, as well as facts about a full spectrum of skin conditions.

American Academy of Dermatology

930 E. Woodfield Road
Schaumburg, IL 60173
Toll Free: (866) 503-7546
Fax: (847) 240-1859
MRC@aad.org
<http://www.aad.org>

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American Skin Association

6 East 43rd Street
28th Floor
New York, NY 10017
Toll Free: (800) 499-7546
Direct: (212) 889-4858
Fax: (212) 889-4959
info@americanskin.org
<http://www.americanskin.org/>

Established to serve the now more than 100 million Americans — one third of the U.S. population — afflicted with skin disorders, the organization's mission remains to advance research, champion skin health — particularly among children and drive public awareness about skin disease.

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 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 Eczema Association

4460 Redwood Highway,
Suite 16D
San Rafael, CA 94903
Toll Free: (800) 818-7546
Direct: (415) 499-3474
info@nationaleczema.org
<https://nationaleczema.org/>

The National Eczema Association improves the health and quality of life for individuals with eczema through research, support and education. We encourage you to learn more about our mission and the people who are working to fulfill it.

National Institute of Arthritis and Musculoskeletal and Skin Diseases

1 AMS Circle
Bethesda, MD 20892-3675
Toll Free: (877) 226-4267
Direct: (301) 495-4484
Fax: (301) 718-6366
NIAMSinfo@mail.nih.gov
<http://www.niams.nih.gov>

The mission of the National Institute of Arthritis and Musculoskeletal and Skin Diseases is to support research into the causes, treatment, and prevention of arthritis and musculoskeletal and skin diseases, the training of basic and clinical scientists to carry out this research, and the dissemination of information on research progress in these diseases.

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 Jewish Health

1400 Jackson Street
Denver, CO 80206
Toll Free: (877) 225-5654
Direct: (303) 388-4461
<http://www.nationaljewish.org/>

National Jewish Health is known worldwide for treatment of patients with respiratory, cardiac, immune and related disorders, and for groundbreaking medical research. Founded in 1899 as a nonprofit hospital, National Jewish Health remains the only facility in the world dedicated exclusively to these disorders. *U.S. News & World Report* has ranked National Jewish Health as the number one or number two hospital in pulmonology on its Best Hospitals list ever since pulmonology was included in the rankings.

National Psoriasis Foundation

6600 SW 92nd Ave
Suite 300
Portland, OR 97223
Toll Free: (800) 723-9166
Fax: (503) 245-0626
getinfo@psoriasis.org
<https://www.psoriasis.org/>

The National Psoriasis Foundation (NPF) is a non-profit organization with a mission to drive efforts to cure psoriatic disease and improve the lives of those affected

National Rosacea Society

196 James St.

Barrington, IL 60010

Toll Free: (888) 662-5874

rosaceas@aol.com

<http://rosacea.org/>

The National Rosacea Society is a 501(c)(3) nonprofit organization whose mission is to improve the lives of people with rosacea by raising awareness, providing public health information and supporting medical research on this widespread but little-known disorder. The information the Society provides should not be considered medical advice, nor is it intended to replace consultation with a qualified physician. The Society does not evaluate, endorse or recommend any particular medications, products, equipment or treatments. Rosacea may vary substantially from one patient to another, and treatment must be tailored by a physician for each individual case.

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.

Scleroderma Foundation

300 Rosewood Drive

Suite 105

Danvers, MA 01923

Toll Free: (800) 722-4673

Direct: (978) 463-5843

Fax: (978) 777-1313

<http://www.scleroderma.org/site/PageServer#.VnRvCpdBeul>

The Scleroderma Foundation is the national organization for people with scleroderma and their families and friends. The Scleroderma Foundation is dedicated to a three-fold mission of Support, Education, and Research

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