

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Employees with Sarcoidosis

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

### **Information about Sarcoidosis**

Sarcoidosis (SAR-coy-DOH-sis) is an inflammatory disease characterized by granulomas (small rounded outgrowths made up of blood vessels, cells, and connective tissues) that can produce many different symptoms. It is generally a chronic disease, lasting for several years or a lifetime. Some people, however, may have a type that only lasts a few months.

Some people may have no symptoms; others may have symptoms that include: skin, lung, and eye problems; arthritis; myositis; fever; fatigue; and weight loss.

### **Sarcoidosis 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 Sarcoidosis**

People with sarcoidosis 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
- 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

#### Dietary Needs

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

#### Low Vision

- Accessible Mobile Phones
- Accessible Telephones
- Apps for Individuals with Vision Impairment
- External Computer Screen Magnification
- Head-mounted Magnifiers
- Large Button Phones
- Large Visual Display for Telephone
- Lighted Reading Glasses
- Low Vision Office Supplies
- Magnification (Hand or Stand)
- Optical Character Recognition (OCR) Systems - Scan
- Portable Video/Electronic Magnifiers
- Screen Magnification and Screen Reading Combined
- Screen Magnification Software
- Sewing Aids for Individuals with Vision Impairment
- Tactile Timepieces/Watches
- Talking Alarm Clocks
- Talking Bar Code Scanner/Reader
- Talking Blood Glucose Monitors

- Talking Blood Pressure Monitors
- Talking Cash Register
- Talking Color Detector
- Talking Copier
- Talking Money Identifier
- Talking Scales
- Talking Telephones
- Talking Watches

#### Photosensitivity

- Alternative Lighting
- Anti-Glare Filters for Fluorescent Lights
- Cubicle Doors, Shields, and Shades
- Fluorescent Light Tube Covers
- Full Spectrum or Natural Lighting Products
- LED Light Filters
- Lighting Gel Filters
- Sun/UV Protective Clothing
- Vehicle Window Tinting and Shades

#### Respiratory Distress/Breathing Problem

- Air Cleaners & Purifiers
- Air Cleaners - Chemical/Odor Removal
- Air Cleaning Systems
- Air Purifiers for Multiple Chemical Sensitivity
- Alternative Cleaning Supplies
- Carpet Alternatives, Sealants, and Sustainable Flooring
- Flexible Schedule
- Floor Cleaning/Stripping Products - Chemical Sensitivity
- Low/No Odor Paints and Stains
- Masks - Smoke Allergy
- Odor/Fragrance/Chemical Masks

- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Respirator Masks
- Telework, Work from Home, Working Remotely

#### Skin Rash/Blisters/Sores

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

#### 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

### **Work-Related Functions**

#### Air Quality/Irritants

- Air Cleaners & Purifiers
- Air Cleaners - Chemical/Odor Removal
- Air Cleaning Systems
- Air Purifiers for Multiple Chemical Sensitivity
- Alternative Cleaning Supplies
- Carpet Alternatives, Sealants, and Sustainable Flooring
- Flexible Schedule
- Floor Cleaning/Stripping Products - Chemical Sensitivity
- Low/No Odor Paints and Stains
- Masks - Smoke Allergy
- Odor/Fragrance/Chemical Masks
- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Respirator Masks
- Telework, Work from Home, Working Remotely

#### Parking

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

#### 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



- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters
- Sensitivity to Heat
  - Air Deflectors
  - Cooling Clothing
  - Fans
  - Flexible Schedule
  - Heat Resistant Gloves
  - Modified Break Schedule
  - Personal Visors
  - Telework, Work from Home, Working Remotely
  - Vent Covers

## Situations and Solutions:

**An applicant for a data entry position has sarcoidosis and discloses that it causes her to have a painful sensitivity to light.**

The employer agrees to make adjustments to her workspace by allowing the use of desk lamps and other lighting sources that afford a greater degree of individual control should the individual be hired for the position.

**An applicant tells his prospective employer that he has to use public transportation to get around.**

The individual discloses that he has sarcoidosis. The employer gives the new hire the flexibility use public transportation.

**An applicant has bilateral facial paralysis due to their diagnosis of sarcoidosis.**

This causes the applicant to have impaired speech and they are applying to work in a position that requires a great deal of communication with co-workers. The employer agrees to allow the individual to communicate with their co-workers electronically via e-mails, or via written messages during in-person meetings, if they are hired as an accommodation.

**An employee with sarcoidosis has voiced concerns with the employer controlled parking lot where employees are allowed to park.**

As the lot is set up on a first come first serve basis, the individual normally has to park very far away from the building when he arrives for his shift. Due to his sarcoidosis, the employee has limitations in breathing and quickly develops shortness of breath due to the walk to the building after parking in the morning. The employer agrees to provide the individual with a reserved parking space that was as close to the building as possible as an accommodation.

**An employee with sarcoidosis has been having problems when needing to leave her workstation to use the copier due to her legs swelling when they are not elevated.**

The employer provides the individual with a small copy machine for her workstation desk as an accommodation.

## 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](mailto: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](mailto: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 Chronic Pain Association**

P.O. Box 850  
Rocklin, CA 95677-0850  
Toll Free: (800) 533-3231  
Fax: (916) 632-3208  
[ACPA@theacpa.org](mailto:ACPA@theacpa.org)  
<http://www.theacpa.org>

The purpose of the American Chronic Pain Association is to facilitate peer support and education for individuals with chronic pain and their families so that these individuals may live more fully in spite of their pain.

**Foundation for Sarcoidosis Research**

1820 W. Webster Ave.

Suite 304

Chicago, IL 60614

Toll Free: (866) 358-5477

<https://www.stopsarcoidosis.org/>

The Foundation for Sarcoidosis Research is the nation's leading nonprofit organization dedicated to finding a cure for this disease and to improving care for sarcoidosis patients. Since its establishment in 2000, FSR has funded numerous domestic and international research efforts and has worked diligently to provide resources to thousands.

**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](mailto: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](mailto: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 Heart, Lung, and Blood Institute**

P.O. Box 30105

Attention: Website

Bethesda, MD 20824-0105

Direct: (301) 592-8573

Fax: (240) 629-3246

[nhlbiinfo@nhlbi.nih.gov](mailto:nhlbiinfo@nhlbi.nih.gov)

<http://www.nhlbi.nih.gov/>

The National Heart, Lung, and Blood Institute (NHLBI) provides leadership for a national program in diseases of the heart, blood vessels, lung, and blood.

**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 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.

**National Sarcoidosis Resource Center**

P.O. Box 1593

Piscataway, NJ 08855-1593

Direct: (723) 699-0733

Fax: (723) 699-0882

[Sandra@nsrc-global.net](mailto:Sandra@nsrc-global.net)

<http://www.nsrc-global.org/>

The National Sarcoidosis Resource Center is a non-profit organization formed to heighten public awareness and to educate people about this disease, which is often chronic and disabling. It grew out of the need for people with Sarcoidosis to share information and to support each other. The center provides information to people throughout the U.S., Canada, Europe, and elsewhere, and has a registry of over 24,000 patients. The center receives patient referrals from the American Lung Association, NORD, NIH, physicians, and hospitals. Other services include physician referrals, seminars, speakers, and assistance in the development of self-help groups.

**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.

**Sarcoid Networking Association**

12619 S. Wilderness Way

Molalla, OR 97038

Direct: (541) 905-2092

[sarcoidinformation@sarcoidosisnetwork.org](mailto:sarcoidinformation@sarcoidosisnetwork.org)

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

Founded in 1992, the Sarcoid Networking Association brings together support, education and resources to improve the lives of those affected by sarcoidosis.

**The BerneMac Foundation**

150 N. Michigan Ave.

Suite 2800.

Chicago, IL 60601

Direct: (312) 291-4493

Fax: (312) 624-7701

[info@berniemacfoundation.org](mailto:info@berniemacfoundation.org)

<http://berniemacfoundation.org/>

The Bernie Mac Foundation is dedicated to preserving and continuing the vision and legacy of its creator, Bernie Mac, who desired to use his celebrity to promote awareness and research of the disease known as Sarcoidosis, as well as to raise funds in an effort to bridge the gap between the medical professionals who treat, and the patients who suffer from Sarcoidosis; thereby providing support to Sarcoidosis patients everywhere.

**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](mailto: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.

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