

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Raynaud's Disease

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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.

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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 Raynaud's Disease

Raynaud's phenomenon is a rare condition that when exposed to cold temperatures or emotional stress, it causes the blood vessels to narrow resulting in numbness, tingling, and/or burning in one's extremities. Most often it will affect a person's fingers and toes, but can also affect the nose, ears, and lips. Minor fluctuations in temperature can cause people to have flare-ups.

There are two main types of Raynaud's, primary being a standalone disease and the cause is unknown. Secondary is known as Raynaud's phenomenon and/or syndrome often stemming from a known primary disease, often lupus or rheumatoid arthritis.

Raynaud's 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 Raynaud's Disease

People with limitations from Raynaud's phenomenon 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

Feeling/Sensing

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Articulating Keyboard Trays
- Book Holders
- Ergonomic and Pneumatic Tools
- Forearm Supports
- Grip Aids
- Keyguards
- On-Screen Keyboards
- One-Handed Keyboards
- One-Handed Keyboard Software
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Tool Balancers
- Writing Aids

Grasping

- Industrial Setting

- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Compact Material Handling
- Ergonomic and Pneumatic Tools
- Tool Balancers
- Mop Buckets
- Mops and Mop Handles
- Motorized Carts
- Multi-Purpose Carts
- Office Setting
 - Auto-dialers
 - Automated Filing Systems
 - Book Holders
 - Dental and Surgical Instruments
 - Electric Scissors
 - Ergonomic Scissors
 - File Carousels
 - Filing Trays
 - Grip Aids
 - Hands-free Telephones
 - Headsets
 - Left Hand-Dominant Keyboards
 - Money Handling Products
 - One-Handed Keyboards
 - Page Turners
 - Reachers
 - Scribe/Notetaker
 - Shoulder Rests for Telephone Handsets
 - Writing Aids
- Other
 - Aide/Assistant/Attendant

- Door Knob Grips and Handles
- Ergonomic Knives
- Steering Grips

Handling/Fingering

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Book Holders
- Ergonomic and Pneumatic Tools
- Ergonomic Equipment
- Extra Grip Gloves
- Grip Aids
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Task Rotation
- Typing / Keyboarding Aids
- Vacuum Pickup Tools
- Writing Aids

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

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

Stress

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

- Modified Break Schedule
- Monitor Mirrors
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

Temperature

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

Situations and Solutions:

A park ranger developed Raynaud's disease, making it hard to work in extreme temperatures.

After trying various temperature controlled clothing with no success, the employee asked for a transfer to another job. During an interactive process meeting, the employer and employee found a vacancy that permitted the employee to remain indoors. The employer retained a valuable employee.

A teacher with Raynaud's syndrome had difficulty getting to work on time during the winter months.

She asked for a modified schedule as a reasonable accommodation to permit her to arrive later, when the temperatures were warmer. The employer agreed and moved her planning period to the first part of her schedule to minimize work disruptions.

A public health registered nurse had trouble with circulation and headaches, which stemmed from Raynaud's disease.

He requested the ability to use a private office where he could run a space heater without affecting his coworkers, which would minimize headaches and improve circulation.

An editor with Raynaud's syndrome experienced flare ups when their shared workspace was too cold.

This made it hard to concentrate on the task at hand. The employer and employee agreed that telework would be the best accommodation as it would permit the employee to continue working while controlling the temperature.

A loan officer with Raynaud's disease had difficulty typing when the office fell below a certain temperature.

The employer provided the employee with heated computer products which enabled her to continue typing and accomplishing work goals.

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 Chronic Pain Association

P.O. Box 850
Rocklin, CA 95677-0850
Toll Free: (800) 533-3231
Fax: (916) 632-3208
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.

Arthritis Foundation

1330 W. Peachtree Street
Suite 100
Atlanta, GA 30309
Direct: (404) 872-7100
<http://www.arthritis.org>

The Arthritis Foundation is committed to raising awareness and reducing the unacceptable impact of arthritis, a disease which must be taken as seriously as other chronic diseases because of its devastating consequences. The Arthritis Foundation is leading the way to conquer the nation's leading cause of disability through increased education, outreach, research, advocacy and other vital programs and services.

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
<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 Fibromyalgia & Chronic Pain Association

31 Federal Avenue

Logan, UT 84321

Toll Free: (801) 200-3627

info@fmcpaware.org

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

The National Fibromyalgia & Chronic Pain Association (NFMCPA) is a 501(c)3 not for profit organization. We support people with chronic pain illnesses and their families and friends by contributing to caring, professional, and community relationships. Through continuing education, networking with support groups and advocates, and affiliation with professional organizations, the members of the NFMCPA have a place to be informed, get involved, and recognize achievements.

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

<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 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.

Raynaud's Association

11 Topstone Road
Redding, CT 06896
Toll Free: (800) 280-8055
info@raynauds.org
<http://www.raynauds.org/>

The Raynaud's Association is a national non-profit (501c3) organization whose mission is to provide support and education to the millions of sufferers of Raynaud's Phenomenon, an exaggerated sensitivity to cold temperatures.

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.

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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