

Diabetes

Accommodation Ideas ** [Job Accommodation Network \(JAN\) - United States Department of Labor](#)

<https://www.dol.gov> › [ODEP](#) › [ODEP Research and Technical Assistance Resources](#)

Hypo/Hyperglycemia Management:

- *Allow for storage of medications such as insulin, and/or food*
- *Supply an area to test blood sugar levels and administer medications (insulin)*
- *Provide a rest area for reorientation after hypo/hyperglycemic episode*
- *Allow frequent breaks for food as needed*

Fatigue/Weakness:

- *Implement frequent rest breaks, shortened work day, and extended work week*
- *Allow the reduction or elimination of strenuous activities and job sharing*
- *Provide stools and sit/stand workstations to alternate sitting and standing*

Vision Impairment:

- *Magnification devices or computer screen magnification software*
- *Provide a tape recorder, reader, easy access to work-site facilities*
- *Allow a flexible schedule to use public transportation to and from work*

Dialysis:

- *Provide easy access to restroom facilities*
- *Allow a flexible schedule or time off for treatment (dialysis)*

Nerve Damage:

- *Modify job tasks requiring fine finger dexterity*
- *Provide protective clothing and equipment*

Cognitive Impairment:

- *Provide written job instructions when possible*
- *Allow flexible work hours*
- *Provide memory aids, such as schedulers or organizers*
- *Allow a self-paced workload*

Other Medical Considerations:

- *Schedule steady shifts*
- *Avoid temperature extremes (poor circulation)*
- *Provide reassignment*
- *Educate coworkers on emergency situation procedures*