

Diabetes Accommodations

In the school or workplace setting

Diabetes is not considered a disability – however, it is a chronic condition protected by the Americans with Disabilities Act. By federal law, public schools and employers are required to provide the same opportunities to those with and without diabetes.

School setting



Student accommodations provide the student with diabetes protections in case of a missed class or exam due to a hypoglycemic or hyperglycemic event, to attend doctor's appointments or education sessions without penalties and to manage the demands of diabetes care during illness.

To establish a plan

- **Talk to your doctor** about types of reasonable accommodations pertinent to your care.
- **Request a letter from your doctor** to include diagnosis, diabetes management requirements and a list of reasonable accommodations. Your school may have their own forms to complete.
- **Some reasonable accommodations to consider** include:
 - Allow you to carry diabetes medications and supplies on campus.
 - Excuse you from class to check a blood glucose, treat high and low glucose or go to the bathroom.
 - Carry food or drinks on campus to treat a hypoglycemic event.
 - If using diabetes technology, allow you to look at your continuous glucose monitor (even if using an app on your phone as a reader) or insulin pump.
 - Address housing, dining, and class registration needs.
- **Disability plans typically have a timeframe and cannot be retroactive.** Ask your advisor or student health services who you should meet with to establish a plan for your campus.

Food for thought

Have you set up a diabetes management plan?

Diabetes Line
832-822-3670



YADP
Young Adult Diabetes Program



This program is supported by a generous grant from MD Anderson Foundation.



Work setting



Disclose information you are comfortable with sharing. You are not required to disclose your diagnosis before, during or after your employment interview or once hired. However, some disclosure may be necessary to keep you safe and establish accommodations and protections in the work setting. Read your employee handbook to be familiar with policies.

To establish a plan

- **Discuss the types of reasonable accommodations** pertinent to your diabetes treatment plan with your diabetes team.
- **Request a letter from your doctor** to include your diagnosis, diabetes management requirements and a list of reasonable accommodations that are pertinent to your care.
- **Some reasonable accommodations to consider** include:
 - Breaks to check blood glucose, eat a snack, take medicines or go to the bathroom.
 - Ability to keep diabetes supplies, medicines and food nearby.
 - If using diabetes technology, making your colleagues aware of the monitoring you are doing that may sometimes set off alarms.
 - Allow you the time off for doctor's appointments or diabetes education sessions.

Food for thought

How do you feel about discussing your health information with your employer?

What does diabetes discrimination look like?

- You are denied access to an education because of your diabetes.
- You are not hired or are fired because of your diabetes.

Note

For help, call **1-800-DIABETES** (1-800-342-2383) to speak with a legal advocate.

There are many misconceptions about diabetes in the community, and sometimes it is a matter of educating the public and advocating for your rights. If the issue is not resolved, legal action may be considered.

Diabetes Line
832-822-3670



YADP
Young Adult Diabetes Program



This program is supported by a generous grant from MD Anderson Foundation.

© 2023 Texas Children's Hospital. All rights reserved. DIAB-5686-23



**Texas Children's
Hospital**