

Managing Family and the Workplace

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IBD in the Workplace

- Your Legal Rights
- The Job Search
- Managing the Workplace
- Managing Yourself
- Best practice tips...from those who have been there
- Q&A

Your Legal Rights

- American with Disabilities Act
 - Crohn's and Colitis are a disability
 - Accommodations are required

The ADA defines a disability as: "(A) a physical or mental impairment that substantially limits one or more major life activities of such individual; (B) a record of such an impairment; or (C) being regarded as having such an impairment...." 42 U.S.C. §12102(2).

"(i) Unable to perform a major life activity that the average person in the general population can perform; or (ii) Significantly restricted as to the condition, manner or duration under which an individual can perform a particular major life activity as compared to the condition, manner, or duration under which the average person in the general population can perform that same major life activity."

The Job Search

- Types of organizations/companies to look for
- Roles
- Flexibility
- The interview process
 - How much to disclosure, and when??

What to disclose...

- Disclosing a Disability in a Job Interview
- excerpt from Point of Departure, Vol. 2, No. 2...PACER Center...
- Landing job is priority
- "Do what it takes to get the job. Don't disclose unless you absolutely, positively have to." That's the advice of Ed R.
 Williams, Program Coordinator of the STEPS Program at the University of Arkansas at Little Rock.

What to disclose...

There are five opportunities an applicant or employee has to disclose their disability to an employer:

- The Job Application
- The Interview
- After the job offer
- After you have started working
- If a problem exist in the workplace

The worst time to disclose, of course, is after you've been fired. On the other hand, you may never choose to disclose.

Because of the Americans with Disabilities Act, the only logical reason to disclose is if you need to request a reasonable accommodation from your employer to perform an essential function of the job.

Managing the Workplace

- Your office/desk location
- Washroom facilities
- Insurance
- Flexibility in schedule
- Time off
- Your Manager
- Co-workers
- How much do you share? With whom?

Managing Yourself

- #1 consideration in accepting an offer- Company's washroom facilities, location, privacy
- Impact of medication
- Notifying your Manager, HR
- Stress
- Time off
- Guilt

Best practices...tips from those who have been there

- When in a meeting, sit next to the door- for easy exit (less disruptive)
- Have an excuse ready (urgent call, something in my eye, need to get air)
- Nausea sounds better than diarrhea
- Others??

Questions???