

# Employee Packet

## What is Type 1 Diabetes?

Type 1 Diabetes is an autoimmune disease in which a person's pancreas stops producing insulin, a hormone people need to get energy from food. Type 1 Diabetes strikes both children and adults at any age and suddenly. Its onset has nothing to do with diet or lifestyle. Though Type 1 Diabetes' causes are not yet entirely understood, scientists believe that both genetic factors and environmental triggers play a significant role. There is currently nothing you can do to prevent Type 1 Diabetes, and there is no cure.

Living with Type 1 Diabetes is a constant balancing act and requires 24/7 management. People with Type 1 Diabetes must regularly monitor their blood-sugar level, inject or continually infuse insulin through a pump, and carefully balance their insulin doses with eating and daily activities throughout the day and night.

**Type 1 Diabetes is NOT the same as Type 2 Diabetes!**

### Type 1 Diabetes:

- The body's immune system destroys the cells that release insulin, eventually eliminating insulin production from the body. Without insulin, cells cannot absorb sugar (glucose), which they need to produce energy;
- Symptoms usually start in childhood or young adulthood. People often seek medical help, because they are seriously ill from sudden symptoms of high blood sugar;
- Episodes of low blood sugar level (hypoglycemia) are common;
- Cannot be prevented; and
- Only about 10% of people with diabetes have Type 1 Diabetes.

### Type 2 Diabetes:

- In Type 2 Diabetes, the body isn't able to use insulin the right way. This is called insulin resistance;
- The person may not have symptoms before diagnosis. Usually, the disease is discovered in adulthood, but an increasing number of children are being diagnosed with the disease;
- There are no episodes of low blood sugar level, unless the person is taking insulin or certain diabetes medicines;
- It can be prevented or delayed with a healthy lifestyle, including maintaining a healthy weight, eating sensibly, and exercising regularly; and
- About 90% of people with diabetes have Type 2 Diabetes.

## The Americans with Disabilities Act

The Americans with Disabilities Act of 1990 (the "ADA") makes it unlawful to discriminate in employment against a qualified individual with a disability. The ADA also prohibits discrimination against individuals with disabilities in State and local government services, public accommodations, transportation and telecommunications. The ADA makes it unlawful to

discriminate in all employment practices such as recruitment; pay; hiring; firing; promotion; job assignments; training; leave; lay-off; benefits; and all other employment related activities. The ADA further prohibits an employer from retaliating against an applicant or employee for asserting his rights under the ADA. The Act also makes it unlawful to discriminate against an applicant or employee, whether disabled or not, because of the individual's family, business, social or other relationship or association with an individual with a disability.

**Reasonable Accommodations**

As an employer, you have an obligation to provide reasonable accommodations to an employee with a disability. Reasonable accommodation is any change or adjustment to a job or work environment that allows a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities. For example, reasonable accommodations may include acquiring or modifying equipment or devices; job restructuring; part-time or modified work schedules; reassignment to a vacant position; adjusting or modifying examinations, training materials or policies; providing readers and interpreters; and making the workplace readily accessible to and usable by people with disabilities. Reasonable accommodations must also be made to enable an individual with a disability to participate in the application process, and to enjoy benefits and privileges of employment equal to those available to other employees. It is a violation of the ADA to fail to provide a reasonable accommodation to the known physical or mental limitations of a qualified individual with a disability, unless doing so would impose an undue hardship on the operation of your business. Undue hardship means that the accommodation would require significant difficulty or expense.

**Request for Reasonable Accommodations**

In the course of my employment, it is necessary that I receive the following reasonable accommodations in order to adequately perform my duties as an employee, while also being able to adequately maintain my health and safety as a person with Type 1 Diabetes:

- Access to my diabetes supplies at all times throughout the course of my employment.
- Access to food, water and other beverages at all times throughout the course of the workday.
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Employee Name (print)

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Employee Name (sign)

\_\_\_\_\_  
Date