

## MG & the Americans with Disabilities Act

*The following document was prepared by the Myasthenia Gravis Association.*

### Is MG a disability under the Americans with Disabilities Act?

The ADA does not contain a list of medical conditions that are considered disabilities. Instead, the ADA has a general definition of a disability that each person must meet. So, some people with MG will have a disability under ADA while others will not.

### Accommodating Employees with MG

The degree of limitation will vary among individuals. Some individuals with MG will need more accommodations to perform their job, while others may need only a few. Below is a sampling of questions to consider. Other accommodation questions may exist.

- 1) What limitations is the employee with MG 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?
- 5) Are all of the possible resources being used to determine possible accommodations?

### Accommodation Ideas

#### ***Fatigue & Weakness***

- Reduce or eliminate physical/workplace stress
- Schedule periodic rest breaks away from the workstation
- Allow a flexible work schedule and flexible use of leave time
- Allow work from home
- Provide a scooter or other mobility aid if walking cannot be reduced

#### ***Vision Impairment***

- Provide large print material or screen reading software
- Control glare by adding a glare screen to the computer/blue light glasses
- Install proper office lighting

- Allow frequent rest breaks
- Magnify written material using hand/stand/optical magnifiers
- Alternate covering one eye

### ***Speech Impairment***

- Provide speech amplification, speech enhancement, or other communication devices
- Use written communication such as email/fax/texting
- Transfer to a position that does not require a lot of communication
- Allow periodic rest breaks

### ***Fine Motor Skills***

- Implement ergonomic workstation design
- Provide alternative computer and telephone access
- Provide arm supports
- Provide writing and grip aids
- Provide a page turner and a book holder
- Provide a note taker

### ***Gross Motor Impairment***

- Provide parking close to the worksite
- Install automatic door openers
- Provide proper ergonomics
- Make sure materials and equipment at workstation are within reach range
- Move workstation close to other work areas