

MG and the Americans with Disabilities Act

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? Are all of the possible resources being used to determine possible accommodations?

Accommodation Ideas:

<p>Fatigue & Weakness</p> <ul style="list-style-type: none"> -Reduce or eliminate physical and 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 	<p>Fine Motor Skills</p> <ul style="list-style-type: none"> -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
<p>Vision Impairment</p> <ul style="list-style-type: none"> -Provide large print material or screen reading software -Control glare by adding a glare screen to the computer -Install proper office lighting -Allow frequent rest breaks -Magnify written material using hand/stand/optical magnifiers -Alternate covering one eye 	<p>Gross Motor Impairment</p> <ul style="list-style-type: none"> -Provide parking close to the work-site -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
<p>Speech Impairment</p> <ul style="list-style-type: none"> -Provide speech amplification, speech enhancement, or other communication device -Use written communication, such as email or fax -Transfer to a position that does not require a lot of communication -Allow periodic rest breaks 	