

Working with a chronic condition: Know your rights

Communication is key – check out these guidelines on sharing about your health at work.



Special thanks to PatientsLikeMe member Hetlana Johnson (The Lupus Liar) for her collaboration. Visit www.thelupusliar.com to learn more about Hetlana.

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Diagnosis: Do I need to tell my employer?



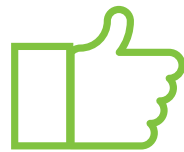
Not always...

In many cases your employer doesn't need to know your diagnosis.

But sometimes...

Depending on your job requirements, your immediate supervisor may need to know you have a serious health condition.

Health information: What does my employer have access to?



Your employer can sometimes...

Ask about your condition if it relates to your job requirements. This should be need-to-know-only information and must be kept confidential.



Your employer should never...

Ask for a medical report from your doctor without your knowledge or consent, per the Access to Medical Reports Act (1988).

Human Resources: How can they help?



Get ahead of issues

Talk to your HR office about setting expectations with your supervisor so you're all clear on how to talk about your medical condition.

When you feel you've been treated unfairly...

Document it and tell your HR office. If you think your employer has an issue with your health status and you've given fair information, you may want to consult an employment lawyer.

