

Setting Up for Success While Living With a Rare Kidney Disease

Workplace Tips

Working while living with rare kidney disease can be challenging. However, there are ways to help maintain your health while feeling confident on the job.





Find Your Balance

Use these tips to help maintain your health and well-being while at work.



Check in with your doctor

Talk with your doctor about your job and responsibilities. This can allow them to help tailor your care plan to fit your work, and provide ideas for how your job may be able to better accommodate your condition.



Listen to your body

Pay attention to your body's signals. They'll often let you know when to slow down or take a break. Consider prioritizing tasks, delegating what you can, and negotiating any added responsibilities.



Plan ahead

Planning ahead can help you achieve your goals at work without draining yourself. For example, try scheduling tasks for times when you are most energetic or, when work permits, taking breaks to attend to your medical needs without interruption.



Ask your employer about accommodations at work

Start a conversation with your employer about reasonable workplace accommodations for managing your health. Your employer may be able to provide adjustments and help support your ability to do your job.

Some reasonable accommodations may include:

- Modifying your job duties
- Flexible scheduling
- Allowing you to work remotely part or full time
- Time off for appointments or treatment
- More frequent or longer breaks
- Policy changes, like allowing you to sit occasionally
- Physical changes to your workstation, like adjustable seating or anti-fatigue matting
- Parking or transportation assistance



Meal prep for hassle-free lunches

If you are on a special kidney-healthy diet, the lunch-hour rush can make it tricky to find food options that fit your needs. By making lunches and snacks ahead of time, you can ensure you have kidney-friendly food ready to go. For some tasty recipes, try <https://kitchen.kidneyfund.org/find-recipes>

With some trial and error, you can find a good balance to make both your work and health easier to manage.



Links to Learn More About Your Rights at Work

You may be protected and supported at work by multiple laws and government agencies. The links below provide more information about possible workplace rights and protections.

The Americans with Disabilities Act (ADA)

- For FAQs about the ADA, your rights, and employment:
<https://www.eeoc.gov/laws/guidance/ada-questions-and-answers>
- For more on the definition of “disability” under the ADA:
<https://askjan.org/topics/Americans-with-Disabilities-Act-Amendments-Act.cfm>

Job accommodations under the ADA

- To learn more about possible reasonable workplace accommodations for kidney disease:
<https://askjan.org/disabilities/Renal-Kidney-Disease.cfm>
- For free, confidential guidance on job accommodations:
<https://askjan.org/JANonDemand.cfm>

The Family Medical Leave Act (FMLA)

- For information and general guidance about the FMLA:
<https://www.dol.gov/agencies/whd/fmla>



Keep learning

For more information and tips about living better with rare kidney disease, visit KidneyHope.com or scan the QR code