



**EEOC Releases Fact Sheet on Diabetes in the Workplace**

Nearly 17 million Americans age 20 years or older have diabetes. In response to what has become a somewhat confusing health-related employment issue, the Equal Employment Opportunity Commission (EEOC) recently released a “fact sheet” designed to assist employers, as well as applicants and employees with diabetes, in understanding their respective rights and obligations under the Americans with Disabilities Act (ADA).

The fact sheet, available at [www.eeoc.gov/facts/diabetes.html](http://www.eeoc.gov/facts/diabetes.html), discusses valuable and informative topics such as: when diabetes is considered to be a disability under the ADA; when an employer is permitted to ask an applicant or employee questions about his or her diabetes; types of reasonable accommodations employees with diabetes may need on the job; and how an employer should handle safety concerns about people with diabetes in the workplace.

Specifically, the publication lists examples of what is permissible under the ADA with respect to accommodating a diabetic employee, asking questions about the employee’s condition or health and determining whether the diabetic employee poses a direct threat to himself or other employees.

The fact sheet is expected to be the first in a series designed to address specific types of disabilities under the ADA.

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# LABOR AND EMPLOYMENT

# BULLETIN

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