

Diabetes Type II

A QUIZ

Is Type II Diabetes (sometimes called 'adult onset diabetes') considered to be a disability?



Type II Diabetes cannot be cured, however it can be managed. Because the determination of whether an impairment is a disability is made without regard to the ameliorative effects of mitigating measures, diabetes IS a disability, even if insulin, medication or diet controls a person's blood glucose levels.

Source: www.healthline.com

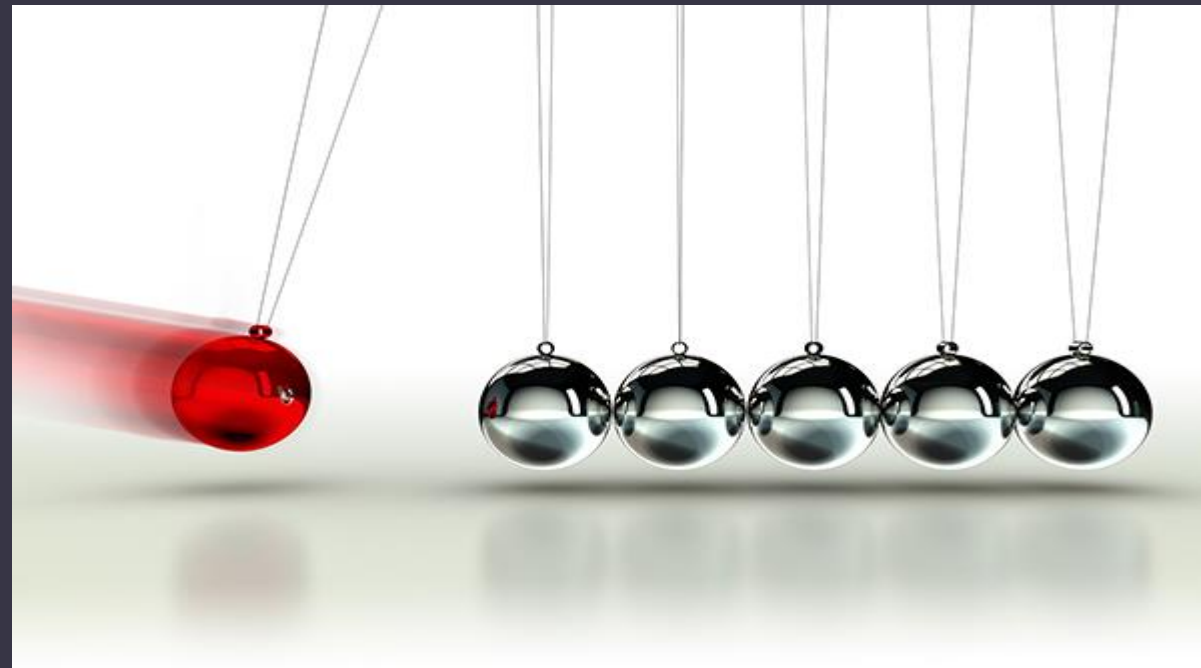
The impact of diabetes on employment varies widely.

An excellent resource:



<https://askjan.org/disabilities/Diabetes.cfm>

Name at least four potential impacts of Diabetes II for a working age person:



Potential impacts of Type II Diabetes on employment:

- *Changes to vision

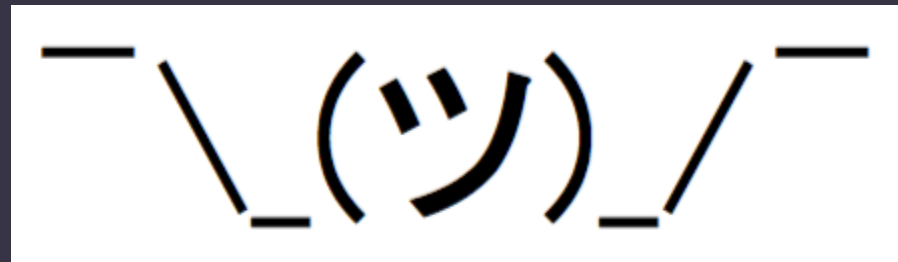
- *The need for breaks to check glucose levels, have a snack or at times, take a rest to restore glucose levels

- *The need for a regular schedule – no swing shifts, no excessive overtime

- *Time off for physician visits, foot care, lab work, eye exams, dental care

- *In the case of neuropathy, walking and standing may be limited

Were you able to identify at least 4 of those potential impacts?



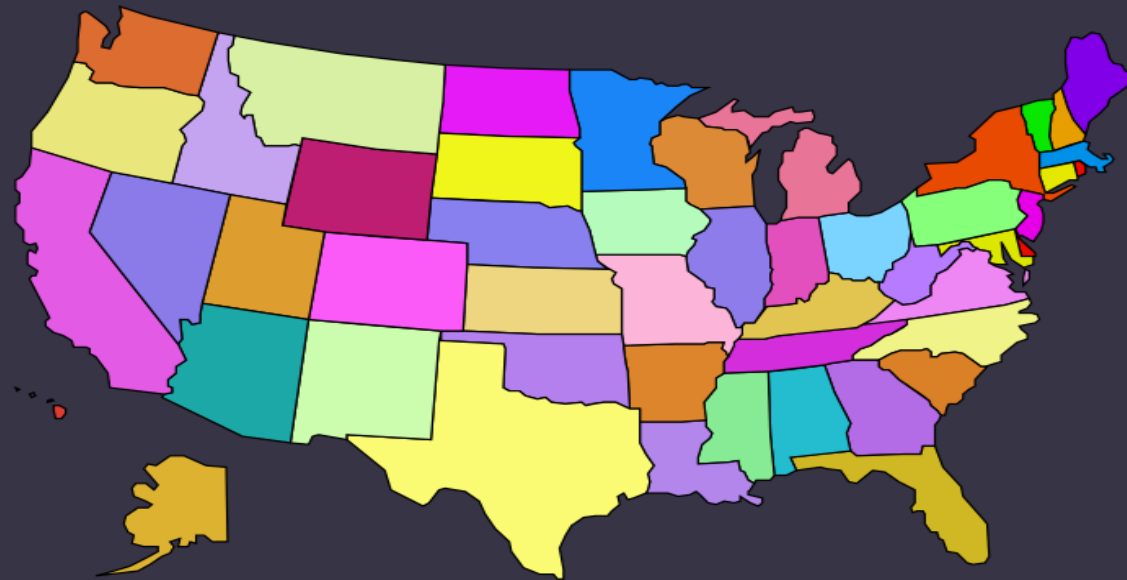
Some jobs would have clear restrictions:



- Airline pilots - they work long shifts, eat erratically and hold many lives in their hands
- Long haul truckers – again, long shifts and safety concerns
- People who work at heights: window washers, roofers, construction, installation
- Jobs that require overtime: such as road construction, some manufacturing
- Jobs that require a great deal of travel and time zone changes

Diabetes does not impact everyone equally.

What group in the U.S. has the highest rate of Type II Diabetes?



The highest incidence of Type II Diabetes in the United States is found among Native Americans in the state of Arizona, where 1 in 3 persons are being diagnosed.

Sadly, the U.S has one of the highest rates for Type II Diabetes in the world, in actual numbers. Pacific Islander residents have the highest percentage of diagnosed cases by percentage of population.

Of course prevention is the key!

There are some risk factors we should all be aware of.

Name as many of those risk factors
as you can:

Risk Factors:

Family history

Obesity

Sedentary lifestyle

African American heritage

Hispanic heritage

Asian Pacific Islander heritage

Native American/First Nations heritage

History of high blood pressure

Poor eating habits/limited access to healthy foods



For more information on accommodating people with Type II Diabetes on the job, you can contact:

Michigan Rehabilitation Services

<https://www.michigan.gov/leo/bureaus-agencies/mrs>

The Bureau of Services for Blind Persons

<https://www.michigan.gov/leo/bureaus-agencies/bureau-of-services-for-blind-persons>

Disability Network Southwest Michigan

<https://www.dnswm.org/>

Ask Jan! The Job Accommodations Network

<https://askjan.org/>



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