

Fanconi Anemia (FA) Workplace Accommodations Reference Sheet

This reference sheet combines Fanconi anemia–specific guidance with additional workplace accommodation ideas from the Job Accommodation Network (JAN). It is designed to help individuals living with FA, caregivers/partners, and employers identify practical supports tailored to the functional effects of FA and related caregiving demands. This is not a comprehensive list of possible accommodations. For additional accommodation ideas, visit [askJAN.org](https://askjan.org). **Accommodations should always be individualized based on specific limitations, job requirements, and workplace context.**

Limitation / Challenge

Potential Accommodation Ideas

Medical Appointments and Leave

- Flexible or reduced scheduling for frequent medical appointments.
- Intermittent leave or short-notice absences during acute illness or treatment recovery.
- Phased return-to-work after transplant, procedures, or hospitalization.
- Use of intermittent FMLA leave for treatment or care coordination.
- Flexible scheduling for transfusions, therapies, or provider visits.

Infection Risk / Immunosuppression

- Remote or hybrid work options during neutropenia or high infection risk.
- Private or low-exposure workspace with good ventilation and air filtration.
- Touchless fixtures and frequent surface cleaning.
- PPE availability and policies supporting mask use.
- Encourage symptomatic employees to stay home.
- Flexible attendance during infection recovery or family member illness.

Fatigue / Reduced Stamina

- Flexible hours or reduced workloads during treatment or low-energy days.
- Sit/stand desks, ergonomic chairs, or anti-fatigue matting.
- Additional rest, hydration, or snack

	<p>breaks.</p> <ul style="list-style-type: none"> • Job task rotation to minimize physical strain. • Flexible deadlines and extended task timeframes.
Cognitive or Mental Fatigue / Stress	<ul style="list-style-type: none"> • Allow quiet workspace or noise-cancelling tools. • Reduce cognitive load; break large projects into smaller tasks. • Adjust deadlines or workload during intensive medical or caregiving periods. • Schedule flexibility for therapy or counseling. • Access to EAP or wellness programs for caregiver stress support.
Respiratory or Environmental Sensitivities	<ul style="list-style-type: none"> • Improved ventilation or air filtration in workspace. • Fragrance-free policies or reduced irritant exposure. • Relocate work area away from dust, fumes, or cleaning chemicals. • Telework when environmental triggers are present. • Allow for alternate locations or modified cleaning schedules.
Temperature Sensitivity	<ul style="list-style-type: none"> • Permit personal heaters, fans, or layered clothing. • Adjust thermostat or seat near comfortable zone. • Avoid outdoor work or temperature extremes. • Modify shift times to avoid high-heat or cold periods.
Physical Limitations / Musculoskeletal Challenges	<ul style="list-style-type: none"> • Ergonomic workstation design and supportive equipment. • Reduce lifting, carrying, or reaching requirements. • Proximity parking or workspace near restrooms and elevators. • Adjustable desks, keyboards, and seating supports. • Reassign non-essential physical tasks as needed.
Difficulty hearing verbal speech,	<ul style="list-style-type: none"> • Use assistive listening devices (e.g.

especially in noisy settings

Bluetooth streamers, FM systems) to transmit audio directly to hearing aids or cochlear implants.

- Use of captioning or CART (Communication Access Real-Time Translation) in meetings and trainings.
- Provide transcripts or written summaries of meetings and lectures.
- Use visual or text notifications (e.g. flashing lights, message displays) for alerts or announcements.
- Use amplified telephones or telephone amplifiers (or captioned telephone services).
- Encourage use of chat messaging, email summaries, or written notes.
- Encourage speakers to face the listener, speak clearly, avoid covering faces, and reduce background noise.
- Provide training to employees about inclusive communication practices (e.g., awareness of speaking style, repeating questions, verifying understanding).

Difficulty understanding speech in background noise

- Reduce ambient noise: install sound-absorbing materials, carpets, curtains, acoustic panels.
- Provide quieter workspace or “quiet rooms” for calls or focused tasks.
- Use directional microphones or noise-canceling headsets.
- Seat the person so they can see speakers’ faces (for lip-reading) and/or near the “quiet side” of a room.

Telephone / remote communication challenges

- Use captioned telephone services, relay services, or video relay interpreters (VRI) for remote calls.
- Use video conferencing with closed captions.

	<ul style="list-style-type: none"> • Modify or permit use of typed chat or text-based back-up communication channels.
Emergency / safety communication	<ul style="list-style-type: none"> • Provide visual or tactile alarms as noted above. • Ensure that safety instructions, evacuation routes, and emergency alerts are accessible in visual form. • Provide lighted or visual signage in addition to audible announcements.
Post-Transplant or Active Treatment Recovery	<ul style="list-style-type: none"> • Extended remote work during immune-compromised recovery periods. • Gradual return-to-work or phased workload increases. • Reassignment of in-person duties involving exposure risk. • Trial accommodations with periodic reevaluation.
Caregiver-Specific Demands	<ul style="list-style-type: none"> • Intermittent leave or flexibility for transporting or accompanying a family member. • Flexible scheduling or remote work during critical care periods. • Adjusted workload during hospitalizations or post-treatment periods. • Clear emergency leave policies and point-of-contact procedures. • Flexibility to attend personal therapy or medical visits to manage caregiving impacts. • Permission for short breaks to manage fatigue or anxiety.
Administrative and Process Supports	<ul style="list-style-type: none"> • Engage in an interactive process for accommodations and flexibility. • Limit medical documentation requests to job-related needs. • Provide clear communication channels for scheduling and leave. • Offer trial or temporary accommodations during health fluctuations.

- Reassign to alternative roles if unable to perform essential functions after accommodations are explored.

References and Resources

- Job Accommodation Network (JAN) A–Z of Disabilities and Accommodations:
<https://askjan.org/a-to-z.cfm>
- Fanconi Anemia Research Fund – Clinical Care Guidelines (5th ed.):
<https://www.fanconi.org/clinical-care-guidelines>
- Blood Disorders Accommodation Guidance – JAN:
<https://askjan.org/disabilities/blood-disorders.cfm>
- U.S. Department of Labor, Office of Disability Employment Policy:
<https://www.dol.gov/odep>
- ADA National Network: <https://adata.org>