



# Kidney Q&A

0-3 months

Life Options Rehabilitation Program  
414 D'Onofrio Drive, Ste. 200  
Madison, WI 53719  
[www.lifeoptions.org](http://www.lifeoptions.org)

## Q: Should I tell my employer about my kidney disease?

**A:** You may worry that a job might fire you or not hire you because of kidney disease. The Americans with Disabilities Act says that you do not need to tell a company what your disability is. You only need to tell your company that you have a disability if you want special treatment because of it.

Special treatment might include:

- Time off to go to dialysis or do a peritoneal dialysis (PD) exchange
- Extra rest breaks
- Tools to do very heavy lifting
- An arm guard to cover your access site to keep you from hurting it

An employer can only require a physical exam for you only if everyone who applies for the job has to have one.

If you want a government job, you may want to tell them that you have a disability. Government jobs often give extra credit for a disability when they hire someone.

**What I can do to decide about telling my employer:**

- Ask my doctor if I need special treatment at my job because of dialysis.
- Ask an employer for special treatment if I need it.
- Tell an employer I have a disability if it could help me get or keep a job.
- Read the booklet, *Employment: A Kidney Patient's Guide to Working and Paying for Treatment* from Life Options ([www.lifeoptions.org](http://www.lifeoptions.org)).