



***Planning for the Future
Career and Employment***

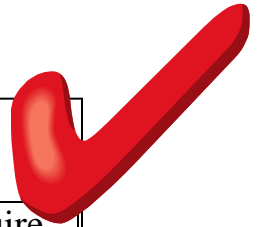
When I think about my future...I just remember, “I have Sickle cell...it doesn’t have me” (Quote from a young professional living with sickle cell)

People with sickle cell disease (SCD) can and do work; they have jobs and families, just like everyone else. They set goals based on their abilities, not their disabilities! As you plan for the future, it is time to look at your strengths and abilities. Focus on the types of activities that you enjoy.

Are there activities and professions that a person living with SCD should avoid?

Yes, but this is because certain work conditions may trigger a sickle cell pain episode or cause complications that might mean you wouldn’t be able to stay in that job for long. Based on what you have already learned, can you name a few jobs you might want to avoid?

Reality Check: Job Related Conditions to Avoid!



| Conditions to Avoid | Jobs or careers that might require these |
|---|--|
| Prolonged exposure to cold or heat | |
| Lifting heavy objects on a daily basis | |
| Strenuous exercise | |
| Limited access to water or other fluids | |
| Prolonged exposure to bad weather conditions | |

Make it personal! Can you list specific conditions that cause problems for you?

What are your “dream” jobs or professions you are interested in now?

Sickle Cell Transition Intervention Program (TIP)

You can do it!

- Begin thinking about work early.
- Participate in volunteer activities in order to learn about possible job opportunities and to develop job skills.
- Discuss personal likes, strengths, abilities and the future goals.
- Incorporate activities in the home, school and community that build on strengths and develop new skills.
- Contact family advocacy and employment support organizations to learn about community and state agencies.
- Understand that employment services can range from resume preparation, job placement assistance, and employment counseling, to job coaching, travel training, and benefits management.
- Ask your school about local work training programs that can provide support, job coaching and training to the adolescent.
- Ask about programs that may offer financial assistance.
- Make job placement an integral part of your education plan.
- Remember that work experience can be helpful for all transition-age youth, including students planning to go to college.

HOT TIP!

Be prepared to answer the following question:

How might sickle cell affect my ability to perform this job?

Should I tell my potential employer that I have sickle cell?

If you are asked directly about any medical conditions that may affect your ability to perform a job, answer the question honestly.

Learn about your rights in the workplace through the Americans with Disabilities Act.

Title I of the Americans with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA covers employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations. The ADA's nondiscrimination standards also apply to federal sector employees under section 501 of the Rehabilitation Act, as amended, and it's implementing rules.

Sickle Cell Transition Intervention Program (TIP)

An individual with a disability is a person who:

- Has a physical or mental impairment that substantially limits one or more major life activities
- Has a record of such an impairment or
- Is regarded as having such an impairment

A qualified employee or applicant with a disability is an individual who, with or without reasonable accommodation, can perform the essential functions of the job in question.

Reasonable accommodation may include, but is not limited to:

- Making existing facilities used by employees readily accessible to and usable by persons with disabilities.
- Job restructuring, modifying work schedules, reassignment to a vacant position;
- Acquiring or modifying equipment or devices, adjusting or modifying examinations, training materials, or policies, and providing qualified readers or interpreters.

An employer is required to make a reasonable accommodation to the known disability of a qualified applicant or employee if it would not impose an "undue hardship" on the operation of the employer's business. Undue hardship is defined as an action requiring significant difficulty or expense when considered in light of factors such as an employer's size, financial resources, and the nature and structure of its operation.

An employer is not required to lower quality or production standards to make an accommodation; nor is an employer obligated to provide personal use items such as glasses or hearing aids.

If you do not tell your employer and they find out later, it could make them concerned about trusting you in your job and may even give them cause to terminate.

Notes:

HOT TIP!

For more information about your rights under the Americans with Disabilities Act, go to:

www.ada.gov/pubs/ada.htm