



# IBD University: Accommodations in High School, College, and the Workplace

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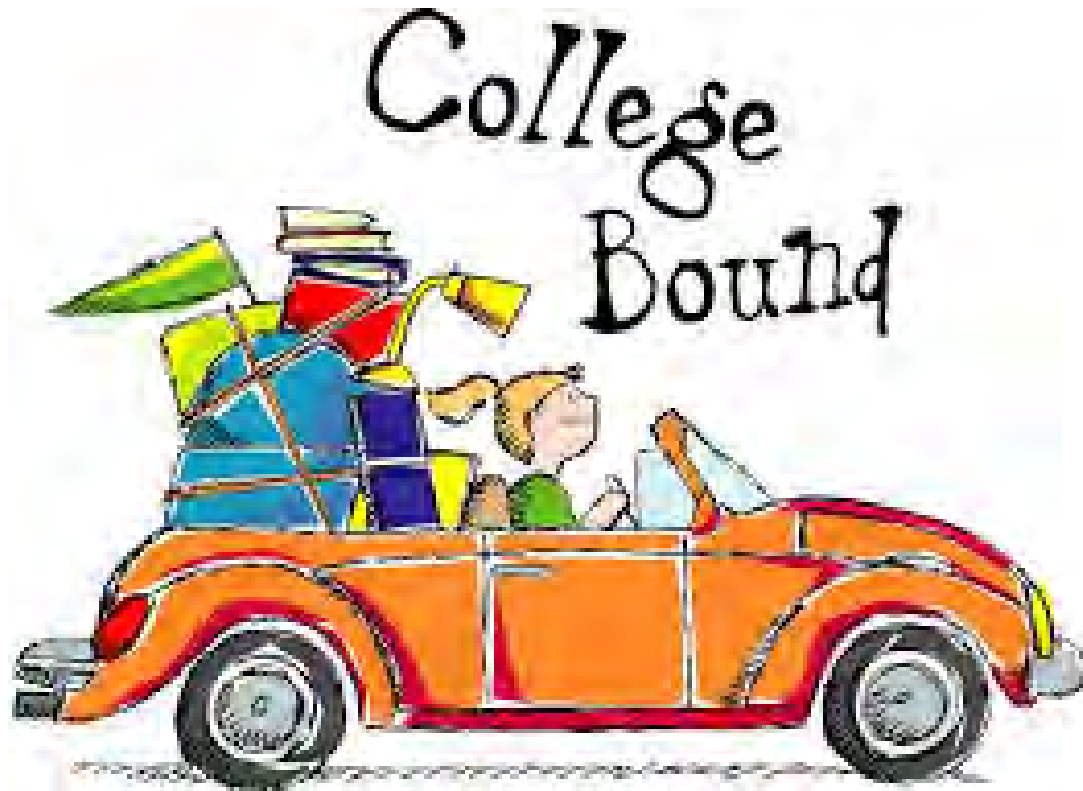
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# School Accommodations

- Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act
- 504 Plan
  - Unlimited restroom access
  - Extended time on tests
  - Flexible attendance policies
  - Option to eat snacks/carry water bottle
  - Modified physical education, if activity worsens symptoms
- IEP (Individualized Education Plan)
  - Individuals with Disabilities Education Act (IDEA)
    - More specialized education support
    - Most students with IBD qualify for a 504 plan, rather than IEP
- Homebound Instruction
  - Prolonged flares/recovering from surgery
  - Virtual



# University Accommodation



- 504 plan can follow to college
- Priority Enrollment
- Course Load Adjustments
- Housing/Dorm/Dining Requests
- Mobility Accommodations
- Advocate and Communicate
  - Disability Resource Center

# IBD in the workplace: Accommodations

**The Americans with Disabilities Act  
requires covered employers to grant  
reasonable accommodations for  
employees with disabilities**

## Common Accommodations

- Access and proximity to a restroom
- Flexible work schedule
- Working from home
- Additional breaks

Accommodations  
can be requested at  
any time

Let your employer  
know that you need  
an adjustment or  
change at work for a  
reason related to a  
medical condition.

This request can be  
made verbally but  
doing so in writing is  
recommended

Be prepared to  
provide medical  
documentation  
demonstrating need  
for accommodations  
being requested

# IBD in the workplace: The Family and Medical Leave Act (FMLA)

Provides 12 work weeks within a 12-month period of unpaid job protected leave for eligible employees of covered employers

- This leave can be used to get care for a serious health condition or if one is unable to meet essential job functions due to a serious health condition.
- Can be taken all at once or, when medically necessary, in separate blocks of time or by reducing the time they work each day or week.
- While on FMLA group health insurance continues under same terms as if the employee was not on leave. Many other job benefits are also protected, and employees are protected from being penalized for using FMLA.

# IBD in the workplace: Disability Insurance

Pays a percentage of an employee's salary when they are unable to return to work because of an injury or illness

Is typically offered as a benefit through your employer or as an individual policy

NOT protected job leave.

## Short-term

- 7-14 days off work before benefits start
- 3 to 6 months of coverage

## Long-term

- 90 – 180 days off work before benefits start
- Covered period varies greatly

# Self Advocacy

The action or policy of representing oneself or advocating one's own views or interests.

## Knowledge

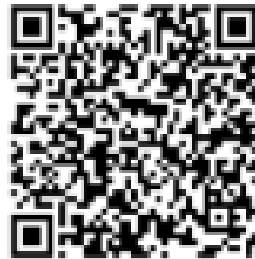
- Understand your strengths and needs. Reflect on what accommodations you will need to be successful.
- Know your rights. Familiarize yourself with applicable laws and policies.
- Familiarize yourself with available resources and supports.

## Effective Communication

- Clearly state the needs you have or the accommodations you are requesting.
- Speak confidently.
- Use active listening skills. Be prepared to respectfully respond and negotiate a solution.

# Scholarship Opportunities

- AbbVie Immunology Scholarship
- 180 Medical Scholarship
- Patient Advocate Foundation – Scholarship
- Defining the Disability Scholarship
- Google Lime Scholarship







# Questions