



Talking With Employers

Talking about your ADPKD diagnosis and condition is your decision to make. You decide if, when, and to whom you share your story. If you decide to talk about it, do it in a way that feels most comfortable to you.

Talking with employers about ADPKD

You may have concerns about talking with your employer about your chronic condition. This is understandable. However, if it feels right to you and you decide to talk with your employer about your ADPKD, below are some considerations:

- **Be prepared** to educate your employer on ADPKD and CKD. Point them to resources and organizations to learn more.
- **Discuss** both your concerns around how your condition may or may not impact your ability to work as far as capabilities, limitations (if any), and time off needed.
- If you feel **reasonable adjustments** can be made to help you complete your work OR navigate your day, ask. Employers may not know what can help.
- **Topics you and your employer may want to discuss:**
 - Changing your work schedule to allow for healthcare visits
 - Making up time taken off for medical reasons
 - Physical limitations (e.g., travel, lifting heavy objects), if any
 - Flexibility with restroom breaks
 - What to do in case of an emergency
- **Discuss** the possibility of assigning any of your non-essential tasks to other employees, at your request.

To help prepare for your discussion with your employer, consider role playing how it may go with a loved one or friend.

Communication can be an important part of coping with chronic diseases like ADPKD. Again, talking about ADPKD is a personal decision. If you decide to talk with your employer about your condition, it gives you the chance to be open and your employer the chance to provide support.



Employers may not know about tax credits available for making changes to the workplace, such as flexible schedules.

Questions? Concerns? Never hesitate to ask.

You have a right to know everything about your health and your care.