

DIABETES DISCRIMINATION INITIAL SCREENING CHECKLIST: Adult Patients

For Use by Health Care Professionals

People with diabetes are frequently treated unfairly (*diabetes discrimination*) at work. Sometimes they are prevented from self-managing their diabetes, or even fired, just because of the diagnosis. This treatment may greatly affect their diabetes management and well-being, resulting in: unexplained high A1C levels, increased stress or loss of health insurance. Underlying causes of discrimination include lack of understanding about diabetes and modern diabetes management regimes, irrational fears and prejudice against people living with chronic conditions.

Please use this checklist to help identify patients who may be affected in their daily lives.

PATIENT WORKS IN AN OCCUPATION AT HIGH-RISK FOR DISCRIMINATION:

<input type="checkbox"/> Yes <input type="checkbox"/> No	Firefighter or Police Officer: <ul style="list-style-type: none"> ▪ High A1c levels may affect employment status. ▪ Insulin/Insulin pump use may be considered undesirable. ▪ Generally considered a safety risk.
<input type="checkbox"/> Yes <input type="checkbox"/> No	Truck driver: <ul style="list-style-type: none"> ▪ Driving schedule not flexible for testing blood glucose/administering insulin. ▪ Insulin/Insulin pump use may be considered undesirable. ▪ Commercial License may be difficult/impossible to obtain.
<input type="checkbox"/> Yes <input type="checkbox"/> No	Shift Worker: <ul style="list-style-type: none"> ▪ Shift rotation may affect blood glucose levels.
<input type="checkbox"/> Yes <input type="checkbox"/> No	Factory or Retail Worker <ul style="list-style-type: none"> ▪ Breaks to test blood glucose or administer insulin are not flexible. ▪ Access to glucose meter and glucose treatment supplies may be challenging, if not permitted to carry on person.

PATIENT HAS EXPERIENCED ANY OF THE FOLLOWING AT WORK:

<input type="checkbox"/> Yes <input type="checkbox"/> No	Unable to obtain leave to attend medical appointments.
<input type="checkbox"/> Yes <input type="checkbox"/> No	Not permitted to test blood glucose, administer insulin or store diabetes supplies.
<input type="checkbox"/> Yes <input type="checkbox"/> No	Fears losing job because employer believes patient is a safety risk: e.g., patient self-treats due to an episode of hypoglycemia.
<input type="checkbox"/> Yes <input type="checkbox"/> No	Problems obtaining or maintaining commercial driver's license necessary for employment.

SUGGESTED RESPONSES TO DISCRIMINATION SYMPTOMS

- Write appropriate physician's notes, documenting medical needs related to diabetes.
- Write detailed letters requesting modifications that will help with diabetes management at work: (e.g., break times for food/drink). See diabetes.org/PatientRights for samples.
- Refer patient to 1-800-DIABETES for professional guidance and support.
- Join the Health Care Professional Legal Advocacy Network at diabetes.org/PatientRights.

For a more complete diabetes discrimination diagnosis, please refer patients to 1-800-DIABETES (342-2383). The Association's Legal Advocates (attorneys experienced with diabetes discrimination) can provide information about the law, the rights of people with diabetes and how to effectively deal with diabetes discrimination.