

DIABETES DISCRIMINATION INITIAL SCREENING CHECKLIST

Adult Patients

For Use by Health Care Professionals

People with diabetes may be treated unfairly (*diabetes discrimination*) at work. This treatment affects diabetes management, resulting in: unexplained high A1C levels, increased stress or loss of health insurance. Underlying causes include lack of understanding about diabetes, irrational fears, and prejudice against people with chronic conditions.

*Please use this brief checklist to help identify patients who may be affected in their daily lives.
The questions will take 15-20 seconds to ask the patient.*

PATIENT HAS EXPERIENCED ANY OF THE FOLLOWING AT WORK:

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- Yes
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-
- No

Not provided breaks to manage diabetes.

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- Yes
-
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- No

Not enough sick (or other) leave to attend medical appointments.

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- Yes
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- No

Not permitted to test blood glucose, administer insulin or store diabetes supplies.

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- Yes
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- No

Improperly viewed by employer as safety risk on the job.

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- Yes
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- No

Has had problems obtaining or maintaining a **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 workplace modifications to help manage diabetes at work.
- Refer patient to 1-800-DIABETES (342-2383) helpline for professional guidance and support.
- Join the Health Care Professional Legal Advocacy Network at diabetes.org/PatientRights.

OCCUPATIONS AT HIGH-RISK FOR DIABETES DISCRIMINATION

- Truck drivers
- Firefighters
- Police Officers
- Shift Workers
- Factory or Retail Workers

May experience improper medical evaluations and irrational use of high A1C levels.

Employment may be in danger if patient is prescribed insulin or experiences hypoglycemia.

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.