

Epilepsy & Employment

- Most people with epilepsy are able to perform a wide array of jobs safely and effectively and are successfully employed.
- The Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination against qualified individuals with disabilities and applies to private employers with 15 or more employees.
- People with epilepsy were specifically mentioned when the ADA was passed.

ACCOMMODATIONS

- Employers are required to provide adjustments or modifications to enable people with epilepsy to enjoy equal employment opportunities unless doing so would be an undue hardship.
- Accommodations vary depending on the needs of an individual.
- Not all employees with epilepsy will need accommodation(s) or require the same accommodation.

DISCLOSURE

- The ADA limits medical information that an employer can seek from a job applicant.
- An employer may not ask questions about an applicant's medical condition.
- Deciding whether or not to disclose or talk about epilepsy to an interviewer and/or employer requires some real thinking.
- Considering in advance the issues and risks involved in disclosing epilepsy will help the person be prepared to respond appropriately.

RESOURCES

- [Epilepsy Foundation of Minnesota](#)
Information and Referral Coordinator dispenses epilepsy resources and information. Debbie Leone, dleone@efmn.org 651.287.2303

Employment support and resources available through our Employment Coordinator. Jon Hoffman, jhoffman@efmn.org 651.287.2333

Free Seizure Recognition and Response trainings available for places of employment.
Amanda Pike, apike@efmn.org 651.287.2313
- [Job Accommodation Network \(JAN\)](#)
A free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities, including epilepsy. <http://askjan.org> 800.526.7234