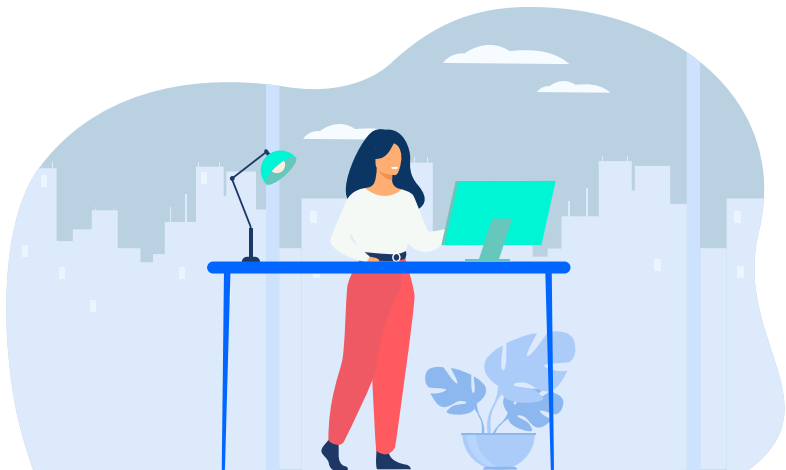




Workplace Accommodations for Employees with Idiopathic Hypersomnia

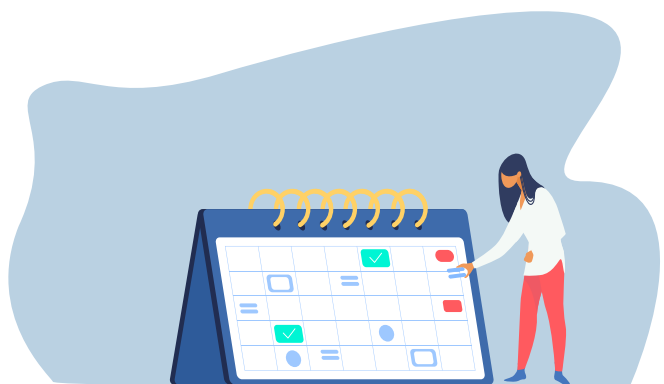
Idiopathic Hypersomnia (IH) is a rare, chronic sleep disorder characterized by constant, excessive sleepiness that persists despite getting a full night's sleep. Many people with IH are unable to stay awake and alert for more than a few hours at a time. People with IH often have difficulties with memory, attention, and concentration that make it difficult to do routine tasks such as cooking, watching TV, or driving. The cause of IH is unknown, and it is difficult to control with medication.



Provide employees with an adjustable-height desk or monitor stand that will allow them to work standing up when they begin to feel sleepy.



Give employees a 30 minute arrival window rather than a set arrival time, and allow them to extend their day to make up any missed time.



Allow employees to arrange their workday so they can complete tasks that require more focus or concentration during periods when they are most alert.

Allow employees to stand or move around during meetings to help them stay awake and focused.



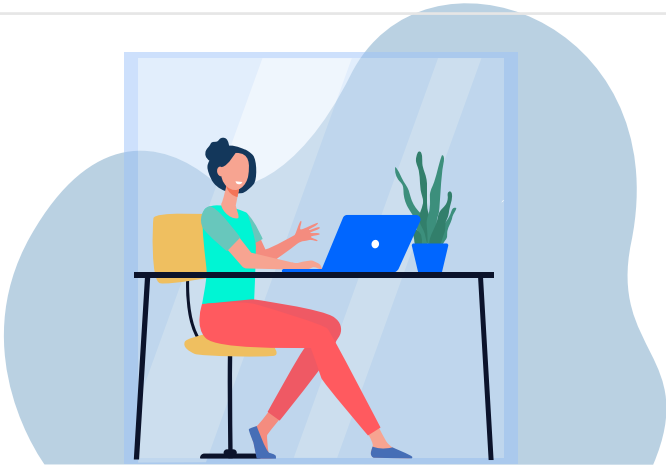
Allow employees to take breaks as needed to walk around, get fresh air, or eat a snack in order to stay alert and awake throughout the work day.



Provide employees with organization and time management apps such as Evernote, Forest, or Trello to help them stay focused.



Allow employees the flexibility to work from home on days when they may be experiencing an exacerbation of their IH.



Provide employees with an office or work-space that gets natural light to help them maintain wakefulness.