

Let's Talk About Work Accommodations

Comic story board. Comic focuses on twelve people sharing their experience.

Introduction: Work can be hard! If you have a mental health condition, you might need to ask for an accommodation at work. An accommodation is a change to the way your job is done to allow you to do your job well when you have a disability. Employers are required to provide these modifications if your disability gets in the way of completing the basic duties of your job. However, you will have to tell your employer that you are having challenges at work due to your disability. If you need help with your job because of your condition, talk to your employer about accommodations.

Panel 1

Illustration of a brown woman with long braids, wearing glasses.

Caption: I don't disclose my anxiety to my employer. Instead, I tell my managers that "my learning style is more visual" and I ask for materials before a meeting.

Panel 2

Illustration of an Asian man with short, dark hair.

Caption: I work from home two days a week so I can concentrate better on computer tasks without office distractions.

Panel 3

Illustration of a woman with dark, short, chin-length hair and bangs.

Caption: I worked with someone who had a disability and he talked about it as a strength. He said "I excel at problem solving." And reframed his work challenges into positives.

Panel 4

Illustration of a light brown skinned woman wearing a pink floral hijab.

Caption: For me, asking for accommodations depends on the job and its environment. If the workplace seems welcoming and open-minded, then I feel more comfortable discussing.

Panel 5

Illustration of a black man with short curly hair and glasses.

Caption: I work in mental health, and one of my supervisors reminds us that sick days are for unwell days, and that mental health days count for that. It is not their business what I use my sick days for.

Panel 6

Illustration of a white woman with blond hair in a bun, wearing glasses.

Caption: I dreaded taking notes at meetings because of my learning disability and mental health condition. Those tasks always overwhelmed me. I talked to my employer about the issues and they moved me to a more people-focused position that did not require note taking. It was a much better fit.

Panel 7

Illustration of white man with brown, spiky hair.

Caption: Certain times of the year are really hard for me, and my job adds more stress than I can handle. I schedule time off with sick and vacation time to tend to my mental health.

Panel 8

Illustration of a black woman with medium-length, curly hair.

Caption: Employers need to be more educated about how to better support all employees with their management skills. Little things can help. Sometimes they think it's too big to tackle, so they don't even try or start.

Panel 9

Illustration of a black man with short curly hair and shaved sides.

Caption: I was struggling with insomnia while I changed my medications and mornings were very rough. When my coworkers asked for meeting times, I started scheduling them in the afternoon instead of being open to all work hours. This gave me time to work on me in the morning.

Panel 10

Illustration of light brown skinned man with facial stubble wearing a blue and white turban.

Caption: I did not tell my previous employer about my anxiety and depression, and I tried to work without any accommodations, but struggled to meet their expectations. I left that position for a more supportive work environment, and there I felt empowered to disclose my mental health condition and tell them what can help me be a better member of the team.

Panel 11

Illustration of a light brown skinned woman with long wavy hair wearing a red beaded necklace.

Caption: I was having trouble learning all the details of a difficult job task. I was embarrassed to ask for help, but my boss agreed to give me extra training for three months.

Panel 12

Illustration of a light brown skinned man with short dark hair.

Caption: Some jobs really suck, but you have to find a way to make it work while you're there. Accommodations can help make the job more manageable.