

Discussion Guide: Talking to Employers and Co-workers

This discussion guide can help you have informative discussions about your bleeding disorder with people at your workplace. It includes ways you can open the lines of communication at work, along with some questions you might expect from your employer and co-workers.

Preparing for discussions with co-workers

- Learn all you can about your condition. This will make you more prepared to answer questions and let co-workers know what to expect when you are experiencing a bleeding episode, or even if you have noticeable symptoms (eg, bleeding and bruises).
- Have books and other materials on hand for colleagues to reference when they ask for more information about your condition. You can also point them to Web sites, such as AllAboutBleeding.com or Hemophilia.org.
- Remember to fulfill your country's legal requirements regarding providing information about your condition. Talk to your company's human resources professional about your bleeding disorder, any special needs and, most important, your employee rights.
- Inform colleagues to avoid misunderstandings and potentially dangerous situations based on lack of knowledge.
- Stay positive. People may feel more comfortable if they see that you are comfortable with the condition yourself.

Questions from your employer and co-workers

The following are common questions from people at work that you might want to be ready to answer:

- What is a bleeding disorder?
- What kind of bleeding disorder do you have?
- What are the signs and symptoms to watch for?
- How did you get a bleeding disorder?
- Is your bleeding disorder contagious?
- Is there a cure for your disorder?
- Is there anything I need to know so I can help you in an emergency?
- Will you be able to perform your job?
- Will you need any special arrangements at work?
- Will your bleeding disorder cause you to miss work?
- Do you have any questions about healthcare coverage?
- Where can I find more information about bleeding disorders?