

This information is for employers of people affected by immunodeficiency

Employers must make reasonable adjustments to ensure that workers with disabilities, or physical or mental health conditions, are not substantially disadvantaged when doing their jobs.

This applies to all workers, including trainees, apprentices, contract workers and business partners.

Individuals with immune deficiencies and other progressive illnesses are protected from discrimination under the 'protective characteristics' of the [Equality Act 2010](#). Therefore, employers have a duty to make reasonable adjustments for these individuals too.

Often, people with an immune deficiency do not need any workplace adjustment, but some individuals may have complications related to their immune disorder that require a flexible approach to working or changes to the work environment. For example, an individual may have a higher risk of becoming seriously ill from respiratory infections, requiring mitigating measures in the workplace. Another may have specific needs, such as hearing impairment. A person with immunodeficiency may need regular infusion treatments and so a flexible work pattern can allow them to attend appointments without affecting productivity.

An inclusive workplace is usually a productive one. Immunodeficiency UK encourages employers to support individuals with an immune deficiency to live their best lives at work and at home. We believe that – with adjustment where necessary – living the best life at work is more than possible.

Everyone has a role to play in helping employees with long-term health conditions look after and get support for their health so they can thrive at work and are free from discrimination. We encourage employers to support people affected with immunodeficiency by:

- listening to the concerns that the staff member may have and taking into consideration advice given by the employee's health professional, GP or medical specialist
- helping employees access the work adjustments and support that they need to manage their health and work effectively
- treating employees with compassion and putting in place flexible policies that can help to accommodate individual needs
- creating a culture where colleagues can provide valuable practical support.

Further information

- Information on immunodeficiency can be found at [Immunodeficiency - Immunodeficiency UK](#)
- The Chartered Institute of Personnel and Development (CIPD): [Long-term health conditions: How professionals can support employees](#)
- [Employment rights for people affected by immunodeficiency](#)
- [The Equality Act - Immunodeficiency UK](#)
- [Reasonable adjustments at work](#)
- Health and Safety Executive: [Coronavirus \(COVID-19\) – Advice for workplaces](#)