

March 31, 2022

Employer Accommodation

I suffer from photosensitive epilepsy and cannot tolerate fluorescent or LED lighting. Before Continental Merchandisers, Inc. had hired me, I alerted them to the fact of my disability and that I could only work under incandescent or halogen lighting. They explained it would not be an issue. My desk was located near the front door windows, and I had halogen lighting up above my desk. It worked out perfectly.

Recently, the owner moved the company to a smaller office. This office lighting throughout the entire office was LED. I stressed to my supervisors there was no possibility I could be under these lights, for it would trigger a seizure. My supervisors and I talked through the details on what lighting should be changed and they contacted an electrician. The LEDs are no longer used and there is halogen lighting throughout the entire office, sans for my two supervisors' offices. (If a meeting is called in a supervisor's office, they will turn off the lights and the natural light from outside is sufficient).

I'm extremely grateful that Continental Merchandisers, Inc. understands my non-visible disability and the importance of accommodation.