Date

Re: Workplace Accommodation Request:

To Whom It May Concern:

I am writing this letter on behalf of your employee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

who lives with a family member who has sickle cell disease.

Sickle cell disease is a complex inherited blood disorder that causes acute and chronic

complications as well as immune compromise. During the time of this pandemic and the phased reopening of the country, it is important to know that sickle cell disease patients are at high risk for developing severe complications including lung disease from COVID-19 infection as stated by the American Society of Hematology COVID19 FAQ.1

A recent review of registry data shows a 12% death rate among cases of COVID-19 infection in Americans with sickle cell disease as of April 17, 2020.2 Some of these deaths occurred in patients who were known to have mild sickle cell disease.

This employee would like to minimize exposure to COVID-19 in order to protect the household member with sickle cell disease from secondary exposure. This request is consistent with the OSHA publication 3990-03 2020 “Guidance on Preparing Workplaces for COVID-19”.3 We recommend that the employee be allowed to telework when possible; if this is not feasible, consider reassigning your employee to work in a setting that has a low risk of exposure to the virus. If these solutions are not viable, we recommend that you provide special accommodations, including, but not limited to, strict physical distancing, masking, and hand sanitization, in order to mitigate potential exposure.

These recommendations should be utilized until it is determined by the state and local officials that it is safe to resume a routine work environment. Thank you for your consideration.

For more information, please visit www.sicklecelldisease.org

Sincerely,

References:

1. https://www.hematology.org/covid-19/covid-19-and-sickle-cell-disease
2. https://covidsicklecell.org/
3. https://www.osha.gov/Publications/OSHA3990.pdf