### KEY TAKEAWAYS

- Because migraine is an unseen disability, it can be difficult for employers to understand all that it entails.
- Employees with migraine can ask for accommodations, such as lighting adjustments, a smaller space, and noise reduction, as long as it doesn't cause a hardship for the employer.
- Temporary or trial accommodations, such as working from home, are recommended to see how they work out for both the employee and employer.
- Even if an employee works from home, they can request accommodations, such as equipment, a change in supervisory methods, and a flexible schedule.
- A lot of people choose to wait until after they're hired to disclose their disability.
- People who work from home are also entitled to ask for accommodations.
- It's important to communicate your needs to your employer, and to be honest about your needs and abilities.
- One in four Americans has some kind of mental health impairment, which is a huge part of the workforce having disability.
- There are resources to help employees with migraine who might be discriminated against because of their condition.
- It's important to consider how an employment environment will affect one's condition before accepting a job.

### QUOTES

“What's difficult, too, is that they're unseen disabilities. If somebody's lost an arm and they come into work, I think people kind of have an idea of what they might be able to do, and what they might have difficulty with. But for someone with migraine — if you don't have migraine, if you don't have someone in your family with migraine — then it might be more difficult for you to really think about, ‘OK, what really are the issues?’ ”

“When people know exactly how that environment's going to affect them, and they can explain that fully to their employer, then the employer is more willing to look at that, and they can make that connection.”

### PRACTICAL STEPS

- Document all communication with your employer in writing and keep track of what you spoke about and when.
- Seek assistance and information from the Equal Employment Opportunity Commission (EEOC) and the Americans with Disabilities Act (ADA) if you think you've been discriminated against because of your condition.
- Consider asking your employers for accommodations, even if you work from home.
- Don’t misrepresent the truth when applying for a job, and be honest about your condition and abilities once you do have a job.