



# Workforce Issuance

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**100 DCS 34.117**

☐ Policy ☒ Information

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**To:** MassHire Workforce Board Chairs  
MassHire Workforce Board Directors  
MassHire Career Center Directors  
MassHire Fiscal Officers  
MassHire DCS Operations Managers

**cc:** WIOA State Partners

**From:** Diane Hurley, Acting Director  
MassHire Department of Career Services

**Date:** March 22, 2024

**Subject:** **Long COVID Resources and Information Available Through Office of Disability Employment Policy New Brief**

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**Purpose:** To provide MassHire Workforce Boards, MassHire Career Center Operators and other local workforce partners valuable resources and information offered through the Office of Disability Employment Policy (ODEP) regarding Long COVID.

**Background:** [ODEP News Brief](#) shares resources to help employers understand Long COVID and support affected workers so they can stay on the job or return to work when ready.

Although the public health emergency declaration ended in 2023, the pandemic's impact will be felt for years to come by many people, including those who had the virus and now experience Long COVID or its associated conditions. Many people experiencing Long COVID are valued members of America's workforce, and the U.S. Department of Labor (DOL) through its Office of Disability Employment Policy (ODEP) is committed to supporting them. ODEP recently published several valuable resources:

An equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities.

TDD/TTY 1-800-439-2370 - Voice 1-800-439-0183

### **Supporting Employees with Long COVID: A Guide for Employers**

The "Supporting Employees with Long COVID" guide from the ODEP-funded Employer Assistance and Resource Network on Disability Inclusion (EARN) and Job Accommodation Network (JAN) addresses the basics of Long COVID, including its intersection with mental health, and common workplace supports for different symptoms. It also explores employers' responsibilities to provide reasonable accommodations and answers frequently asked questions about Long COVID and employment, including inquiries related to telework and leave.

[Download the guide](#)

### **Accommodation and Compliance: Long COVID**

The Long COVID Accommodation and Compliance webpage from the ODEP-funded Job Accommodation Network (JAN) helps employers and employees understand strategies for supporting workers with Long COVID. Topics include Long COVID in the context of disability under the Americans with Disabilities Act (ADA), specific accommodation ideas based on limitations or work-related functions, common situations and solutions, and questions to consider when identifying effective accommodations for employees with Long COVID. Find this and other Long COVID resources from JAN, below:

- [Accommodation and Compliance: Long COVID](#)
- [One-on-One Accommodation Consultations](#)
- [Long COVID and the ADA](#)
- [Accommodating Employees with COVID-19 or Long COVID](#)
- [Does Long COVID Impact Men and Women Differently?](#)

### **Long COVID, Disability and Underserved Communities: Recommendations for Employers**

The research-to-practice brief "Long COVID, Disability and Underserved Communities" synthesizes an extensive review of documents, literature and data sources, conducted by the ODEP-funded Employer Assistance and Resource Network on Disability Inclusion (EARN) on the impact of Long COVID on employment, with a focus on demographic differences. It also outlines recommended actions organizations can take to create a supportive and inclusive workplace culture for people with Long COVID, especially those with disabilities who belong to other historically underserved groups.

[Read the brief](#)

### **Long COVID and Disability Accommodations in the Workplace**

The policy brief "Long COVID and Disability Accommodations in the Workplace" explores Long COVID's impact on the workforce and provides examples of policy actions different states are taking to help affected people remain at work or return when ready. It was developed by the National Conference of State Legislatures

(NCSL) as part of its involvement in ODEP's State Exchange on Employment and Disability (SEED) initiative.

[Read the policy brief](#)

### **Understanding & Addressing the Workplace Challenges Related to Long COVID**

The report "Understanding and Addressing the Workplace Challenges Related to Long COVID" summarizes key themes and takeaways from an ePolicyWorks national online dialogue through which members of the public were invited to share their experiences and insights regarding workplace challenges posed by Long COVID. The dialogue took place during summer 2022 and was hosted by ODEP and other DOL agencies in collaboration with the Centers for Disease Control and Prevention and the U.S. Surgeon General.

[Download the report](#)

### **A Personal Story of Long COVID and Disability Disclosure**

In the podcast "A Personal Story of Long COVID and Disability Disclosure," Pam Bingham, senior program manager for Intuit's Diversity, Equity and Inclusion in Tech team, shares her personal experience of navigating Long COVID symptoms at work. The segment was produced by the ODEP-funded Partnership on Employment and Accessible Technology (PEAT) as part of its ongoing "Future of Work" podcast series.

[Listen to the podcast](#)

### **Working with Long COVID**

The ODEP-published "Working with Long COVID" fact sheet shares strategies for supporting workers with Long COVID, including accommodations for common symptoms and resources for further guidance and assistance with specific situations.

[Download the fact sheet](#)

### **COVID-19: Long-Term Symptoms**

This DOL motion graphic informs workers with Long COVID that they may be entitled to temporary or long-term supports to help them stay on the job or return to work when ready, and shares where they can find related assistance.

[Watch the motion graphic](#)

#### **Action**

**Required:** Please share with managers, staff, partners and customers as appropriate.

**Effective:** Immediately.