

## Employment Rights of People with Diabetes: Changing Technology and Changing Law

John W. Griffin Jr., J.D.

### Abstract

Though the treatment of diabetes has advanced remarkably, the law and many employers have not always kept pace. New insulins, delivery systems, and monitoring systems give people with diabetes exceptional control over their blood sugar and virtually eliminate serious complications such as hypoglycemia and hyperglycemia. Changes in the law, particularly the Americans with Disabilities Act and its 2008 amendments, give people with diabetes greater rights and employment opportunities than ever before. Despite these advances, many employers continue to use blanket bans or ill-considered standards to bar people with diabetes. Efforts to break down these remaining barriers are ongoing through employee litigation and through the American Diabetes Association's collaboration with entities that set occupational standards.

*J Diabetes Sci Technol 2013;7(2):345–349*

---

**Author Affiliation:** Marek, Griffin, and Knaupp, Victoria, Texas

**Keywords:** Americans with Disabilities Act, blanket ban, employment, law, legal, rights

**Corresponding Author:** John W. Griffin Jr., J.D., Marek, Griffin, and Knaupp, The McFaddin Building, 203 N. Liberty St., Victoria, TX 77901; email address [jwog@adamember.org](mailto:jwog@adamember.org)