

Dear **[your employer/manager's name]**,

I was diagnosed with **[blood cancer type]** in **[year]**. People diagnosed with a blood cancer like myself are protected under the Equality Act 2010, as cancer is classified as a disability. The Act states blood cancer patients should not be discriminated against as a result of being diagnosed with cancer, including having the right to request reasonable adjustments at the workplace, which will allow us to continue working so that we are not disadvantaged by this diagnosis.

The COVID-19 pandemic has posed additional challenges to blood cancer patients. As restrictions are easing, we remain vulnerable to the risk of the COVID-19 virus. Recent studies have found that the COVID-19 vaccine is less likely to be effective in blood cancer patients due to the fact we are immunocompromised. This is because we are less likely to produce the same antibody response as people without blood cancer. We are also more at risk of serious illness and death if we contract COVID-19. Due to this threat and the lack of protection offered by the vaccine, blood cancer patients, including myself, feel we have no choice but to continue to shield or take further precautions as lockdown restrictions are due to end.

While research is ongoing and we wait for specific government guidance, I would like to ask for reasonable adjustments at work in line with the Equality Act 2010 to protect myself as necessary. Please conduct an individual risk assessment for me and consider implementing the following reasonable adjustments which I think are most appropriate:

Insert the reasonable adjustments you require due to your symptoms and or concerns about COVID-19. Examples of these include: continuing to work from home full-time/part-time, changing your hours to avoid busy times on public transport (state your current hours and what you propose they change to) etc.

I would be happy to discuss these adjustments and their implementation in the next 7-10 days. If we deem that the nature of my job makes it difficult for reasonable adjustments to be implemented, I ask that you consider the furlough and access to work schemes until the threat of the pandemic subsides. Finally, if redundancies are considered, I wish to remind you that as the employer, you have a legal duty to ensure that unfair or discriminatory redundancies are not made either directly or indirectly to employees with a diagnosis like mine.

Yours sincerely,

[your name]

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