At the U.S. Department of Labor, we’re committed to supporting individuals experiencing Long COVID and its related conditions who want to keep working or return to work.

Supporting Workers with Long COVID
According to the Centers for Disease Control and Prevention, some people who had COVID-19 experience a range of new or ongoing symptoms, known as post-COVID conditions or Long COVID, that can last weeks, months, or years, and can worsen with physical or mental activity.

**Common symptoms** include, but are not limited to:
- Shortness of breath or difficulty breathing
- Tiredness or fatigue
- Difficulty thinking or concentrating (sometimes called “brain fog”)
- Fast-beating or pounding heart (known as heart palpitations)
- Joint or muscle pain
- Headaches

A person with Long COVID may have a disability and be entitled to accommodations under the Americans with Disabilities Act, if the person has a physical or mental impairment that substantially limits one or more major life activities. Workers may have difficulty working the same way they did before and may be entitled to temporary or longer-term supports that can help them stay on the job or return to work once ready.

To learn more, contact the Department’s Job Accommodation Network (JAN)—the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. In addition to one-on-one consultations regarding specific situations, JAN offers a series of guidance documents on workplace accommodations for people with Long COVID and associated conditions.

AskJAN.org
Examples of accommodations for common symptoms of Long COVID and its related conditions.

**Shortness of breath or difficulty breathing**
- Reduce the physical demands of the job
- Allow rest breaks
- Reduce workplace triggers
- Allow time for medical treatment such as use of a nebulizer or inhaler
- Restructure the job to remove marginal job functions
- Develop a plan of action to deal with sudden exacerbations
- Provide an alternative mask
- Allow removal of mask when appropriate
- Allow telework
- Allow leave for treatment

**Insomnia**
- Allow rest breaks
- Keep the workstation temperature on the cool side
- Allow cold drinks at the workstation
- Allow telework
- Allow leave for treatment

**Tiredness or fatigue**
- Allow rest breaks
- Provide an ergonomic workstation
- Allow a flexible schedule
- Restructure the job to remove marginal job functions
- Allow telework

**Fast-beating or pounding heart (known as heart palpitations)**
- Allow rest breaks
- Control the workstation temperature
- Provide an ergonomic workstation
- Allow drinks at the workstation
- Develop a plan of action to deal with sudden exacerbations
- Allow telework
- Allow leave for treatment

**Difficulty thinking or concentrating (sometimes called “brain fog”)**
- Provide a quiet workspace
- Allow use of noise cancellation or white noise
- Provide uninterrupted work time
- Provide memory aids such as flowcharts and checklists
- Allow the use of apps for concentration, memory, and organization
- Allow rest breaks
- Restructure the job to remove marginal functions to allow focus on essential job duties
- Allow telework

**Joint or muscle pain**
- Allow rest breaks
- Reduce the physical demands of the job
- Provide an ergonomic workstation
- Allow a flexible schedule
- Restructure the job to remove marginal job functions
- Allow telework
- Allow leave for treatment

**Depression or anxiety**
- Allow a flexible schedule
- Allow rest breaks
- Provide a rest area/private space to manage symptoms

**Headache**
- Reduce workplace triggers
- Provide alternative lighting
- Reduce glare
- Allow a flexible schedule
- Allow telework