

Northern Virginia Dementia Support & Workplace Alliance

Empowering caregivers through education, workplace support, and community connection.
dementiacaregiversupport.org

Talking to Your Employer

How to discuss your caregiving responsibilities with HR, request accommodations, and use FMLA.

You Are Not Alone

Millions of employees balance work while caring for a loved one. Having an honest conversation with your employer can help reduce stress and improve work-life balance.

Preparing for the Conversation

Think about the challenges you're experiencing, the support you need, and possible solutions before meeting with your supervisor or Human Resources.

Big Sis Tip

Go into the conversation with ideas—not just problems. Employers are often more willing to help when they understand what would make success possible.

Possible Workplace Accommodations

Flexible work hours, remote work, adjusted schedules, temporary leave, or Employee Assistance Programs (EAPs) may be available depending on your workplace.

Understanding FMLA

The Family and Medical Leave Act (FMLA) may allow eligible employees to take protected leave to care for a qualifying family member. Ask HR about your eligibility and company policies.

Keep Communication Open

If your caregiving situation changes, update your supervisor early so adjustments can be discussed before a crisis develops.

Remember

Supporting caregivers benefits everyone. Seeking help is a sign of responsible planning—not weakness.

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