

# Hidden disabilities

## Agoraphobia



### Reasonable Adjustments

**It is estimated that up to 5 million people have agoraphobia.**



**Agoraphobia is a complex phobia which can manifest itself in several different ways and with greatly varying severity.**

**Most commonly it entails fear of travelling away from a person's "safe" place (usually their home), but it is often linked to fear of being trapped somewhere (similar to claustrophobia).**



**When in a feared place, they will often have a panic attack, with severe physical symptoms (palpitations, chest or stomach pain, headache, fast breathing).**

**A mental impairment like agoraphobia can have physical effects. It can lead to:**

- **difficulties going out of doors unaccompanied;**
- **difficulties entering or staying in environments that the person perceives as strange or frightening; or**
- **persistently wanting to avoid people and take part in normal social interaction.**



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Work Place Reasonable Adjustments: what you and your colleagues can do at your workplace



## 1. Always consult the individual



## 2. Allow home working



## 3. Ensure the employee does not need to travel to unfamiliar places alone or provide a trusted colleague to travel with them.



## 4. Provide a suitable workspace, neither too confined, nor open plan.

