



ADA Accommodation Medical Certification

Does the employee have a physical or mental impairment? Yes No

If yes, what is the impairment or the nature of the impairment? _____

Answer the following question based on what limitations the employee has when his or her condition is in an active state and what limitations the employee would have if no mitigating measures were used.

Does the impairment substantially limit a major life activity? Yes No

Describe the employee's limitations when the impairment is active. _____

If yes, what major life activity(s) (includes bodily functions) is/are affected?

- Bending
- Breathing
- Caring For Self
- Concentrating
- Eating
- Hearing
- Interacting With Others
- Learning
- Lifting
- Performing Manual Tasks
- Reaching
- Reading
- Seeing
- Sitting
- Sleeping
- Speaking
- Standing
- Thinking
- Walking
- Working

Other: (describe) _____

What limitation(s) is interfering with job performance? _____

What job function(s) or benefits of employment is the employee having trouble performing or accessing because of the limitation(s)?

How does the employee's limitation(s) interfere with his/her ability to perform the job function(s) or access a benefit of employment?

Do you have any suggestions regarding possible accommodations to improve job performance?

If so, what are they? _____

How would your suggestions improve the employee's job performance? _____

Other questions or comments. _____

Medical Professional's Signature: _____

Date: _____

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.