

Reasonable Accommodation Medical Certification

Section 1: Employee Information

Employee Name:

Employee ID:

Section 2: To be completed by Healthcare Provider

IMPORTANT NOTE: NO DIAGNOSTIC INFORMATION PLEASE. The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits requesting or requiring genetic information. Please do not provide any genetic information.

Disability

The Americans with Disabilities Act (ADA) and the Fair Employment & Housing Act (FEHA) define disability as a physical or mental impairment that limits one or more major life functions.

Does the employee have a disability?

Yes

No

If 'Yes', how long will the disability last?

Temporary

Permanent/Long Term

Limitations, Restrictions, and Job Functions

What are the employee's specific work restrictions or functional limitations?

A limitation is a reduction of the individual's capacity to perform job-related tasks (see example list attached). A restriction is a clinical prescription to avoid an activity due to immediate likelihood of significant harm.

How long will these work restrictions/functional limitations be in place?

Temporary Restrictions; Anticipated End Date:

Permanent Restrictions

How do the restrictions/limitations impact the employee's ability to perform their job? Are there particular job functions that are especially impacted?

Recommended Accommodations

Do you have any suggestions as to possible accommodations? (Note: If intermittent absence may be required, the frequency and duration must be specified.)

Telework

If remote/telework is a recommended accommodation, please complete the following questions.

What unique aspects of remote work/telework enable the employee to complete their essential job functions successfully?

Are there any adjustments that could be made to the on-site work environment to enable the employee to work on-site?

Healthcare Provider Information

Healthcare Provider's Signature:

Print Name (Specify professional designation, e.g., MD):

Date:

Address or Stamp:

Email Or Fax Completed Form To UCSB, HR - Workplace
Accommodations

Emails:

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Section 3: Functional Limitations Information

More information about functional limitations can be found on the [Job Accommodation Network Website](#).

Attentiveness/Concentration	Fluctuating Hearing Loss
Auditory Discrimination	General Cognition
Auditory Processing	General Psychological
Auditory Sequencing	Grasping
Balancing	Gross Motor
Behavior	Handling/Fingering
Bending	Hard of Hearing
Blind	Headache
Blind - One Eye	Hearing Impairment
Blind - Total	Hearing Loss
Body Odor	Information Processing
Body Size	Kneeling
Carrying	Learning
Climbing	Lifting
Color Vision Deficiency (Color Blindness)	Limited Visual Field
Communicability/Contagious	Low Vision
Control of Anger/Emotions	Managing Time
Coughing Excessively	Mathematics
Deaf	Memory Loss
Deaf - One Ear	Mental Confusion
Deaf - Total	Multitasking
Decreased Stamina/Fatigue	Nausea
Dietary Needs	Night Blindness
Disruptive Behavior	No Speech
Dizziness	Noise Sensitivity
Drooling	Non-compliant Behavior
Effect of/Receive Medical Treatment	Non-Stuttering Speech Disfluency
Erratic/Inconsistent Behavior	Operating Foot Control
Executive Functioning Deficits	Oral/Verbal Language/Speaking
Eye Strain / Asthenopia	Organizing/Planning/Prioritizing
Feeling/Sensing	Other Motor
Fine Motor	Overall Body Coordination

Overall Body Weakness/Strength
Pain
Photosensitivity
Progressive Hearing Loss
Progressive Vision Loss
Pushing/Pulling
Reaching
Reading
Respiratory Distress/Breathing Problem
Ringing in the Ears
Seizure Activity
Sitting
Skin Rash/Blisters/Sores
Sleeping/Stay Awake
Slow Movement/Reaction time
Social Skills
Spasm/Tic/Tremor/Blinking
Spatial Relationships
Speech Disfluencies
Speech Impairment
Squatting
Standing
Stress Intolerance

Stuttering Speech Disfluency
Suppressed Immune System
Take Medication
Task Specific - Learning
Temperature Sensitivity
Toileting/Grooming Issue
Unable to Work Alone
Unintelligible Speech
Use of Hearing Devices
Use of Mobility Aids
Use of One Hand/Arm
Use of One Side/Full Body
Vision Impairment
Vision Loss
Visual Closure
Visual Discrimination
Visual Memory
Visual Motor Processing
Visual Processing
Visual Sequencing
Walking
Weak Speech
Writing/Spelling