Medical Response for
Reasonable Accommodation Request

EMPLOYEE NAME: ____________________________________________

Completed by Physician / Medical Provider

NO diagnostic information please

The Americans with Disabilities Act (ADA)* and the Fair Employment & Housing Act (FEHA), describe a disability as a physical or mental impairment that substantially* limits one or more major life function(s).

1. Does the employee have a disability? □ Yes
   □ No (if ‘No’, please sign and return)

2. If ‘Yes’, how long will the disability last? □ Ongoing/ Permanent
   □ Temporary, until: _____________________________ (date)

3. What are the employee’s specific work restrictions and/or functional limitations? _________________________
   _____________________________________________
   _____________________________________________

4. How long will these work restrictions be in place? ________________ Anticipated end date: ________________

5. What job function(s) is the employee having trouble performing because of the limitation(s)?
   _____________________________________________
   _____________________________________________
   _____________________________________________

6. Do you have any suggestions as to possible accommodation(s)? _________________________
   _____________________________________________
   _____________________________________________

Physician / Medical Provider’s Signature ____________________________ Date ____________________________

Print Name ____________________________ Address or Stamp ____________________________

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.

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