

Middlebury College
ADA Request for Accommodation Medical Inquiry Form

Patient Name: _____

A request for accommodation has been made by the above named employee. Middlebury College supports the intent of federal and state laws designed to eliminate discrimination against qualified individuals with disabilities and will make reasonable accommodations for qualified individuals as required by law. In order to take appropriate action in this situation, we are requesting information about the patient's work capability and need for accommodation. Feel free to attach additional pages as needed.

1) Does the employee currently have a physical or mental impairment?	___ Yes	___ No
2) If yes, what is the impairment?		
3) Is the impairment either permanent or long-term?	___ Yes	___ No
4) If <i>not</i> permanent, how long with the impairment likely last?		
5) Based on the limitations the employee has when his or her condition is in an active state, with no mitigating measures, does the impairment substantially limit a major life activity (like eating, sleeping, breathing, walking, standing, lifting, bending, reading, concentrating, thinking, and communicating or major bodily functions)?	___ Yes	___ No
6) Which major life activity or major bodily function is affected?		

7) Please review the attached job description. How does the impairment affect the employee's ability to perform the essential job functions?
8) What adjustment to the work environment or other accommodations would enable the employee to perform the essential functions of that position?
9) How would the suggested accommodations help the employee to perform the essential functions?
10) Your name, address, and medical credentials:

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.

Please return to:

Human Resources, Middlebury College,
152 Maple Street, Suite 101
Middlebury, VT 05753
Fax: 802-443-2058