



**ADAAA
Health Care Provider Information**

Attached to this form is the current description of essential function(s) of the position occupied by _____ (Employee Name), including the physical and mental demands of the job. Please answer the following questions regarding the employee's condition as it relates to the essential function(s) and possible accommodations. The employee's signed Release is attached.

1. Does the employee have a disability that substantially limits a major life activity? If so, describe the disability and limitation.

2. Does the employee use any mitigating measures (medications, assistive technologies, etc)? How do the mitigating measures affect the disability?

3. Does the disability affect the employee's ability to perform any one of the essential function(s) of the position?

YES NO

If yes, please describe the impact on the person's ability to perform specific function(s). Describe the effects of any mitigating measures used.

4. Are there any accommodations that, in your opinion, would allow the employee to perform the essential function(s) of the job? If so, describe those accommodations.

5. If the employee cannot perform the essential function(s) of this position with or without an accommodation, what type of work functions, in your medical opinion, can the employee perform with or without reasonable accommodations? Please be specific. (Example: Can sit for period up to 4 hours, answering incoming calls.)

6. Is the need for accommodation likely to be temporary or permanent? If temporary, how long do you estimate the need for accommodation will exist?

Provider Name (Please Print)

Professional License or Specialty

Signature

Date

**ADAAA DEFINITION OF DISABILITY
WHO IS CONSIDERED DISABLED UNDER THE ADAAA?**

Under the ADAAA, a person with a disability is defined as follows:

1. "an individual with a physical or mental condition that substantially limits a major life activity"
2. "an individual with a history of a substantially limiting condition"
3. "an individual who is perceived to have such an impairment"