

MEDICAL INQUIRY FORM IN RESPONSE TO AN ACCOMMODATION REQUEST

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substantially limits one or more major life a
may help determine whether an employee

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| | | |
| Does the employee have a physical or mental impairment? | Yes ... | No ... |
| If yes, what is the impairment? (Response Required) | | |
| Is the impairment long-term? | Yes ... | No ... |
| Is the impairment permanent | Yes ... | No ... |
| If not permanent, how long will the impairment likely last? | | |
| <p>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. Mitigating measures include things such as medication, medical supplies, equipment, hearing aids, mobility devices, the use of assistive technology, reasonable accommodations or auxiliary aids or services, prosthetics, learned behavioral or adaptive neurological modifications, psychotherapy, behavioral therapy, and physical therapy. Mitigating measures do not include ordinary eyeglasses or contact lenses.</p> | | |

Does the impairment substantially limit a major life activity?

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. If you have any questions regarding this request, please contact the Human Resources Department at (800) 368-1000.

| D. Comments or additional information in support of request. | |
|---|--|
| Employee's Name _____ | |
| T^ããÁU;[^••ã } ã Signature _____ Date _____ License Number _____ | |
| Clinic or Company Name: | |
| Address: | |
| Phone Number: | |
| Return this form to email:employee-accommodations@umgc.edu For questions call (301) 985-7021 or email:employee-accommodations@umgc.edu | |

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