



To Be Completed by the Employee and a Qualified Health Care Professional

A. Questions to help establish whether an employee has a disability.

A person has a disability under the ADA if the person has an impairment that substantially limits one (1) or more major life activities. The following questions may help determine whether an employee has a disability:

Does the employee have a physical or

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C. Questions to help determine effective accommodation options.

If an employee has a disability and needs an accommodation because of the disability, the employer must provide a reasonable accommodation, unless the accommodation poses an undue hardship. The following questions may help

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