



# VCU Equity and Access Services

## Medical Certification for Employee Accommodation

We have received notice from you and/or your health care provider indicating that you have a condition that requires an accommodation in the workplace. To process this request, additional information is needed from the treating provider. Please review your Employee Work Profile (job description) or faculty work plan (job description) and/or job responsibilities with your medical provider and complete this certification and return it to Equity and Access Services as soon as possible. This information must be received to process your request.

All medical-related information shall be kept confidential and maintained separately from other personnel records. However, supervisors and managers may be advised of information necessary to make the determinations they are required to make in connection with a request for an accommodation. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment or if any specific procedures are needed in the case of fire or other evacuations.

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 or concerns, please contact:

Paula McMahan, ADA Coordinator  
 Equity and Access Services  
 Virginia Commonwealth University  
 Moseley House  
 1001 Grove Avenue, P.O Box 842549,  
 Richmond, VA 23284-2549  
 Fax: 804-828-7201 E-mail: [mcmahanpl2@vcu.edu](mailto:mcmahanpl2@vcu.edu)

Employee Name:	Employee Position:
1). Describe the (a) nature, (b) severity, and (c) duration of the employee's impairment.	

2). Describe the major life activity or activities the impairment limits (i.e. walking, breathing, seeing, etc.).		
3). Describe how this condition limits the employee's ability to perform the essential functions of the job. Using the Employee Work Profile (job description) or Faculty Work Plan (job description), identify the essential functions affected and how the medical condition impairs the employee in each instance.		
4). Describe the accommodation requested and why the requested reasonable accommodation is needed.		
5). Are there any alternative accommodations that may also be feasible (not listed in #4)?		
Health Care Provider's Printed Name:		
Address:		
City:	State:	Zip:
Telephone Number:		
Signature:		