



Remote Work Accommodation Medical Statement Form

Section 1: For Completion by the EMPLOYEE
Name: D.O.B.:
Job Title: Department:
I authorize my medical provider(s) to complete this form for the purpose of exploring coverage and reasonable accommodations under University Policy, Fayetteville Policies and Procedures 203.1 Accommodations for Disabilities - Employment, Programs and Services.
Employee Signature: Date:
This form is solely for remote work-related accommodations. The information provided may not be enough to adequately assess for any other type of accommodation. Other forms are provided for those purposes.

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 ask 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.

Section 2: For Completion by the HEALTHCARE PROVIDER
The individual named above is my patient. The information provided herein is based upon my knowledge of the patient's physical and/or mental impairment(s).
Physician Name: Phone Number:
Specialization/Type of Practice: Fax Number:
Business Address:
Physician Signature: Date:

Your patient is an employee of the University of Arkansas and has requested an accommodation. To assist with the interactive process, we are requesting you to provide feedback to the following questions based on your medical expertise. Please answer the questions on this form to help determine if there is a disability and potential reasonable accommodation(s). To expedite the processing of your patient's request for an accommodation, please be as complete and specific as possible. Attach additional sheets if more space is needed.

For a reasonable accommodation under the ADA, an employee has a disability when an impairment that substantially limits one or more major life activities or a record of such impairment. The following questions may help determine whether an employee has a disability.

When completed, please sign and either return the form to your patient, fax to Office of Equal Opportunity and Compliance, 479.575.7637, or scan and email to access@uark.edu.

- 1. Does type of impairment does the employee have: [] physical, [] mental, [] both, or [] neither
a. If physical, mental, or both, please state the name of the impairment(s), diagnosis, or medical condition(s):



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Section 2: For Completion by the HEALTHCARE PROVIDER

2. Is the impairment(s) (diagnosis) or medical condition(s) permanent? Yes No

a. If **not** permanent, how long will the impairment(s), diagnosis, or medical condition(s) likely last? # of days # of weeks # of months # of years

b. Is this a condition(s) which may cause episodic rather than a continuing period of incapacity? Yes No

c. Does the condition(s) require periodic visits for treatment by a healthcare provider? Yes No

d. Is the employee taking medications or treatments that would be expected to affect job performance, or would pose a direct threat or safety risk to the employee or other people (e.g., co-workers, the general public, etc.)?

Yes No

i. If yes, please explain the threat and any reasonable accommodation that would eliminate or reduce the threat to an acceptable level:

3. Does the impairment(s) substantially limit a major life activity? Yes No

4. Please describe the major life activities (e.g., breathing, eating, sleeping, walking, talking, manual tasks, etc.) that are substantially limited by the impairment(s), diagnosis, or medical condition(s) or accompanying treatment.

5. Is the remote work accommodation request related to a concern regarding a pandemic? Yes No

a. If yes, given the employee's health condition, local conditions, and data on campus vaccination levels (as of Sep. 1, 2021, more than 74 percent of all employees - and almost 69 percent of Arkansas-resident students - have received at least one dose of the COVID-19 vaccine) is remote work the only way to mitigate risk to the employee? Yes No

i. If yes, please explain why remote work is the only option to mitigate the risk to the employee.

ii. If no, could other reasonable accommodation such as social distancing in the classroom or workplace, wearing a mask, Plexiglass, etc. mitigate the risk to the employee? Yes No

1. If yes, please explain what other alternatives mitigate the risk to the employee?



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6. If not related to a pandemic, please explain why remote work is the only accommodation available for the employee.

7. If not related to a pandemic and remote work is not the only option, what other alternatives could be put in place to accommodate the employee?