

C. Questions to help determine effective accommodation options.

1. What are your suggestions for possible accommodations to improve job performance?

2. How would these accommodations enable the employee to perform their job related tasks?

4. Are these accommodations medically necessary? Yes No

D. Health Care Provider Information				
Health Care Provider Name		Signature		Date
Address			City, State, Zip	
Type of Practice		Phone		Fax

- In the State of Washington, the definition of disability is as follows:
- a. "Disability" means the presence of a sensory, mental, or physical impairment that:
 - i. Is medically cognizable or diagnosable; or
 - ii. Exists as a record or history; or
 - iii. Is perceived to exist whether or not it exists in fact.
 - b. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or not it limits the ability to work generally or work at a particular job or whether or not it limits any other activity within the scope of this chapter.
 - c. For purposes of this definition, "impairment" includes, but is not limited to:
 - i. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive, genitor-urinary, hemic and lymphatic, skins and endocrine; or
 - ii. Any mental, developmental, traumatic, or psychological disorder, including but not limited to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
 - d. Only for the purposes of qualifying for reasonable accommodation in employment, an impairment must be known or shown through an interactive process to exist in fact and:
 - i. The impairment must have a substantially limiting effect upon the individual's ability to perform his or her job, the individual's ability to apply or be considered for a job, or the individual's access to equal benefits, privileges, or terms or conditions of employment; or
 - ii. The employee must have put the employer on notice of the existence of an impairment, and medical documentation must establish a reasonable likelihood that engaging in job functions without an accommodation would aggravate the impairment to the extent that it would create a substantially limiting effect.
 - e. For purposes of (d) of this subsection, a limitation is not substantial if it has only a trivial effect.

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. '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.

Send completed form to confidential fax at (360) 788-0071.