



## Employee Disability Accommodation Request Health Care Provider Verification Form

The employee must complete, sign, and date section 1 of this form and have a Health Care Provider/Practitioner complete, sign, and date sections 2 and 3. The completed form should be emailed to the Office of Institutional Equity and Title IX at [equity@cornell.edu](mailto:equity@cornell.edu) or sent via [Cornell Secure File Transfer](#) to Equity and Disability Specialist, Nina Drake, at [nmd63@cornell.edu](mailto:nmd63@cornell.edu).

### Section 1: To be Completed by Employee

#### Employee Information:

Name: \_\_\_\_\_ Pronouns: \_\_\_\_\_

Employee ID#: \_\_\_\_\_ NetID: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date: \_\_\_\_\_

I do hereby authorize Cornell University Office of Institutional Equity and Title IX to communicate both verbally and in writing, if necessary, with the appropriate health care or rehabilitation professionals with regard to the resolution of my request for a disability accommodation. My signature indicates that I am aware of the nature of the information being disclosed and with whom it will be shared.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### Section 2: To Be Completed by Health Care Provider

#### Health Care Provider Information:

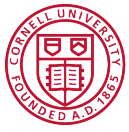
Health Care Provider's Name: \_\_\_\_\_

Type of practice/medical specialty: \_\_\_\_\_

Certification or License #: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Signature of Health Care Provider: \_\_\_\_\_ Date: \_\_\_\_\_



Section 3: To be Completed by Health Care Provider

For reasonable accommodation under the ADA, an individual has a disability if they have a physical or mental impairment that substantially limits one or more major life activities or a record of such an impairment. Please answer the questions below to help determine disability and reasonable accommodation.

1. Please identify the impairment or the nature of the impairment for the above-named individual:

\_\_\_\_\_

2. Is the impairment temporary or permanent? If temporary, how long will the impairment last?

- Permanent
Temporary

\_\_\_\_\_

3. Does the impairment substantially limit a major life activity?

- Yes
No

4. If yes, what major life activity(s) (includes major bodily function) is/are affected?

- Bending, Breathing, Caring For Self, Concentrating, Eating, Other (describe)
Hearing, Interacting With Others, Learning, Lifting, Performing Manual Tasks
Reaching, Reading, Seeing, Sitting, Sleeping
Speaking, Standing, Thinking, Walking, Working

Major Bodily Functions:

- Bladder, Bowel, Brain, Cardiovascular, Circulatory, Digestive, Other (describe)
Endocrine, Genitourinary, Hemic, Immune, Lymphatic, Musculoskeletal
Neurological, Normal Cell Growth, Operation of an Organ, Reproductive, Respiratory, Special Sense Organs & Skin

5. Describe any recommended accommodations. Be as specific as possible (i.e. a piece of office equipment or device, etc.)

- Purchase of Assistive Device(s)
Removal of Communication Barrier
Removal of Architectural Barrier
Modified Work Schedule
Job Restructuring
Other



6. Please provide any other information that might help the Office of Institutional Equity and Title IX evaluate this request.

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Signature of Health Care Provider: \_\_\_\_\_ Date: \_\_\_\_\_

***If required, please use additional sheets for any of the information requested above.***

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