

University of South Alabama
USA HealthCare Management, LLC

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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.

Patient's Name: _____ DOB: _____

A. Questions to help determine whether an employee has a disability.		
For reasonable accommodation under ADA, an employee has a disability if he or she has an impairment that substantially limits one or more major life activities or a record of such an impairment. The following questions may help determine whether an employee has a disability.		
<p>Please answer the attached yes next question.</p> <p>_____</p> <p>If <u>no</u>, how long will the employee be unable to perform the essential functions of this position?</p> <p>_____ # of weeks _____ # of months _____</p> <p>Permanently</p>	Yes	No
Does the employee have a physical or mental impairment?	Yes	No

If yes, what is the impairment or the nature of the impairment?

Answer the following question based on what limitations the employee has when his or her

B. Questions to help determine whether an accommodation is needed.
An employee with a disability is entitled to a reasonable accommodation only when the accommodation is needed because of the disability. The following questions may help determine whether the requested accommodation is needed because of the disability:

C.