

Medical Leave Under the ADA

If you are temporarily unable to perform the essential functions of your job with or without accommodation, and you are ineligible for FMLA, or it has been exhausted, you may be eligible for a medical leave under the Americans with Disabilities Act (ADA).

To be considered for a medical leave, you must complete an accommodation review request and have your Health Care Provider complete a medical inquiry form. Each request for a medical leave is reviewed and considered on a case by case basis with criteria set out in the Reasonable Accommodation Policy and in accordance with applicable law.

A job protected medical leave may be offered if the:

- 1) request for leave is for a reasonable duration
- 2) Health Care Provider foresees the employee may return to work at the end of the leave requested
- 3) Request for leave does not create an undue hardship in the department

Additional guidance and information for requesting an ADA medical leave are outlined in the Reasonable Accommodation Policy. If you have questions or need additional information, please contact your Employee Health department or IDM at 682-236-7278.