

High Risk Populations:

Employees that have underlying health conditions – such as asthma, hypertension, diabetes, chronic lung disease, or weakened immunity – that may put them at higher risk if exposed to the virus can work directly with Human Resources on any accommodation requests. For further information and advice concerning high risk factors, including age and underlying medical conditions, employees can refer to the [CDC Guidelines/at-risk](#) and should consult with their medical providers. Accommodation requests are determined on an individualized basis. HR will use the same process for COVID-19 as it uses for other ADA accommodation requests. Forms should be completed as soon as possible so we can ensure employee work is covered appropriately. Per federal guidelines, employees requesting accommodations should be prepared to provide documentation from their medical provider when they apply. If it is the case that a requesting employee is not eligible for an accommodation, HR will work with the employee to determine what options may be available to meet specific needs.

[ADA Medical Inquiry Form \(COVID-19\) form](#)