

Question:

Who is considered an appropriate health care professional for getting documentation about a disability under the Americans with Disabilities Act (ADA)?

Answer from Margaret, PHR, SHRM-CP:



Whether a particular health care provider would be considered an “appropriate health care professional” would depend on the nature of the disability and the functional limitation it imposes. For example, if you were requesting documentation for an accommodation request concerning a mental health condition, a psychiatrist or psychologist would be an appropriate professional, but a physical therapist would not be as they would not have the training to diagnose or treat such conditions.

According to the Equal Employment Opportunity Commission, appropriate professionals include, *but are not limited to* doctors, psychologists, nurses, physical therapists, occupational therapists, speech therapists, vocational rehabilitation specialists, and licensed mental health professionals. But this list should not be construed to be all-inclusive. Other medical professionals who are knowledgeable about the employee’s condition may also be appropriate under the circumstances.