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## KEEPING YOU INFORMED

### Processing Vaccination Accommodation Requests

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The following is ADA guidance for employers who are subject to federal or state-imposed vaccination mandates or have implemented an employment vaccination policy.

The Job Accommodation Network released a publication that includes a sample process for determining whether an employer must grant a vaccination exception or delay as a reasonable accommodation under the ADA. If the disability and need for the accommodation are not obvious or already documented when an employee requests an accommodation, the employer can require reasonable medical documentation. Although there is no required ADA medical documentation request form, the Safer Federal Workforce created a template for federal employers that can be modified by other employers as needed. For details on this process, please visit the article: [“Processing Vaccination Accommodation Requests under the Americans with Disabilities Act”](#)

If you have any questions, please contact Jenny Teeter or Brianna Cook.

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