

SUFFICIENT MEDICAL DOCUMENTATION DEFINED

The Equal Employment Opportunity Commission defines “***Sufficient Medical Documentation***” as the following:

Medical documentation is sufficient if it:

- describes the nature, severity, and duration of the employee’s impairment, the activity, or activities that the impairment limits, and the extent to which the impairment limits the employee’s ability to perform the activity or activities; and
- substantiates why the requested reasonable accommodation is needed.

In contrast, documentation is insufficient if it does not specify the existence of an ADA disability and explain the need for reasonable accommodation. In its [Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees under the Americans with Disabilities Act](#), the EEOC explains that documentation also may be insufficient where, for example:

- the health care professional does not have the expertise to give an opinion about the employee’s medical condition and the limitations imposed by it;
- the information does not specify the functional limitations due to the disability; or
- other factors indicate that the information provided is not credible or is fraudulent.