



Request for a Medical Exception to the Covid-19 Vaccination Requirement

Metropolitan Community Services (“MCS”) requires all employees to be vaccinated against COVID-19, with exceptions only as required by law. Employees may seek a legal exception to the vaccination requirement due to a disability, using the form below. MCS may also ask for other information, as needed.

Requests for “medical accommodation” or “medical exceptions” will be treated as requests for a disability accommodation and evaluated and decided under applicable Rehabilitation Act standards for reasonable accommodation absent undue hardship to the MCS. An employee may also request a delay for complying with the vaccination requirement based on certain medical considerations that may not justify an exception under the Rehabilitation Act. Safer Federal Workforce Task Force guidance on medical considerations that may warrant a delay is available here. The agency will be required to keep confidential any medical information provided, subject to the applicable Rehabilitation Act standards. Employees who receive an exception or a delay from the vaccination requirement would instead comply with alternative health and safety protocols.

Signing this form constitutes a declaration that the information you provide is true and correct to the best of your knowledge and ability. Any intentional misrepresentation may result in legal consequences, including termination of your employment.

To request a medical exception or delay from the COVID-19 vaccination requirement using this form:

1. You should complete Part 1 of this form.
2. Your medical provider must complete Part 2 of this form.
3. When both are completed, you must submit the form to Metropolitan Community Services.

Disclosure: Completion of this form is voluntary; however, accommodation may not be given to a qualified individual without this written information.

Part 1 – To Be Completed by the Employee	
Employee Name	Date of Request
Employee Position	Employee Phone Number
Medical or Disability Exception Request	
I am requesting a medical exception to the requirement for COVID-19 vaccination or a delay because of a temporary condition or medical circumstance. I declare that the information I have provided is true and correct to the best of my knowledge and ability.	
Employee Signature	

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Part 2 – To Be Completed by the Employee’s Medical Provider	
Employee Name	
Medical Certification for COVID-19 Vaccine Exception	
<p>Dear Medical Provider:</p> <p>Metropolitan Community Services requires its employees to be fully vaccinated against COVID-19. The individual named above is seeking a medical exception to the requirement for COVID-19 vaccination or a delay because of a temporary condition or medical circumstance. Please complete this form to assist the Metropolitan Community Services in its reasonable accommodation process. If you have questions about completing this form, please contact the supervisor at 952-658-8995.</p> <p>Please describe the employee's medical condition in the box below, providing at least the following information, where applicable:</p> <ol style="list-style-type: none"> 1. The applicable contraindication or precaution for COVID-19 vaccination, and for each contraindication or precaution, indicate: (a) whether it is recognized by the CDC pursuant to its guidance; and (b) whether it is listed in the package insert or Emergency Use Authorization fact sheet for each of the COVID-19 vaccines authorized or approved for use in the United States; 2. A statement that the individual’s condition and medical circumstances relating to the individual are such that COVID-19 vaccination is not considered safe, indicating the specific nature of the medical condition or circumstances that contraindicate immunization with a COVID-19 vaccine or might increase the risk for a serious adverse reaction; and 3. The specific medical condition that currently prevents the employee from being vaccinated or any other medical condition that would limit the employee from receiving any COVID-19 vaccine. 	
Description of the medical condition for which the employee listed above should be excepted from complying with a COVID-19 vaccination requirement:	
The condition described above is:	<input type="checkbox"/> Temporary <input type="checkbox"/> Long-term
If this is a temporary condition or medical circumstance, when it is expected to end or expire (allowing for COVID-19 vaccination to begin after the date you provided):	
Medical Provider Name/Title	
Medical Provider Signature	Date