**Policy ID:** ADM-EMP-12 Minor Revision 5  

**Title:** Medical Termination  

**Description:** Employees unable to perform their assigned tasks (with or without accommodation) due to their disabilities.  

**Category:** Human Resources  

**Applies to:** staff, faculty, student  

**Contact:** Human Resources  

**Purpose:** Employees who are unable to perform essential duties may be terminated.  

**Policy Statement:** Employees who are unable to fully perform their essential assigned job duties – with or without accommodation – and are not likely to perform their duties at a later time due to disabilities or other medical conditions, may be terminated. Employees terminated under this policy are eligible for reinstatement procedures as set out in the Reinstatement Policy.  

**Glossary of Terms:**  

**Legal Citation:**  

**Campus Links:**  

**FAQs:**  

**Formerly known as:**  

**Approved on:** 12/01/2005  

**Effective date:** 12/01/2005  

**Keyword(s):** medical, termination, reinstatement, disability, job, duties, perform  

**Last review date:** 09/02/2011  

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**Modified By:**  

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