

5000.3555 DETERMINATION OF DISABILITY.

Subpart 1. **Requiring medical determination of disability.** Any contractor requiring a determination of an applicant's or employee's disability may require the applicant or employee to provide medical documentation of the impairment or, in the alternative, may require the applicant or employee to undergo a medical examination at the contractor's expense.

Subp. 2. **Application of determination.** Any determination of disability required pursuant to subpart 1 must meet the requirements of part 5000.3552, subpart 3, and must be for the purpose of affirmative action and proper job placement. Information obtained therefrom must not be used to exclude or otherwise limit the employment opportunities of qualified disabled persons.

Subp. 3. **Medical documentation.** All medical documentation required under this part shall be based upon the Guides to the Evaluation of Permanent Impairment (1984) published by the American Medical Association, provided that the guides shall be used only to determine the existence of impairment without regard to the degree of impairment. The guides are incorporated by reference. The guides are available for inspection at the State Law Library, 25 Rev. Dr. Martin Luther King Jr. Blvd., Saint Paul, Minnesota 55155. They are not subject to frequent change.

Statutory Authority: *MS s 363.074; 363A.37*

History: *9 SR 2748; 24 SR 273*

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