



ADA & FMLA Accommodation Support Policy

At Roamers Therapy, we understand that some of our clients' mental health struggles may necessitate accommodations or even taking a leave from work, education, or other engagements. We are committed to doing our best to support our clients if an accommodation or leave is deemed fit and appropriate by their psychotherapist, and in a manner that is compliant with Family and Medical Leave Act (FMLA) and/or Americans with Disabilities Act (ADA). This document outlines our policies when it comes to recommending medical leave and providing related paperwork to our clients.

To learn more about FMLA, please visit: <https://www.dol.gov/agencies/whd/fmla>

To learn more about ADA, please visit:

<https://www.eeoc.gov/laws/guidance/employer-provided-leave-and-americans-disabilities-act>

Accommodation and/or medical leave recommendation process

In circumstances that may necessitate an accommodation or medical leave based on mental health conditions, your psychotherapist may initiate the process without any requests from you. However, as a client, you, too, can directly initiate the process of medical leave by either bringing your wish to apply for a medical leave during a psychotherapy session or sending an email to contact@roamerstherapy.com. If the recommendation is brought up by your psychotherapist, it is ultimately at your discretion to pursue ADA/FMLA accommodations and not pursuing your such accommodations will not be held against you.

Once the accommodation and/or medical leave process is determined as a potential intervention, the next step is for your psychotherapist to conduct a standard assessment to determine whether a recommendation for accommodation or medical leave is appropriate.

Please note that your psychotherapist has a professional and ethical responsibility to deny any requests that are not deemed clinically appropriate. Therefore, a final recommendation cannot



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be guaranteed, even if the suggestion is initially brought up by your psychotherapist. On the other hand, your psychotherapist's decision will never be final. Even if your psychotherapist conducts an assessment and determines that a recommendation is not appropriate, they may revisit their assessment in periodic intervals and change their decision at a later time.

Some examples to conditions that may necessitate accommodations or medical leave are:

- Post-traumatic stress disorder
- Major depression
- Bipolar disorder

Some examples to conditions that may necessitate accommodations or medical leave but cannot be assessed by our clinicians and may require a referral to another medical professional (e.g., psychiatrist, neurologist) are:

- Attention-deficit/hyperactivity disorder (ADHD)
- Schizophrenia
- Neural disorders

Some examples to conditions that will not qualify for a recommendation for accommodations or medical leave are:

- Professional dissatisfaction or burnout
- Grief
- Adjustment disorders

Prerequisites for providing ADA/FMLA accommodation recommendations

Roamers Therapy clinicians are unable to provide any recommendations for work accommodation or medical leaves until they establish a continued relationship with their clients, which includes:

- Attending a minimum of 12 weekly psychotherapy sessions (53-minute).
- A commitment to continued psychotherapy by attending at least once-a-week appointments when the requested leave begins (excluding conditions such as loss of health care coverage or moving out of state).
- A commitment to promptly following up on any professional recommendations made by your psychotherapist (e.g., phone check-ins, well-being checks, referrals to an intensive outpatient program, referral to psychiatry).



- Acknowledging that a recommendation from your clinician is not guaranteed and it will only be provided if your clinician deems an accommodation or medical leave clinically appropriate and fit after conducting our ADA/FMLA assessment.
- Completing a Release of Information form to the requesting external party.
- Acknowledging our correspondence fee policy.
- Providing a detailed description of your job (or other engagement) duties and responsibilities to Roamers Therapy.

Documents requests by an employer or third party contractors

At times, your employer, or a third party company contracted by your employer, may directly request a supporting letter or your medical records from us to determine whether to grant your application for medical leave or FMLA accommodation.

Please note that there is a \$150/hour correspondence fee to provide any such document as preparing these documents will require us to block a time slot on your psychotherapist's calendar. We calculate the necessary correspondence time based on the nature of the request. For example, if your employer has custom forms, it may take longer for your clinician to prepare the necessary documentation, hence a higher final fee. Correspondence fees are not covered by insurance providers. However, your employer, or the third party company contracted by your employer, may be able to pay these fees instead of you.

Lastly, please note that per HIPAA, no information about your client status, your services, or your medical history will be shared with any third party unless you provide written consent by signing a Release of Information form.

