



Leave of Absence and Accommodation Solutions



Our Integrated Absence Management Services help administrators and employers achieve better FMLA and ADAAA outcomes while expediting sustainable return to work. Only Genex provides national hands-on disability case management with specialized onsite capabilities that complement and enhance employee benefits programs.

FMLA Support

Better manage FMLA requests without adding administrative burden.

> Clinical Reviews and 2nd Opinions

Rely on timely and professional clinical reviews of the employee's medical certification, professional opinions on the validity of the medical condition relative to FMLA requirements, and second and third expert opinions. Second and third opinions provide additional information if medical certifications are incomplete and/or if there is ambiguity regarding whether designated leave is appropriate.

> Optis LeaveXpert™ and ADAInteract™

Reduce your administrative burden, ensure compliance with FMLA and other types of leave, manage your accommodations related to ADA and ADAAA, and gain immediate access to leave information to help you make better business decisions.

> Fitness for Duty Evaluations

Determine the current health/psychological status of an employee who has been absent from work on a short-term basis or who may have difficulty performing the essential functions of his/her job. It can also establish whether the employee poses a direct threat to his/her work environment.

Stay-at-Work Solutions

Keep employees at work through accommodations and prevent disability claims.

> ADAAA Accommodation Program

Apply consistent management practices for ADAAA requests to ensure you remain compliant while allowing employees with disabilities to work efficiently.

> ADAAA Interactive Management

Incorporates best practice services to assist employers in developing a documented, interactive ADAAA-compliant process.



Ergonomic Services

Reduce risk factors for injury and enable employees to stay at, or return to, work. These solutions consider posture, productivity, health and safety, and cost-benefit perspectives that lead to improvements enabling employees to continue working.

Physical Demand Analysis / Job Analysis (PDA)

Determine causation, medical treatment plans, return to work, and accommodation options. A PDA provides a biomechanical description of the essential functions of a job and the physical demands required to perform it.

Behavioral Health First Aid

Take a preventive rather than reactive approach to the increasingly prevalent behavioral health challenges encountered in the workplace. Utilize Genex case managers with extensive expertise in behavioral health issues to assist employees, either telephonically or in person, in ascertaining workers' ability to perform the job and whether they pose a threat to themselves or others.