

**Policy Statement:**

The Vermont Department of Health complies with the Americans with Disabilities Act (ADA) of 1990 by administering EMS testing in a manner that does not discriminate against a qualified applicant while at the same time ensuring that its tests assess the essential skills necessary to provide quality pre-hospital care. EMS candidates have the right to request reasonable accommodations, but accommodations will not be granted if they would compromise or fundamentally alter the testing of skills that are required to function safely and efficiently in the profession. A description of an EMT's functional job responsibilities is provided in the EMS Student Manual.

**Authority and References:**

- EMS Rule 12.4: *A person who fails the cognitive exam or any station of the psychomotor exam at any level may be retested in accordance with the requirements of the National Registry of EMTs (NREMT)*
- Americans with Disabilities Act of 1990
- National Registry of EMTs ADA Accommodations Policy
- Vermont Office of Professional Regulation Disability Accommodations Policy

**Procedure:**

Requests for accommodations on the psychomotor examination must be submitted in writing to the Department of Health using the *Questionnaire for Applicants Requesting Examination Accommodations*, which is based on documentation provided by the NREMT. The Questionnaire requires submission of clear, credible, written documentation from a suitable provider sufficient to demonstrate:

- 1) That the candidate has a disability
- 2) The nature, severity, and duration of that disability
- 3) That the requested accommodation(s) would lessen the impact of the candidate's disability on demonstrating essential eligibility requirements to obtain an EMS license

A "suitable provider" means a licensed health care professional who has examined the candidate and becomes oriented to their condition and is qualified by training, education, experience, and scope of professional practice to offer an opinion on the nature, severity, and duration of any disability found, as well as the necessity and utility of the requested accommodation(s).

The completed *Questionnaire* and accompanying documentation must be received by the Department at least thirty (30) days prior to the candidate's desired practical exam date. The candidate must not schedule the exam until the accommodations review is complete. The Department will consider whether the requested accommodation(s) are reasonable and allow an examiner to adequately measure the skills required to function safely and efficiently in the profession.

Requests for accommodations on the National Registry of EMTs cognitive exams are determined exclusively by the NREMT and must be directed to that organization.

**Rationale:**

It is a primary mission of the Vermont Department of Health's EMS Office to ensure the safe, effective delivery of pre-hospital emergency medical care. It is therefore essential that an EMS licensure candidate is evaluated in a manner that closely resembles the work they will perform as a practitioner of emergency care, and that any testing accommodations granted can be realistically achieved in the field.

**Effective Date: May 24, 2022**