

Applicant's Waiver of Liability For Employment Physical Testing

_____ (Applicant) recognizes that, in signing this Waiver of Liability, he/she is waiving his/her right to pursue any and all claims against the City of Ferndale and its employees should injury occur during physical testing for employment. The Applicant acknowledges that physical ability testing complies with state law regarding bona fide occupation qualifications (BFOQ) and is job-related.

_____ (Applicant) understands testing for employment may include specific physical abilities including, but not limited to, the ability to lift objects up to 100 pounds in weight, operating heavy equipment and more. Testing may include assessing strength, muscular flexibility and stamina.

_____ (Applicant) acknowledges under the Americans with Disabilities Act (29 C.F.R. 1630.13; 1630.14), physical ability testing is not considered pre-employment medical examination, but that the City of Ferndale is permitted to make pre-employment inquiries into the ability of an applicant to perform job-related functions, and/or may ask an applicant to describe or to demonstrate how, with or without reasonable accommodation, the applicant will be able to perform job-related functions.

Applicant Signature

Date