

## Medical FAQ's for ICE LE Applicants

### ***I wear glasses and/or contact lenses, what are the qualifications for uncorrected vision?***

Uncorrected distant visual acuity must meet at least one of the following if only glasses are used to correct distant vision:

1. 20/40 in one eye and no worse than 20/70 in the other eye.
2. 20/30 in one eye and no worse than 20/100 in the other eye.
3. 20/20 in one eye and no worse than 20/400 in the other eye.

### ***What is the distant vision standard?***

Your vision must correct to 20/20 in each eye. You must provide documentation regarding corrected vision.

### ***What if I wear soft contact lenses?***

There are no uncorrected distant vision requirements for those who have worn soft contact lenses for more than six months without complications. You should bring in medical documentation supporting that you've suffered no corneal injury or infection with soft lens use.

### ***What do I need to score on the hearing test to pass?***

1. Average hearing level at 500, 1000, 2000, and 3000 Hz for each ear of not more than 25 decibels (dB).
2. Difference in average hearing level between the better and poorer ear of:
  - a. More than 15 dB at 500, 1000 and 2000 Hz, or
  - b. More than 30 dB at 3000, 4000, and 6000 Hz.

### ***Can I take the hearing test while wearing my hearing aids?***

No, the hearing test will be taken without the use of any hearing aids. If you do not meet the hearing standard, you will be advised to provide additional information regarding your ability to hear, understand words, and localize sound while wearing your hearing aids.

### ***If I take medication for a mental health condition, is this automatically disqualifying?***

Normally, any mental health condition that currently requires medication is disqualifying; however, with proof that the medication is controlling symptoms without side effects, a waiver could be medically recommended on a case-by-case evaluation. You should bring documentation supporting treatment for any ongoing mental health condition(s).

### ***Can anyone apply for a waiver, regardless of the medical condition?***

Yes. Waivers are based upon the amount of risk associated with the medical condition, often supported by successful performance in the same or similar job.

***How long will the medical clearance process take?***

It depends on the complexity of the case and the current workload. You will be notified that the process can take 12-18 months.

***How long is my physical exam and testing valid, once I have been cleared?***

Currently, the medical examination is valid for 18 months from the date of the exam. With a self-certification that your medical status hasn't changed over the previous 18 months, it can be extended to 24 months.

***I have had my physical exam and cleared the medical process. What should I do if my medical status changes prior to my entry on duty?***

Any change in your medical status should be communicated to the OHC PEC Unit.

***What is the legal authority for requesting my medical information?***

Under federal regulations, an agency may require applicants to provide medical information and submit to medical examinations to determine the nature of any medical conditions that could affect the safe and efficient performance of job duties. See 5 C.F.R. Part 339.

***Where can I find the medical standards for the job series to which I am applying?***

The medical standards are provided below on this website.

***Does the law prohibit ICE from requesting my medical information if I am a veteran?***

No. The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and the Americans with Disabilities Act of 1990 (ADA) provide certain protections for veterans seeking employment. However, these laws do not prohibit ICE from requiring applicants, including veterans, to provide medical information after they have received a job offer from ICE. The U.S. Office of Personnel Management's (OPM) regulations, 5 C.F.R. Part 339, authorizes agencies, with OPM-approved medical standards, to obtain detailed medical documentation to accurately determine an applicant's medical qualification. The job offer from ICE is conditioned on the results of a medical evaluation. See *EEOC Enforcement Guidance: Preemployment Disability Related Questions and Medical Examinations* for additional information.

***What do I need to provide if I'm using a CPAP machine for Obstructive Sleep Apnea (OSA)?***

You will need to provide CPAP compliance data regarding the nightly and weekly use of your CPAP machine for at least a 30-day period of time.

***What do I need to provide if I've been prescribed a rescue inhaler for a diagnosis of asthma?***

Bring the medical treatment records for the visits when you were treated for your asthma, or when the inhaler was prescribed. The initial medical evaluation, if available, when your asthma was diagnosed should be provided. In some cases, inhalers are prescribed for conditions other than asthma. Any available Pulmonary Function Test (PFT) where a provocative (challenge)

agent, such as methacholine or histamine, is administered, or a stress PFT if exercise is a known trigger for an asthma attack should also be provided.