



FEDERAL OCCUPATIONAL HEALTH

Improving the health, safety, and productivity of our Federal employees.



TERMS TO KNOW

Advance Directive: A written instruction, such as a living will or durable power of attorney for health care, recognized under state law (whether statutory or as recognized by the courts of the state), relating to the provision of health care when the individual is incapacitated.

Affiliate: An individual or group of professional mental health practitioners who, through a contractual relationship with a prime contractor, provide employee assistance program (EAP) services to federal employees and/or their family members. All affiliates shall meet the requirements of qualified counselor as defined by [**Whose criteria does FOH use?**].

Client/End-User Client: An individual person that uses FOH services (also known as participant).

Client Requested Fitness Assessment or Exercise Program: Fitness assessment or development of personalized exercise program designed for and requested by end-user clients.

Consultant: An employee of the contractor (not an affiliate) who provides counseling and problem solving services to FOH clients, typically at federal sites.

Customer / Customer Agency: A federal entity that receives or has interest in procuring FOH programs and/or services via an Inter-Agency Agreement.

Customer Requested Examinations: Health examinations of end-user clients (employees) for the purpose of developing occupational health reports requested by customers (employers) to ascertain employability or fitness for duty status, as directed.

Disability: A physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment. (Americans with Disabilities Act of 1990, as amended: Sec.3.2.a.b.c.)

Discrimination: Unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, gender, belief, or ability.

Eligible Individual: An individual who is eligible to participate in any aspect of a wellness and health promotion program provided by FOH.

Emergency: A life-threatening situation or condition in which the immediate provision of medical attention may determine the difference between life and death for the affected person.

Employee Assistance Program (EAP): An employer-sponsored service that provides employees with 24/7/365 access to short-term problem solving and counseling for a wide variety of personal and work-related issues or concerns.

Fact Sheet: A document providing useful information about a particular issue, service or program that is produced and distributed for educational, informational, or promotional purposes.



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Impairment: In health, any loss or abnormality of physiological, psychological, or anatomical structure or function, whether permanent or temporary.

Informed Consent: Permission granted with full knowledge of all possible consequences, given by a client to a service provider for counseling, treatment, or services that require informed consent.

Reasonable Accommodation: Making existing facilities used by employees readily accessible to and usable by individuals with disabilities, e.g., acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations. (Americans with Disabilities Act of 1990, as amended: Title I, Sec.101. (9))

Rights and Responsibilities: Statements that recognize the specific needs of an individual (rights) and outline the expectations or areas of accountability placed upon that individual in order for service providers to meet specified needs (responsibilities).

Service Provider: Professional health or fitness service provider or counselor performing services for end-user clients on behalf of FOH within the scope of specified service agreements.

Service Provider Credentials: Information regarding professional licensure or certification (or both), including state and date of issue/renewal, which legally qualify the individual to provide services to end-user clients.