# MEDICAL REQUIREMENTS

## Fitness-for-Duty

The FBI is an equal opportunity employer.
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# INTRODUCTION

**A number of Federal Bureau of Investigation (FBI) positions require pre-employment Fitness-for-Duty (FFD) medical examinations. The purpose of FFD is to assess your ability to perform the essential functions of the job, to address operational health issues for positions with an FFD medical requirement, and to comply with federal mandates.**

Requirements are subject to change and, as such, all applicants should defer to their processing field office for the most up-to-date information.

## Tips to Expedite the Medical Review Process

You may provide medical information from your personal physician(s). However, the FBI Chief Medical Officer (CMO) will make the final FFD decision based on knowledge of the demands of the position and each applicant's medical documentation. To help expedite the medical review process, we recommend you obtain the following documentation before your scheduled exam.

### Past Hospitalizations

You will be required to provide a progress report from the medical provider who treated you or a copy of your hospital treatment records for all hospitalizations within the past five years. These records must detail your diagnosis, treatment, and progress.

### Major Lifetime Medical Events or Chronic Medical Conditions

To ensure you're able to perform the essential functions of the job if hired (with or without reasonable accommodation), you must provide a copy of pertinent medical records if you've had major medical events or been diagnosed with chronic medical conditions (e.g., seizures, head injuries, cancers, other significant diseases, etc.).

### Surgical Procedures

You must provide the following medical documentation if you have undergone any surgical procedures in the last two years:

- Surgery details, including diagnosis, procedure, and procedure date.
- Last progress note.

Note: From the treating provider indicating that the condition has been resolved, you have been released from care, and you have no current restrictions.

### Mandatory Immunizations/ Vaccinations

Applicants must provide documentation showing vaccinations for the following:

- Polio: (4 childhood doses) **OR** (3 doses if 18 years or older) **OR** a personal statement saying that the applicant was raised in and attended U.S. schools
- Meningococcal conjugate: (Menactra, Menveo or Menomune) within five years
- Tetanus Diphtheria (TD) or Tetanus, Diphtheria, and Pertussis (Tdap) within 10 years
- Measles, Mumps, Rubella (MMR) (2 doses) **OR** Positive MMR Titer
- Hepatitis A and B (series completion)
- TWINRIX (3 doses) **OR** Hepatitis A (2 doses) and Hepatitis B: ENGERIX-B (3 doses) **OR** HEPISLAV-B

(2 doses) **OR** Positive Hepatitis A Titer and Positive Hepatitis B Titer

- Varicella (2 doses) **OR** Positive Varicella Titer OR proof of history of having chicken pox; personal statement is sufficient
- Influenza (current season)

**The FBI accepts the following documents as proof of vaccination history:**

- CDC 731 "International Certificate of Vaccination or Prophylaxis" or Yellow Card
- Physician's or licensed health care provider's records
- Proof of positive titer (blood test) will only be accepted for MMR, Hepatitis A, Hepatitis B and Varicella
- Local or state health department records
- School records
- Military records
- Travel health clinic records
- Polio can be documented with a personal statement saying the applicant was raised and attended U.S. schools
- Varicella can be documented with a personal statement that includes the approximate year of disease or by providing proof of a positive titer (blood test)

## Refractory Surgery

You will need to provide documentation from your treating ophthalmologist, if you have had refractory surgery involving the creation of a corneal flap (Lasik surgery), stating you are fully healed. This documentation must be dated at least six months after your procedure.

## Veterans Affairs (VA) Rating Decision Letter

If applicable, you must provide your VA Rating Decision Letter. This large packet, also known as a narrative, explains the medical evidence used to obtain a VA disability rating (even if 0%). You must also include any VA decision denying a disability rating.

Note: A VA disability rating itself is not considered when making a final medical clearance determination.

# General Information Regarding The Medical Examination

The pre-employment medical examination generally consists of the below components. Lab work is not required unless an applicant is being processed for an Occupational Safety and Health Administration/ Hazardous Materials (OSHA/HAZMAT) exam.

## Medical/Health Review and Physical Exam

During the FBI pre-employment examination, a medical provider will review your medical history, physical exam components, and perform a head-to-toe physical examination.

## Electrocardiogram (ekg)

An electrocardiogram is a test that records the electrical signals in your heart.

## Vision Exam

- Applicants will be screened for color vision.
- Distant visual acuity, corrected or uncorrected, must meet FBI standards, which are 20/20 in one eye and no worse than 20/40 in the other eye.
- For special agent and police officer candidates, if distant visual acuity is greater than or equal to 20/100, candidates must provide medical documentation of successful soft contact lens use

for at least one year without significant problems or adverse effects.

## Hearing Exam

Applicants' hearing loss must not be greater than or equal to a 25-decibel average in either ear within frequency ranges of 1,000, 2,000 and 3,000 Hertz (per the American National Standards Institute [ANSI]). No single reading in these ranges should exceed 35 decibels. Additionally, no single reading may exceed 35 decibels at 500 Hertz or 45 decibels at 4,000 Hertz. Applicants who fail the initial pure-tone audiometry screening will be asked to complete additional audiometry testing (at their own expense and conducted by an audiologist of their choosing) to more accurately assess the candidate's hearing ability.

> **HINT**
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> **For those who fail testing with their audiologist, following the above standards, the FBI Hearing in Noise Test (HINT) will be offered. Only the FBI HINT will be accepted.**

## What is HINT?

This test was developed to evaluate one's ability to functionally hear human communication in a noisy environment. It is specifically designed to assess the hearing requirements for law enforcement duties. The HINT uses short spoken sentences instead of pure tones to establish a functional level of hearing in both ears. Passing criteria include the Speech Reception Threshold (SRT) in quiet (27.0 decibels) and Composite SRT in noise (71 decibels) measured in noise at 75 decibels. For those applicants who wear hearing aids, open field testing is available.

## TB Test

A baseline Tuberculosis (TB) screening test will be completed during your preemployment examination. This is typically the Mantoux Tuberculin Skin Test (TST) for identifying exposure to the TB bacteria, Mycobacterium Tuberculosis.

## Additional Information

Hepatitis immunizations may take up to six months to complete if you have not already started the series — except for Hepatitis B immunizations (newly approved by the FDA), which can be completed in four weeks.

MMR, Varicella and Nasal influenza are live vaccines. If you require doses to satisfy the above requirements, they should not be administered until after your physical exam, as they will interfere with your exam results. You should wait at least four to six weeks after receiving a live vaccine before the TB Purified Protein Derivative (PPD) skin test is administered.

Applicants may update immunization records on a rolling basis while under medical review but will not be medically cleared until records are complete and accurate.