

The NREMT is dedicated to its mission of providing a valid, uniform process to assess the knowledge and skills for competent practice required by EMS professionals.

To accomplish this mission the NREMT focuses on public protection by providing a meaningful certification through a secure and valid examination process. Policies of the NREMT are approved by the NREMT Board of Directors in conjunction with legal counsel and are based upon research and widespread national review.

The NREMT complies with the Americans with Disabilities Act (ADA) in regards to requests for examination accommodations consistent with its mission and public protection.

**This brochure is designed to:**

- help candidates and educators understand how the ADA affects national EMS certification
- describe how NREMT has responded to meet ADA requirements and what role the NREMT has regarding accommodations
- explain how to apply for an accommodation on an NREMT examination
- provide some advice for educators who have students requesting accommodations

**ABOUT THE AMERICANS WITH DISABILITIES ACT**

The Americans with Disabilities Act (ADA) is designed to eliminate unnecessary barriers to people with disabilities in the areas of employment, transportation, public accommodations, public services, and telecommunications. This comprehensive federal act has many sections that affect builders, state and local governments and employers. Title III of the ADA specifically assures that certification test sponsors must provide appropriate accommodations to otherwise qualified candidates so as to permit candidates to be tested on their true abilities.



**National Registry of  
Emergency Medical Technicians®**  
THE NATION'S EMS CERTIFICATION™

**NREMT**  
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*revised 7/09*



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Accredited by the National Commission  
for Certifying Agencies

**The NREMTs Americans  
with Disabilities  
Accommodations Policy  
Guidelines for Educators  
and Students**

## NREMT's Response and Role Regarding Disabilities

The NREMT took a lead role in responding to the ADA in 1991 to assess its impact upon testing, licensing and certification of Emergency Medical Technicians. The NREMT has worked with psycho-educational consultants, occupational rehabilitation specialists, reading specialists and legal counsel to develop its current accommodation policies. These disability and educational specialists reviewed job descriptions, functional job analysis, tasks within the NREMT Practice Analysis, and observed EMS providers in the field. The NREMT also worked in conjunction with state EMS licensing agencies to develop the current policies.

The NREMT is committed to the provision of reasonable accommodations which do not compromise the ability of its certification tests to evaluate a candidate's ability to safely and effectively perform the critical tasks in the provision of EMS care. NREMT certification attests to a standard of care in the interest of public protection. Accordingly, this standard guides the accommodations that can be made for candidates taking the National Registry examination. The NREMT also recognizes that each disability is unique to the individual and all NREMT decisions regarding reasonable accommodation are evaluated on a case-by-case basis.

The NREMT is the national EMS certification agency and does not issue a state license or permit to work. Not all aspects of an EMT's job are covered in the NREMT cognitive or psychomotor examinations. Accordingly, the state licensing agencies will continue to have the responsibility and authority to determine an applicant's ability to safely and effectively provide EMS services with respect to those physical and mental skills not tested on NREMT certification examinations.

## Requesting an Accommodation

The NREMT National EMS Certification has two components: a computer based cognitive examination and a practical examination, where candidates must perform competently some psychomotor aspects of the job of an EMT.

Specific steps to follow to request an accommodation can be found on the NREMT website ([www.nremt.org](http://www.nremt.org)), under General Policies, ADA policy. Candidates requesting accommodations should print out and follow the "How to request an accommodation." Following these steps, including the timely submission of appropriate documentation, will facilitate the NREMT's review regarding appropriate accommodations.

Although each accommodation request is analyzed separately, some general principles guide NREMT

decisions. Documentation must be provided by a qualified professional and completed within the past five years. Documents will be reviewed by NREMT psychoeducational consultants and approval of accommodations must be obtained by the NREMT.

The practical examination evaluates necessary skills and simulations of skills required of an EMT. Use of assistive devices on the practical examination to assist disabled persons to demonstrate psychomotor competency may be permitted provided these same assistive devices can be used safely and effectively on the job. Prior approval of use of any of these devices on an NREMT practical examination must be obtained. Decisions can not be made at the examination site. Documentation of a physical disability must be submitted in accordance with information found on the NREMT website.

## EMS Education and the ADA

The NREMT does not set policy for educational institutions regarding appropriate accommodations in the classroom. However, in the interests of public protection and appropriate counseling of prospective EMS students, coordination of NREMT and educational accommodation policies is critical. EMS educators should seek guidance from the Disabilities support services connected with their educational institution. Independent education courses that are not sponsored by institutions with disability support should contact their State EMS Office for advice. Furthermore, educators and state offices should familiarize themselves with these guidelines for standard use:

- No discussion or screening for disabilities, or other addressing of potential disabilities should be performed prior to a student's admission to a training program. No inquiry may be made of a prospective student about any disability. Aptitude or diagnostic testing may only be required prior to admission if it is required of *all* students.
- The EMT job description, which is included in EMT curricula, should be provided for each student at the beginning of their training.

- *At the beginning of a course (but never before the course begins)*, instructors should inquire if there are students who may request accommodations for disabilities. If students request accommodations, the instructor should refer or advise the individual to contact the state EMS office directly to assure a consistent approach to the application of appropriate accommodations in the classroom.

Educators should request documentation of the disability before providing accommodations in the classroom. This documentation should be reviewed by the school's disability coordinator. Understanding psychological reports requires expertise that almost every EMS educator does not possess. Accommodations in the classroom setting should be approved by an expert assigned to the school.

Students who have stated they have a disability and are seeking an accommodation on the NREMT examination should be directed to the NREMT website and follow the instructions provided. The NREMT recommends that all applicants complete an online profile and apply to take an NREMT National EMS Certification examination 4-6 weeks prior to the desired date of examination.