

# Fitness for Duty Referrals

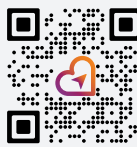


Fitness for Duty (FFD) Referrals are specialized Mandatory Referrals initiated by HR or management to assess whether an employee can safely and effectively perform their job. These referrals are rare and typically used when there are concerns about judgment, emotional stability in a safety-sensitive role, or potential risk of harm to self or others.

**There may be an additional cost for FFD evaluations, which are outside the scope of standard EAP counseling referrals.**

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EAP Management  
Consultant**

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## Here's how the process works

