

# **Kansas Administrative Regulations**

## **Kansas Human Rights Commission**

### **Article 34.—Discrimination Because of Disability**

#### **21-34-3. Preemployment medical examinations and inquiries.**

(a) Prohibited examination or inquiry. A covered entity shall not conduct a medical examination or make inquiries of a job applicant as to whether the applicant is an individual with a disability or as to the nature or severity of the applicant's disability, except as provided in 21-34-4.

(b) Acceptable inquiry. A covered entity may make preemployment inquiries into the ability of an applicant to perform job-related functions.

(Authorized by K.S.A. 44-1004; implementing K.S.A. 44-1009, as amended by L. 1991, Chapter 147, Section 6; effective, T-21-3-27-92, March 27, 1992; effective April 27, 1992.)

\*\*\*\*\* Authenticated Kansas Administrative Regulation \*\*\*\*\*