

**WAC 357-26-025 May an employee who is unable to perform the essential functions of a position due to a disability request to be separated from employment?** An employee who is unable to perform the essential functions of the employee's position due to mental, sensory, or physical incapacity may notify the employer that they do not wish to pursue accommodation and would like to be separated from employment. In this case, the appointing authority is not required to consider a reasonable accommodation and may initiate a disability separation in accordance with WAC 357-46-160.

[Statutory Authority: Chapter 41.06 RCW, RCW 43.10.005 and 49.76.040. WSR 19-05-056, § 357-26-025, filed 2/15/19, effective 3/29/19. Statutory Authority: Chapter 41.06 RCW. WSR 05-01-196, § 357-26-025, filed 12/21/04, effective 7/1/05.]