



June 5, 2025

Dr. Bryant Stone
Postdoctoral Fellow

Dear Bryant,

You received notice of a mandatory meeting from Dean Michael Ward today, but you failed to join us. I am writing to inform you that, based on recent your performance and our observations of your behaviors, we are requiring you to attend a **Fitness for Duty Evaluation** with Occupational Health. This evaluation is necessary to assess your ability to safely and effectively perform the essential functions of your position.

Your appointment has been scheduled as follows:

Date: June 9, 2025

Time: 8:00 am

Location: 98 N. Broadway, Suite 421, Baltimore, Md 21231

Please bring a valid photo ID with you to the appointment. The evaluation will be conducted in accordance with University policy and applicable federal and state laws, including the Americans with Disabilities Act (ADA). The purpose of this assessment is solely to determine your fitness to perform your job duties and to ensure a safe work environment for you and others.

You are relieved from performing any of your work duties during the evaluation process. Please do not participate in any work-related or programmatic meetings or contact your advisor, students or others until notified about the outcome of the evaluation and any necessary additional steps, as further discussed below.

Pending the outcome of the evaluation, additional steps may be taken, which could include a return-to-work plan, work modifications, or other accommodations as appropriate. You will be notified of any next steps after the evaluation has been completed and reviewed.

If you have any questions or require assistance related to the appointment, please contact Cynthia Payne, Director of Human Resources (cpayne23@jhu.edu). Your participation in the evaluation is required in order to maintain your employment at the university.

Thank you for your attention to this matter.

Sincerely,

Pamela Collins
Chair | Department of Mental Health