

**ADA**

# AMERICANS WITH DISABILITIES ACT

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## WHAT'S IN THE ADA?

**TITLE I:**

Prohibits employment discrimination; employers with 15+ employees must provide reasonable accommodations unless it causes undue hardship

**TITLE II:**

Prohibits discrimination by public entities, ensuring access to public services and programs

**TITLE III:**

Ensures access to public accommodations for individuals with disabilities.

**TITLE IV:**

Mandates accessible telecommunications.

**TITLE V:**

Contains miscellaneous provisions, including prohibitions on retaliation.

## EMPLOYER OBLIGATIONS

**NONDISCRIMINATORY PRACTICES**

- Fair hiring & promotion processes are available to all
- Equal opportunities for all applicants

**REASONABLE ACCOMMODATIONS**

- Provide accommodations & include an interactive process

**EMPLOYMENT TERMS**

- Policies do not disadvantage employees with disabilities
- Equal access to benefits & activities for all employees

**EMPLOYMENT PRACTICES**

- Accessible applications
- Nondiscriminatory testing
- Reasonable accommodations for testing/interviewing candidates
- Equal access to training & promotions

**CONFIDENTIALITY**

- Job-related disability information is treated like HR information

**ACCESSIBILITY**

- Removal of barriers to facilities
- Communication methods (e.g.: ASL interpreters, Braille materials, assistive technology)

**PRE-EMPLOYMENT QUESTIONS & MEDICAL EXAMS**

- Restrict questions about disabilities during interviews
- Only request medical clearances after a job offer & if all employees entering the job category must undergo such exams