

ADA

AMERICANS WITH DISABILITIES ACT

ADA

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

CONFIDENTIALITY

- Job-related disability information is treated like HR information

EMPLOYMENT TERMS

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

ACCESSIBILITY

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

EMPLOYMENT PRACTICES

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

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