

Americans with Disabilities Act

The Americans with Disabilities Act (ADA) was enacted in 1990 with the goal of ending discrimination against individuals with disabilities. Title I of the ADA prohibits employers from discriminating in all aspects of the employment relationship — application, testing, medical examinations, hiring, training, assignments, evaluations, disciplinary actions, promotions, layoffs and terminations, as well as compensation, leave and other benefits. The ADA was revised substantially in 2009.

Since the law went into effect, enforcement by the U.S. Equal Employment Opportunity Commission (EEOC) has resulted in payments of more than \$300 million by businesses to more than 20,000 individuals. Recent cases resulting in punitive-damage awards up to \$13 million make the importance of understanding and complying with the ADA clear.

Course Summary

This 35-minute course explains the basic requirements of the ADA in simple, understandable terms. It includes pop-quizzes, news clippings and a final quiz highlighting real-world compliance issues that employees should learn to recognize and deal with appropriately.

The topics covered in the course include —

- Overview of the ADA
- Persons with disabilities
- Impairments
- Major life activities
- Records and perceptions of a disability
- Essential job functions
- Reasonable accommodation
- Undue hardship
- Qualification standards
- Safety standards
- The hiring process
- Medical exams and questions
- The ADA on the job
- Evaluations and promotions