



## THE AMERICANS WITH DISABILITIES ACT AND EMPLOYMENT

The Americans with Disabilities Act (ADA) — which became law in July 1990 — prohibits discrimination on the basis of disability. Major employment protections are guaranteed by the ADA. Share these employment protections with your students.

- You can't be fired or denied a job because of a disability. You still have to prove you are qualified for the job. You need to have the right skills, experience, and education.
- An employer can't ask workers about their disability
- You do not have to tell your employer you have a disability during an interview process
- Your employer must provide you with “reasonable accommodations.” If you want a reasonable accommodation, you need to tell your employer about your disability. Here are some examples of reasonable accommodations”:
  - Ability to take more frequent breaks at work
  - Flexible schedule
  - Provide checklists
  - Post visual instructions on frequently-used machines, such as the copier
  - Provide space for job coach
  - Accessible workspace
- Your employer is required to provide you with “reasonable accommodations” unless it will cause “undue hardship” to the employer. For example, if the accommodation is too expensive or impacts the work done in the company, they might say the accommodation is an “undue hardship.”
- To file a complaint, you have to write to the federal agency that oversees the organization. The U.S. Department of Education oversees public schools. The Equal Employment Opportunity Commission (EEOC) is responsible for employers.

Source: <https://adata.org/learn-about-ada>