- 1 Americans with Disabilities Act *By:Kayla and Jonah
- 2 Findings of

Congress

- Physical or mental disabilities in no way become less of a person's right to fully participate in all aspects of society.
- 3 Prejudice
- 4 The term disability means
 - *Physical or mental impairment that substantially limits one or more major life activities of such individual.
- 5 🖾 Auxiliary aids & Services

 - *Qualified interpreters or other effective methods.
- 6 Alcoholics & the ADA
 - *An alcoholic is a person with a disability and is protected by the ADA if she or he is qualified to perform the essential functions of the job.
- 7 Preemployment
 - *All entering employees are subject to an examination regardless of disability.
 - If information obtained regarding the medical condition or history of the applicant is collected and maintained on separate forms and in separate medical files and is treated as a confidential medical record.

- *Supervisors, managers, first aid and safety personnel may be informed about medical condition.
- 8 People who are protected from employment discrimination.
 - *Persons discriminated against because they have a relationship with a person with a disability also are protected.
 - *An individual with a minor, short duration, such as a sprain, broken limb, or the flu, generally would not be covered.
 - *An individual is considered to have a disability if she or he has a physical or mental impairment that substantially limits one or more major life activities
- 9 The limitations ADA imposes on medical examinations and inquiries.
 - *An employer may not ask or require a job applicant to take a medical examination before making a job offer.

- *It cannot make any preemployment inquiry about a disability or the nature or severity of a disability.
- *Employer can ask questions about the ability to perform specific job functions.
- 10 Who is a qualified individual with a disability?
 - *A qualified individual with a disability is a person who meets authentic skill, experience, education. A person who can perform the essential functions of the position with or without reasonable accommodation.

11 Reasonable accommodations

- *Any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions.
- *Examples: making existing facilities used by employees readily accessible and usable or providing qualified readers or interpreters.

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*The End!!!!