

Description

Employee protection comes in many forms, and the Americans with Disabilities Act (ADA) helps provide some of this protection. The ADA is a federal anti-discrimination statute designed to remove barriers that prevent qualified individuals with disabilities from enjoying the same opportunities that are available to persons without disabilities. Understanding the ADA is important when deciding job assignments, evaluations, disciplinary actions, training, promotion, layoffs, and terminations.

Objectives

After your training program, the trainees should be able to:

- Understand the ADA purpose
- Review the implications of job descriptions
- Understand what constitutes reasonable accommodations
- Learn to define essential functions

Audience

This training is designed for managers and supervisors who must understand the ADA and how it affects employees.

Requirements

Regulations that apply to ADA include:

29 CFR Part 1630 (and Appendix)

36 CFR 1191 (and Appendices)

Public Law 101-336 (The Americans with Disabilities Act)