Americans with Disabilities Act

Matching

1. Prohibits employers from using disability as a basis for discriminating against qualified individuals

2. Designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities

3. Any change or adjustment to the job or work environment that will enable an applicant or ab employee with a disability to participate in the application process or perform the essential job functions

4. Difficult or too expensive to provide reasonable accommodations

5. Occurs when an employer or other entity covered by the Act, treats a qualified individual with a disability who is an employee or applicant unfavorably because they have a disability

6. The process to determine what, if any accommodations should be provided to an employee

Undue Hardship

disability discrimination

Americans with Disabilities Act

Interactive Process

Reasonable Accommodations

Title 1

Multiple Choice

1. A person can show they have a disability if they have (a):

history of disability condition that substantially limits a major life activity both a & b

2. The law requires an employer provide reasonable accommodations unless doing so would cause:

A headache undue hardship a lot of work

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3. An employer **MAY** refuse to provide reasonable accommodations if it has any costs

True False

4. What act forbids discrimination in any aspect of empoyment, including hiring, firing, pay, job assignment, promotions, layoffs, training, fringe benefits, and any other term of employment.

Americans with Disabilities Act The Dog and Cat Act The Act of Congress

5. The ultimate determination about reasonable accommodations to be provided is up to the:

Employee President of the US employer

Explain Section 504 of the Rehabilitation Act

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