

# The ADA, Employment & People with Disabilities

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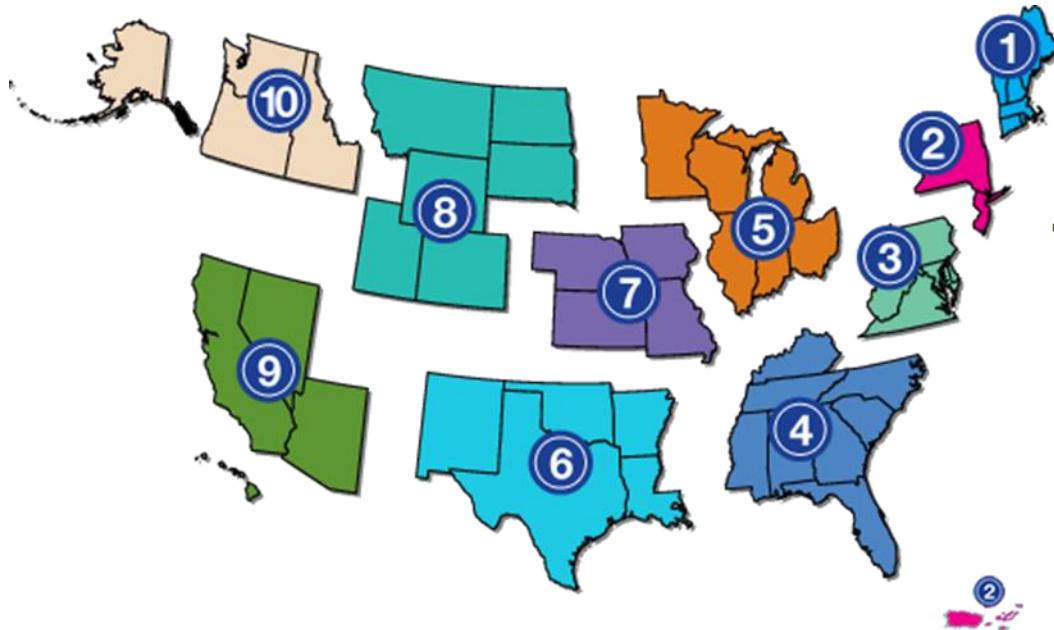
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A project of the  
Institute for Human Centered Design



# New England ADA Center

member of



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# A Project of Institute for Human Centered Design



An international design non-profit dedicated to enhancing the experiences of people of all ages and abilities through excellence in design



[www.HumanCenteredDesign.org](http://www.HumanCenteredDesign.org)

# Agenda

- Some statistics
- ADA overview
- Definition of disability
- Pre-offer, post-offer, during employment: What can and can't be asked
- Disclosure: To disclose or not to disclose
- Reasonable Accommodation: What is it
- Essential job functions
- Performance and conduct standards
- Confidentiality
- Alcohol addiction and the illegal use of drugs



# In the US, 56.7 million self-report a disability



- In the US, 50% of people over 65 report disabilities
- In New England, 60% of people over 65 report disabilities

New England lays claim to the *largest percentage* of Baby Boomers in the country.



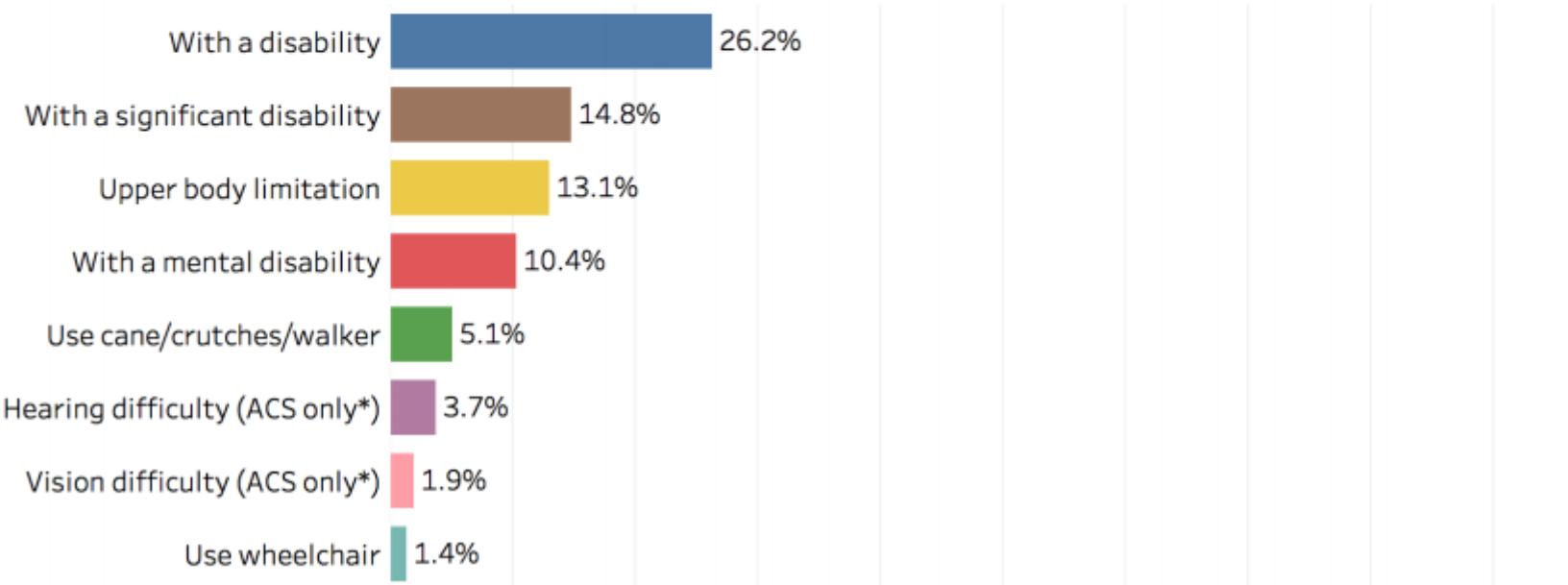
# Most common reasons for functional limitation of adults in the U.S.

- Arthritis
- Back problems
- Heart disease
- Respiratory disease



# Connecticut

## Percentage of Adults 18+ with Disabilities in Connecticut



# Snapshot of Disability



# Three broad categories of functional limitation:

## Physical

Mobility  
Dexterity  
Strength  
Stamina

## Sensory

Sight  
Hearing  
Speech  
Touch

## Brain-based

Learning  
Developmental  
Mental health  
Cognitive

# People with Mobility Disabilities



# People with Mobility Disabilities



# People with Mobility Disabilities



# People with Mobility Disabilities



# People with Dexterity Disabilities



# People with Low Vision



# People Who Are Blind



# People Who Are Hard of Hearing



# People Who Are Deaf



# People with Intellectual Disabilities



# People with disabilities that may or may not be apparent

Alcoholism

Autism

Epilepsy

Psychiatric illness

Tourette syndrome

Traumatic brain injury



# People with disabilities that may or may not be apparent

ADHD

Diabetes

Cancer

Heart disease

HIV

Learning disabilities

Multiple chemical sensitivity



# Terminology...always evolving

**“Disability”**

is in

**“Handicap”**

is out

# Terminology...always evolving

## No-no's

- Handicapped
- Victim
- Crippled
- Wheelchair-bound
- Confined to a wheelchair
- Mentally retarded
- Epileptic, spas
- Midget
- Deaf and dumb
- The disabled



# Terminology...always evolving

Yes!

- People with disabilities
- She uses a wheelchair
- She is in a wheelchair
- He is blind
- She is hard of hearing
- He has an intellectual (or cognitive) disability
- He is deaf (Deaf)

# People First Language

Ms. G has epilepsy (Not: She's an epileptic)

Mr. C has diabetes (Not: He's a diabetic)

Ms. F has a disability (Not: She's handicapped)

# The Americans with Disabilities Act



1990 ADA signing



2008 ADA Amendments Act signing

# What is the ADA?

The ADA is a civil rights law that prohibits, discrimination based on disability.

It covers employment, transportation, facility access, state and local government services, business and non-profit organizations' goods and services.

It does not cover private housing or the federal government.

# Structure of ADA

Title I – Employment

Title II – State and local governments

Title III – Places of public accommodation

Title IV – Telecommunications

Title V – Miscellaneous

# ADA Employment

Applies to private employers with 15 or more employees and all state and local government employers

All aspects of employment: job application, job training

... and other terms or condition and privileges of employment.

# Employment

BUT state fair employment law also applies

- Connecticut – Applies to employers with 3 or more employees

# The Intent

The ADA enables people with disabilities to compete in the workplace

Qualified: an employee with a disability who meets the requirements (education & experience) for the position.

The expectation is that the person will perform the work. HOW the person performs it may be different from how other employees perform the job.

# ADA

## Definition of Disability

1. A physical or mental impairment that *substantially limits* one or more *major life activities*
2. A *record* of such an impairment
3. Being *regarded* as having such an impairment

# Definition of Disability

## First Part

A person who has

a physical or mental impairment that substantially limits a major life activity

# Major Life Activities

## Examples in ADA

Caring for oneself	Walking	Learning
Performing manual tasks	Standing	Reading
Seeing	Lifting	Concentrating
Hearing	Bending	Thinking
Eating	Speaking	Communicating
Sleeping	Breathing	Working

# Major Bodily Functions = Major Life Activities

---

## Examples in ADA

Immune System	Neurological
Normal cell growth	Brain
Digestive	Respiratory, Circulatory
Bowel	Endocrine
Bladder	Reproductive

# How do you measure substantially limits?

- Compare the limitation with “most people” in the general population
- Should not require extensive analysis
- Congress wants broad coverage



# Scenario + Discussion

Mr. J has cerebral palsy.

It takes him about two hours to walk a mile.

He is able to walk with no pain.

Does he have a disability under the ADA?

# Scenario + Discussion

Ms. B is diagnosed with depression.

She'll be fine for months but a few times a year she becomes severely depressed. She has difficulty sleeping and taking care of herself.

The depression usually lasts a week.

Does she have a disability under the ADA?

# Episodic and in Remission

Impairments that are episodic or that go into remission are considered disabilities if they substantially limit a major life activity *when active*

Examples: bipolar disorder, post-traumatic stress disorder, epilepsy

# **Definition of Disability**

## **Second Part**

Has a history or record of an impairment that substantially limited a major life activity

# Scenario + Discussion

Marianna has been cocaine-free for eight years.

She applies for a job that she is qualified to do.

The employer refuses to hire her because he knows about her addiction.

Is she protected under the ADA?

# Scenario + Discussion

Mr. V had cancer five years ago. He had surgery and chemotherapy. For a year he was ill, had difficulty going up and down stairs and walking more than a few yards at a time.

Mr. V has been cancer and symptom free for three years.

Is he protected under the ADA?

# Definition of Disability

## Third Part

Being *regarded as* having an impairment

What does *regarded as* mean?

# Scenario + Discussion

Isabella's manager finds out that she was hospitalized for heart palpitations and was having trouble breathing. The manager assigns her to a less stressful job with lower pay because of concerns about her health.

Is she protected under the "regarded as" part of the definition?

# Scenario + Discussion



Julie has been in recovery for 5 yrs. from addiction to OxyContin. She is in medically assisted treatment (MAT).

She works in the office at a day care center. Her boss learns about her former addiction & tells her to “get off” methadone or you’ll be fired.

Is Julie protected under the ADA?

# Mitigating Measures



- For civil rights protection, mitigating measures are not considered when deciding if an impairment substantially limits a major life activity.
- Mitigating measures: medication, prosthetics, mobility devices, hearing aids, etc.

# Association with Person with a Disability

It is unlawful to exclude or deny equal jobs or benefits to a qualified individual because of the disability of an individual with whom the qualified individual is known to have a family, business, social or other relationship or association.

# Association with Person with a Disability

Mr. X's daughter has muscular dystrophy. He applies for job in a small town where everyone knows his family.

The employer does not hire Mr. X because of concerns about insurance rates and that Mr. X will be frequently absent.

Has the employer violated the ADA?

# Exclusions to ADA Definition of Disability

- Transvestism
- Exhibitionism
- Compulsive gambling
- Pedophilia
- Pyromania
- Kleptomania
- Current illegal use of drugs

# End of ADA Overview and Definition of Disability

Next: Pre-employment issues, post-offer issues and medical information on the job.



## True or False:

A person with a disability is required to discuss his/her disability and request reasonable accommodation during the job interview.

# Pre-Offer Job Application and Interviews

## Post-Offer, Pre-employment

## During Employment

*What can and can't be asked*



# Job Applications & Interviews

Disability-related questions are prohibited:

On application forms

In job interviews

In background or reference  
checks



# Job Applications & Interviews

Questions are prohibited regarding:

- Nature or severity of disability
- Condition causing disability
- Prognosis
- Treatment

# Job Applications & Interviews

Focus on applicant's ability  
to perform the job!



# Permissible Interviewing Inquiries

Describe how to do job tasks.

Demonstrate doing job tasks.



# Permissible Interviewing Inquiries

- Employer may ask a particular applicant with a disability to describe or demonstrate how he would perform a function even if other applicants aren't asked to do so
- If employer could reasonably believe that person will not be able to perform a job function or will have difficulty performing job function because of a known disability

# Permissible Interviewing Inquiries

- An employer may ask about reasonable accommodation needs
- If employer could reasonably believe that person will need an accommodation to perform job functions

# What is Reasonable Belief?

- Applicant has an obvious disability;
- Applicant has a non-apparent disability that she has voluntarily disclosed; or
- Applicant has voluntarily disclosed that he needs reasonable accommodation to perform the job.

# Pre-Offer Ability Testing

Okay to test ability to do job functions (running, lifting, standing, seeing, etc.)

No medical exams!

# Pre-Offer Attendance Issues

Employer may:

- State attendance requirements and ask if applicant can meet them
- Ask about applicant's attendance at current or past jobs but **not** how many days applicant was ill

# After a Job Offer *but* Before Starting

An employer may:

- Require medical exams
- Ask about prior sick leave usage
- Ask about workers' comp history
- Ask about need for reasonable accommodation
- Ask about any need for assistance during an emergency

As long as this is done for all entering employees in the job category.



# Rescinding a Job Offer

If employer rescinds offer it must be:

Safety reasons

or

Person can't do essential job function

*Employer must consider whether there is a reasonable accommodation that will address the issue before rescinding the offer.*

# Medical Information on the Job

Typically an employer can't ask employees for medical information once employees start work unless employer has a reasonable belief, based on objective evidence, that:

- an employee's ability to perform essential job functions is or will be impaired by a medical condition; or
- an employee is posing or will pose a direct threat to health and safety of others.

# Direct Threat

To determine if person is or would be a direct threat:

- individualized assessment of the employee and his/her position based on objective evidence and relying on the most current medical knowledge

# Medical Information on the Job

Because **COVID-19** poses a direct threat to the health and safety of others, an employer may:

- take the temperature of all employees
- ask all employees who will be entering the workplace if they have COVID-19 or symptoms associated with COVID-19
- have employees take a COVID-19 test

# Medical Information on the Job

Guidance from public health authorities is likely to change as the COVID-19 pandemic evolves.

Employers should follow the most current information from the Centers for Disease Control, OSHA and state/local public health agencies on maintaining workplace safety.

# End of pre-employment issues, post-offer issues and medical information on the job.

Any Questions??

Next: Disclosure and Reasonable Accommodation



# To Disclose or Not to Disclose



# Things to Think About When Deciding Whether or Not to Disclose

1. Does the person have an apparent or non-apparent disability?
2. Will the disability affect their ability to do the job?
3. Does the person need a reasonable accommodation to do the job?
4. Can disclose at any time
5. Disclose before issues arise



A photograph showing a woman with short dark hair, wearing a black blazer over a patterned top, sitting at a dark wooden desk. She is facing a person with curly hair, seen from behind, who is seated in a wheelchair. The woman is holding a pen over a piece of paper. On the desk, there is a clear vase containing yellow and pink flowers. In the background, there is a bookshelf and a wooden pillar.

# Reasonable Accommodation

# Making the Request

- Usually the person with the disability makes the request for reasonable accommodation
- The employee and employer work together to identify an appropriate accommodation - this is the “informal interactive process”
- The accommodation must be effective, not necessarily the one the person requested

# How to Request a Reasonable Accommodation

- May use plain language
- Do not have to use the terms ADA, disability or reasonable accommodation

# Recognizing a Request

1. “I need six weeks off to get treatment for a back problem.”
2. “I'm having trouble getting to work at my scheduled starting time because of medical treatments I'm undergoing.”

# Key Term

## Reasonable Accommodation

- a change in the way any aspect of the employment process usually happens

### Changes/modification to:

- hiring
- work environment
- company policies
- benefits of employment

# Scenario + Discussion

## Hiring Process

George is an accountant who is deaf. He applies for a job and is granted an interview. He asks the employer to provide a sign language interpreter for the interview.

Is this the employer's or George's responsibility?

# Reasonable Accommodations

## Application & Interview

Application process – online/paper application



Sign language interpreter

Moving interview to accessible location

Testing – oral, written or typed response; extra time on tests



# Reasonable Accommodations on the Job

“Modifications or adjustments to the work environment, or to the manner or circumstances under which a job is usually performed, that enable a qualified individual with a disability to perform the essential functions of that position.”



# Reasonable Accommodations On the Job

- Job restructuring
- Oral instead of written instructions
- Written instead of oral instructions
- Verbal input and output software
- Physical access
- Voice activated recorder



# Reasonable Accommodations On the Job

- Leave
- Large print materials
- A glare guard for computer monitors
- Face mask and/or plexiglass
- Equipment such as hands-free telephone headset
- Additional training time for new tasks

# Reasonable Accommodations On the Job

- Telecommuting
- Large tasks divided into multiple smaller tasks
- Breaks
- Part-time or modified work schedules
- Modified policies (unscented cleaning products, service animal in office)
- Reassignment to vacant position



# Reasonable Accommodations

## COVID-19

- Continuing to work at home
- Temporary job restructuring of marginal job duties
- Temporary transfers to a different position

On the site:

- Designating one-way aisles
- Using plexiglass, tables, or other barriers to ensure minimum distances between customers and coworkers whenever feasible per CDC guidance

# Scenario + Discussion

## Modifying Work Schedule

Mr. S is a full-time receptionist, working 9am-5pm. He has had kidney disease for ten years. The doctor informs him he will need to start dialysis. The only available times are Mondays, Wednesdays and Fridays 8-11am. Mr. S requests a change in his schedule to part time noon – 5 pm.

What are the employer's options?

# Scenario + Discussion

Maria has a history of clinical depression. She's been hospitalized in the past. She's been able to do her job but is struggling privately. Her psychiatrist wants her to come in twice a week for monitoring and medication fine-tuning. The psychiatrist is only available Tuesdays and Thursday at 2:30 pm. Maria says she'll make up the time at home on evenings and weekends if she can bring home files and the office laptop.

What issues does this raise?

Other ideas for reasonable accommodation?

# Scenario + Discussion

## Having fun

Every year an employer holds a holiday party in the same restaurant. The restaurant is not wheelchair accessible. Ms. C is a new administrative assistant who uses a wheelchair. Ms. C doesn't like to make waves so she does not request that the party be moved to a wheelchair accessible location. Two guys offer to carry Ms. C and the wheelchair into the restaurant.

Has the employer complied with the ADA?

# Leave as RA

- Reducing the chance of exposure to COVID-19 when there is a preexisting condition (asthma, heart condition)
- Avoiding temporary adverse conditions in the work environment (air-conditioning breakdown causing hot temperatures that could seriously harm an employee with multiple sclerosis)



# Leave as RA

- Training a service animal
- Receiving training in the use of braille or to learn sign language
- Surgery for cancer (or other conditions)
- Psychiatric disability issues

# Reassignment as an RA

- If employee with disability can no longer perform essential functions (be sure to consider other reasonable accommodations first)
- Look for lateral position
- If no lateral positions are vacant, look for lower position
- The employee must be qualified to do the job
- The employee does not have to be the most qualified person

*But if we allow one employee to do it then everyone will ask for it*

Make an individual assessment of

1. This person's disability
2. Need/request
3. Employer's resources/situation

At time of request

# Scenario + Discussion

An employee meets with his supervisor every Monday morning. The employee's asthma has gotten worse, so he tells the supervisor that he needs an air filter.

Can the supervisor request medical documentation of the asthma and need for the air filter?

# May Employers Request Documentation?

Yes, IF....

1. The person's disability is not obvious and/or
2. The need for the accommodation is not obvious.



# Timeframes During the Pandemic

- More employees requesting accommodations
- Receiving medical documentation and employee decision making may get back up
- Equal Employment Opportunity Commission suggests “Employers may opt to provide a requested accommodation on an interim or trial basis, with an end date, while awaiting receipt of medical documentation.”



# Scenario + Discussion

An employee with Lupus asks to work from home.

1. Is this a request for a reasonable accommodation?
2. Can the employer request documentation?

# Scenario + Discussion

Mr. M has multiple sclerosis and last month started using a cane. Mr. M tells his supervisor that walking back and forth to the printer has become difficult. He asks that his desk be moved closer to the printer.

His supervisor tells him that he must make his request in writing and that he must provide medical documentation that he has a disability, has difficulty walking and needs his desk closer to the printer.

After receiving those items his supervisor holds a staff meeting, explains Mr. M's difficulty and asks people who work close to the printer if they would switch places. No one volunteers. His supervisor tells Mr. M too bad.

1. Where did the employer mess up?
2. Any other solutions to the printer problem?

# Employers Can Claim Undue Hardship, If....

An accommodation is unduly

- Costly
- Extensive
- Disruptive



Or

- An accommodation would fundamentally alter the nature or operation of the business

# Undue Hardship??

- An employee with breast cancer is undergoing chemotherapy and is experiencing fatigue. She is struggling to keep up with her regular workload. So that she may focus her reduced energy on performing her essential functions, the employer transfers three of her tasks to another employee while she is undergoing chemotherapy.
- In transferring tasks to another employee, what should the employer consider in determining whether its an undue hardship?

# Undue Hardship??

- A computer programmer works with a team to develop software. There are tasks that the group must perform together and each person has individual assignments. The team meets at 9 a.m. every day.
- The programmer, due to her disability, requests a change so that she works from 10:00 a.m. - 6:00 p.m. rather than 9:00 a.m. - 5:00 p.m.
- In adjusting the programmer's schedule, what should the employer consider in determining whether its an undue hardship?



# Reasonable Accommodations Top 10

10. Many people are covered under the ADA
9. Can make accommodation requests in plain language
8. Employers may ask for request in writing, but can't ignore oral request
7. Employers may require documentation if disability or need for accommodation is not obvious
6. Engage in informal, interactive process

# Reasonable Accommodations Top 10

5. Employee should make request using positive language
4. Purpose of accommodation is to support employee to do the job
3. Accommodations must be effective, not necessarily what was requested
2. An employee can disclose disability at anytime
1. Keep the lines of communication open

# End of Reasonable Accommodation

Any Questions??

Next: Essential job functions, performance and conduct standards, confidentiality



# Essential Functions



Is task essential?

- Employer's judgment
- Job descriptions
- The amount of time spent performing the function
- The consequences of not performing the function
- A collective bargaining agreement
- The work experience of others in the same or similar position

# Job Descriptions

Focus on the *what* needs to be done NOT *how* it needs to be done.

“Must be able to type” vs. “must be able to keep detailed records.”

“Must be able to lift” vs. “must be able to move materials.”

# Job Descriptions

Quantifiable requirements must be applied to all employees in the position.

“Must process 100 applications per day”

Can’t have criteria that tends to screen out candidates with disabilities unless essential to the position

*Police officers must be able to run 2 miles (necessary criteria)*

# Scenario + Discussion

## Essential or Marginal job function?

One member of a custodial crew has a prosthetic leg which enables him to walk. However climbing steps is painful and difficult. Although he can perform most of his job, he cannot sweep the steps located throughout the buildings.

What information do we need to determine if sweeping the steps is an essential or marginal job function?



# Scenario + Discussion

Many job applications are required to be completed online within a specified period of time and "time out" if not completed in a specified period of time.

Are these a violation of the ADA?

# Job Performance Scenario

Ms. D is a computer programmer with muscular dystrophy. She has missed deadlines for projects, necessitating that other employees finish her work.

Ms. D has not kept abreast of changes in the database package, causing her to misinterpret problems that she should have known about. At no time has Ms. D requested a reasonable accommodation. Her supervisor places Ms. D on a performance improvement plan, but her performance does not improve. She is terminated.

Is the termination justified?

# Job Performance

An employee with a disability is not required to accept an accommodation but if the employee can not perform essential job functions without the accommodation he/she may no longer be a “qualified” employee

# Conduct Scenario

Mr. J performs his job well. Over the past few months, he is observed talking to himself, though he does not make threats or use inappropriate language. Mr. J's job does not involve customer contact or working in close proximity to coworkers, and his conversations do not affect his job performance. Some coworkers complain to the manager. The manager tells Mr. J to stop talking to himself but Mr. J explains that he does so as a result of his psychiatric disability, he does not mean to upset anyone, but he cannot control this behavior. Medical documentation supports Mr. J's explanation.

The manager transfers Mr. J to the night shift where he will work in relative isolation and have less opportunity for advancement, saying that his behavior is disruptive.

Has the employer violated the ADA?



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# Conduct Scenario

Ms. V has a hostile altercation with her supervisor and threatens them with physical harm. The employer terminates Ms. V's employment, consistent with its policy. Ms. V contacts the HR department with information that she has bi-polar disorder. She asks that the termination be put on hold and to give her a month off for treatment. This is the first time the employer learns of Ms. V's psychiatric problems. Is the employer required to rescind the termination and give her leave for treatment?

# Confidentiality

- If one of our employees tests positive for COVID-19, can we inform our other employees?

The background of the image consists of four photographs of a filing cabinet filled with medical files. The files are organized into several drawers, each containing numerous white folders with colorful, patterned labels. The labels feature various combinations of red, blue, green, yellow, and black. The top two photographs show the front view of the cabinet, while the bottom two show the side view, revealing the depth of the filing system.

# Medical Information and Confidentiality

# Confidentiality

- Covered entities (employers and unions) must keep confidential any medical information about applicants or employees
- Keep in separate, locked files apart from personnel files

# Confidentiality

- Supervisors and managers may be informed about work restrictions and necessary accommodations
- First aid and safety personnel may be informed about emergency treatment or specific evacuation procedures

# End of essential job functions, performance and conduct standards, confidentiality

Any Questions??

Next: Alcohol addiction and  
the illegal use of drugs

# The ADA makes a distinction between alcohol addiction and the illegal use of drugs



# Alcohol Addiction



**Alcohol addiction** generally is a “disability” regardless of whether it is in the present or in the past, however the addiction must substantially limit a major life activity.

# Scenario + Discussion

Michael is late several times for work. His supervisor warns him several times about his tardiness.



The next time Michael is tardy, the supervisor issues him a written warning stating that one more late arrival will result in termination.

Michael tells his supervisor that he is addicted to alcohol. His late arrivals are due to drinking the previous night, and says he needs treatment.

Does Michael have protections under the ADA?

Yes, he does have rights, but it's complicated.



The employer does not have to rescind written warning nor grant an accommodation that supports Michael's drinking, like a modified work schedule that allows him to arrive late in the morning due to the effects of drinking the previous night.

However, absent undue hardship, employer must grant the employee's request to take leave for the next month to enter a rehab program.

# Substance Use Disorder

recovery

The ADA protects a person who is no longer engaging in the current illegal use of drugs, and who can meet the requirements of the definition of disability.

# In Recovery Means:

- (1) is in recovery from substance use disorder
- (2) has ceased engaging in the illegal use of drugs
- (3) is either participating in a supervised rehabilitation program or
- (4) has been successfully rehabilitated

# What Does “Illegal Use of Drugs” Mean?



- Use of Illegal drugs such as heroin or cocaine.
- Use of controlled substances:
  - BUT person has no prescription
  - IS using more than is prescribed
  - OR has a fraudulent prescription

# What Does “Current” Mean?

Current illegal use of drugs means:

- “Illegal use occurred **recently enough to justify a reasonable belief** that a person’s drug use is a **real and ongoing problem.**”

Under the ADA, current drug use is decided on a **case-by-case basis.**

# Scenario + Discussion



What if Julie's employer found out that she recently used cocaine while in medical assisted treatment (MAT)?

**Would she have rights under the ADA?**

Prepared by the Legal Action Center with support from Partners for Recovery



**No, The ADA does not protect individuals who are “currently engaging in the illegal use of drugs.”**

What if Julie's employer found out that she recently used marijuana while in MAT?

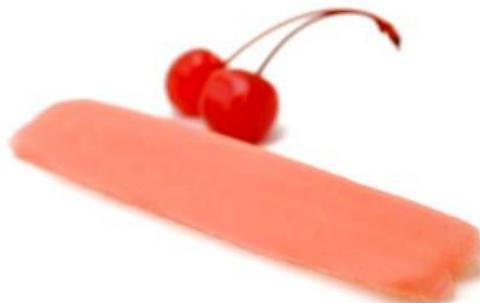
Would she have rights under the ADA?



**No.** Under federal law, marijuana is illegal even if it is used with a medical prescription.

# Marijuana

in all its forms is illegal under federal law



\* However, check state law

# Medical Marijuana and State Law

- Medical marijuana **is** legal under Connecticut law.
- Employers may need to consider reasonable accommodations for offsite use of medical marijuana under state law.

\*An employee who shows up high to work has NO protections under either federal or state law.

# Legal Use of a Prescribed Medication

Jennifer became addicted to Percocet while taking the medication in a prescribed manner and in prescribed amounts.

Is she protected under the ADA?

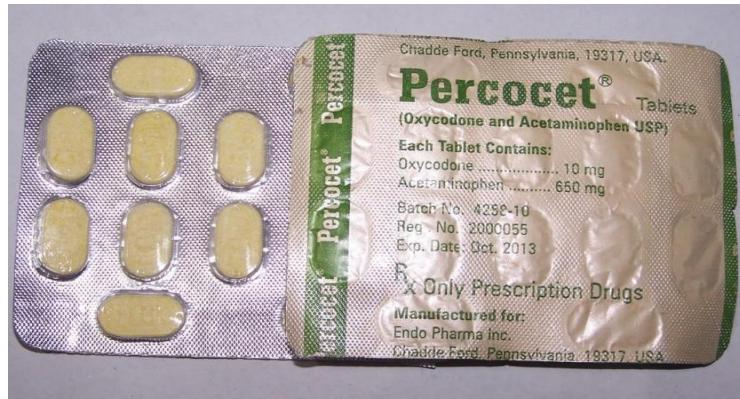
~~illegal~~



**Yes,** she is protected under the ADA because she is legally using drugs.

\*But, if she takes more than prescribed, she may not be covered.

# Jennifer Continued



She becomes addicted to Percocet and wants to take a leave of absence from her job to taper off the drug.

Does she have rights under the ADA?

Yes, she is a person with a disability and may have rights to an accommodation. She needs to discuss the possibility of an accommodation with her boss.

# ADA and COVID-19 Resources

**What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws**

*Equal Employment Opportunity Commission*

[www.eeoc.gov/coronavirus](http://www.eeoc.gov/coronavirus)

**Updated COVID-19 Technical Assistance Publication Addressing Antibody Testing**

*Equal Employment Opportunity Commission*

[www.eeoc.gov/coronavirus](http://www.eeoc.gov/coronavirus)

**Accommodation and Compliance: Coronavirus Disease 2019**

*Job Accommodation Network*

<https://askjan.org/topics/COVID-19.cfm>

# **Resources**

## **New England ADA Center**

800-949-4232 voice/tty

[www.NewEnglandADA.org](http://www.NewEnglandADA.org)

## **ADA Online Employment Course (available 24/7)**

[www.Learn.NewEnglandADA.org](http://www.Learn.NewEnglandADA.org)

## **ADA Coalition of Connecticut**

860-800-2232

[www.adacc.net](http://www.adacc.net)

## **Job Accommodation Network (JAN)**

800-526-7234 voice/tty

[www.askjan.org](http://www.askjan.org)

# Contact Us With Any Questions

Thank You!!



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## Americans with Disabilities Act

1-800-949-4232