Table of Contents

For Information and Questions about the Americans with Disabilities Act (ADA) ........................................ 2
Answers to Job Accommodation Questions ................................................................................................. 2
Key Disability-Related Documents Available from the EEOC ................................................................. 3
  ▪ Specific Disabilities in the Workplace ........................................................................................................ 3
  ▪ Reasonable Accommodations .................................................................................................................. 4
  ▪ Disability-Related Inquiries, Medical Exams and Confidentiality ....................................................... 4
  ▪ Discrimination Based on Association with an Individual with a Disability ........................................ 4
  ▪ Job Applicants ..................................................................................................................................... 5
  ▪ Small Business/Employers .................................................................................................................... 5
  ▪ Interrelationship of ADA and Other Statutes ..................................................................................... 5
  ▪ Contingent Workers .............................................................................................................................. 5
  ▪ Genetic Information ............................................................................................................................. 6
  ▪ Food Service ....................................................................................................................................... 6
  ▪ Mediation ........................................................................................................................................... 6
  ▪ Filing a Complaint ................................................................................................................................. 6
  ▪ Federal Government Employees ......................................................................................................... 6
General ADA Information from the ADA National Network .................................................................... 7
For Information and Questions about the Americans with Disabilities Act (ADA)

Southeast ADA Center
A Member of the ADA National Network
1-800-949-4232 (voice/TTY)
E-mail: adasoutheast@law.syr.edu
The Southeast ADA Center is one of 10 regional centers that provide accurate information on issues related to the Americans with Disabilities Act (ADA), disability, and technology access. Our purpose is to teach the public how to comply with the ADA. The Southeast ADA Center serves Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee.
All calls are confidential!
www.adasoutheast.org

ADA National Network
The ADA National Network provides information, guidance and training on the Americans with Disabilities Act (ADA), tailored to meet the needs of business, government and individuals at local, regional and national levels. The ADA National Network has ten Regional Centers located throughout the United States that provide local assistance to ensure that the ADA is implemented wherever possible. The Centers are funded by the National Institute on Disability and Rehabilitation Research (NIDRR) of the U.S. Department of Education.
www.adata.org

U.S. Equal Employment Opportunity Commission (EEOC)
The EEOC enforces the ADA and other federal laws that prohibit discrimination in the workplace. EEOC also provides oversight and coordination of all federal equal employment opportunity regulations, practices, and policies.
www.eeoc.gov

What You Should Know about the EEOC and Enforcement of the Americans with Disabilities Act
www.eeoc.gov/eeoc/newsroom/wysk/ada_enforcement.cfm

Answers to Job Accommodation Questions

Job Accommodation Network (JAN)
1-800-526-7234 (voice); 1-877-781-9403 (tty)
E-mail: jan@askjan.org
The Job Accommodation Network (JAN) is a free consulting service designed to increase the employability of people with disabilities. In addition to tailored worksite accommodations, JAN counsels on related issues such as interviewing and testing, policy modification, professional education and job-related travel. A service of the U.S. Department of Labor's (DOL) Office of Disability Employment Policy (ODEP), JAN also educates about self-employment and small business ownership opportunities for individuals with disabilities.
http://askjan.org/
JAN Accommodation Toolbox
Includes JAN Publications, a Searchable Online Accommodation Resource (SOAR) database, specific disability resources, JAN Newsletters and more. Information is available in English and Spanish.
www.dol.gov/odep/pubs/fact/jan.htm

Employers’ Practical Guide to Reasonable Accommodation Under the Americans with Disabilities Act (ADA)
http://askjan.org/Erguide/index.htm


General EEOC Publication List
www.eeoc.gov/eeoc/publications/index.cfm

EEOC Documents on Disability and the ADA
www.eeoc.gov/laws/types/disability.cfm

Key Disability-Related Documents Available from the EEOC

• Specific Disabilities in the Workplace

Q&A: Health Care Workers and the ADA
www.eeoc.gov/facts/health_care_workers.html

Q&A: Blindness & Vision Impairments in the Workplace & the ADA
www.eeoc.gov/eeoc/publications/qa_vision.cfm

Q&A: Deafness and Hearing Impairments in the Workplace & the ADA
www.eeoc.gov/eeoc/publications/qa_deafness.cfm

Q&A: Cancer in the Workplace & the ADA
www.eeoc.gov/laws/types/cancer.cfm

Q&A: Intellectual Disabilities in the Workplace & the ADA
www.eeoc.gov/laws/types/intellectual_disabilities.cfm

Q&A: Epilepsy in the Workplace & the ADA
www.eeoc.gov/laws/types/epilepsy.cfm

Q&A: Diabetes in the Workplace & the ADA
www.eeoc.gov/laws/types/diabetes.cfm

Q&A: The Application of Title VII and the ADA to Applicants or Employees Who Experience Domestic or Dating Violence, Sexual Assault, or Stalking
www.eeoc.gov/eeoc/publications/qa_domestic_violence.cfm

Enforcement Guidance on the ADA and Psychiatric Disabilities
www.eeoc.gov/policy/docs/psych.html
• Reasonable Accommodations

Enforcement Guidance: Reasonable Accommodation and Undue Hardship under the ADA
www.eeoc.gov/policy/docs/accommodation.html

Small Employers and Reasonable Accommodation
www.eeoc.gov/facts/accommodation.html

Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures under Executive Order 13164
www.eeoc.gov/policy/docs/implementing_accommodation.html

Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation
www.eeoc.gov/policy/docs/accommodation_procedures.html

Work At Home/Telework as a Reasonable Accommodation
www.eeoc.gov/facts/telework.html

The Mental Health Provider’s Role in a Client’s Request for a Reasonable Accommodation at Work
www.eeoc.gov/eeoc/publications/ada_mental_health_provider.cfm

Reasonable Accommodations for Attorneys with Disabilities
www.eeoc.gov/facts/accommodations-attorneys.html

EEOC’s Internal Accommodation Procedures
www.eeoc.gov/eeoc/internal/reasonable_accommodation.cfm

• Disability-Related Inquiries, Medical Exams and Confidentiality

Enforcement Guidance: Pre-employment Disability-Related Questions & Medical Examinations
www.eeoc.gov/policy/docs/preemp.html

Enforcement Guidance: Disability-Related Inquiries & Medical Examinations of Employees under the ADA
www.eeoc.gov/policy/docs/guidance-inquiries.html

Obtaining and Using Employee Medical Information as Part of Emergency Evacuation Procedures
www.eeoc.gov/facts/evacuation.html

• Discrimination Based on Association with an Individual with a Disability

Q&A: Association Provision of the ADA
www.eeoc.gov/facts/association_ada.html

EEOC Enforcement Guidance: Unlawful Disparate Treatment of Workers with Caregiving Responsibilities
www.eeoc.gov/policy/docs/caregiving.html
- **Job Applicants**
  
  **Job Applicants and the ADA**
  www.eeoc.gov/facts/jobapplicant.html
  
  **Understanding Your Employment Rights Under the ADA: A Guide for Veterans**
  www.eeoc.gov/eeoc/publications/ada_veterans.cfm
  
  **Veterans and the ADA: A Guide for Employers**
  www.eeoc.gov/eeoc/publications/ada_veterans_employers.cfm
  
  **ADA: Your Responsibilities as an Employer**
  www.eeoc.gov/facts/ada17.html
  
  **ADA: Your Employment Rights as an Individual with a Disability**
  www.eeoc.gov/facts/ada18.html

- **Small Business/Employers**
  
  **The Americans with Disabilities Act: A Primer for Small Business**
  www.eeoc.gov/eeoc/publications/adahandbook.cfm
  
  **Facts about Disability-Related Tax Provisions**
  www.eeoc.gov/facts/fs-disab.html
  
  **Applying Performance and Conduct Standards to Employees with Disabilities**
  www1.eeoc.gov/facts/performance-conduct.html
  
  **Employer Best Practices for Workers with Caregiving Responsibilities**
  www.eeoc.gov/policy/docs/caregiver-best-practices.html

- **Interrelationship of ADA and Other Statutes**
  
  **Enforcement Guidance: Workers’ Compensation & the ADA**
  www.eeoc.gov/policy/docs/workcomp.html
  
  **FMLA, ADA, and Title VII (November 1995)**
  www.eeoc.gov/policy/docs/fmlaada.html
  
  **Section 503 of the Rehabilitation Act New Rules: Fact Sheet**
  
  **EEOC Opinion on the Invitation to Self-Identify under Section 503 of the Rehabilitation Act (PDF 4 pages)**

- **Contingent Workers**
  
  **Enforcement Guidance on Application of the ADA to Contingent Workers Placed By Temporary Agencies & Other Staffing Firms**
  www.eeoc.gov/policy/docs/guidance-contingent.html
- **Genetic Information**
  
  What You Should Know: Questions and Answers about the Genetic Information Nondiscrimination Act (GINA) and Employment  
  www.eeoc.gov/eeoc/newsroom/wysk/ginga_nondiscrimination_act.cfm  
  
  Questions and Answers for Small Businesses: EEOC Final Rule on Title II of the Genetic Information Nondiscrimination Act of 2008  
  www.eeoc.gov/laws/regulations/gina_qanda_smallbus.cfm  
  
  Policy Guidance on Executive Order 13145: To Prohibit Discrimination in Federal Employment Based on Genetic Information  
  www.eeoc.gov/policy/docs/guidance-genetic.html  
  
  Questions and Answers: EEOC Policy Guidance on Executive Order 13145 Prohibiting Discrimination in Federal Employment Based on Genetic Information  
  www.eeoc.gov/policy/docs/qanda-genetic.html  
  
- **Food Service**
  
  How to Comply with the ADA: A Guide for Restaurants & Other Food Service Employers  
  www.eeoc.gov/facts/restaurant_guide.html  
  
- **Mediation**
  
  Q & A for Mediation Providers: Mediation and the ADA  
  www.eeoc.gov/eeoc/mediation/ada-mediators.cfm  
  
  Q & A for Parties to Mediation: Mediation and the ADA  
  www.eeoc.gov/eeoc/mediation/ada-parties.cfm  
  
  EEOC Policy on Alternative Dispute Resolution  
  www.eeoc.gov/policy/docs/adrstatement.html  
  
  Facts about Mediation  
  www.eeoc.gov/eeoc/mediation/facts.cfm  
  
- **Filing a Complaint**
  
  Facts about Federal Sector EEOC Complaint Processing Regulations (29 CFR Part 1614)  
  www.eeoc.gov/eeoc/publications/fs-fed.cfm  
  
  Federal EEO Complaint Processing Procedures  
  www.eeoc.gov/eeoc/publications/fedprocess.cfm  
  
  Filing a Charge of Job Discrimination  
  www.eeoc.gov/employees/charge.cfm  
  
- **Federal Government Employees**
  
  Questions and Answers: Promoting Employment of Individuals with Disabilities in the Federal Workforce  
  www.eeoc.gov/federal/qanda-employment-with-disabilities.cfm  
  
---

YOUR REGIONAL RESOURCE ON THE AMERICANS WITH DISABILITIES ACT (ADA)  
Southeast ADA Center  
1419 Mayson Street | Atlanta, GA 30324  
v/tty: 1.800.949.4232 | t: 404.541.9001 | f: 404.541.9002 | e: ADAsoutheast@law.syr.edu | w: ADAsoutheast.org  
A project of the Burton Blatt Institute at Syracuse University  
FUNDED BY THE NATIONAL INSTITUTE ON DISABILITY AND REHABILITATION RESEARCH OF THE U.S. DEPARTMENT OF EDUCATION #H133A110021