

# AMERICANS WITH DISABILITIES ACT (ADA)

The Americans With Disabilities Act of 1990 (expanded with the ADA Amendments Act of 2008) prohibits discrimination against disabled workers or job applicants. The Act emphasizes that the definition of disability should be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis. The ADA is the civil rights guarantee for persons with disabilities in the United States. It provides protection from discrimination for individuals on the basis of disability.

## Agenda

- Review relevant ADA guidelines
- Explore Definition of Disability
- Communication about People with Disabilities
- Incorporating People with Disabilities in the Workplace

## Objectives

- Understand the provisions of the ADAAA.
- Understand who is a qualified individual with a disability under the ADAAA.
- Understand Penn's policy on individuals with disabilities.
- Understand Penn's policy on evaluating disability.
- Learn how to request a reasonable accommodation.
- Review communication about people with disabilities.
- Review and discuss how people with disabilities can successfully be incorporated into the workplace.
- Review all University resources available for staff with disabilities.

This training program is designed to provide managers, administrators, and staff an opportunity to become familiar with the ADA, as it pertains to the workplace.

This program also provides information about the university's policies and procedures; information about ways to identify reasonable accommodations; communicate with people with disabilities; thoughts on how people with disabilities can be incorporated into the workplace; and information on those university offices available that provide valuable resources for those with disabilities and for those who wish to learn more about supporting those with a disability.