

WHAT'S IN THE ADA, ANYWAY?

5 Titles You Need to Know.



TITLE I: EQUAL EMPLOYMENT OPPORTUNITY

Employers must provide **reasonable accommodations** to qualified applicants or employees.

A **reasonable accommodation** is any modification or adjustment to the work environment that will enable an employee with a disability to perform essential job functions, such as:



Hiring sign language interpreters for those who are deaf



Installing text-to-speech software for individuals with visual impairments



Adjusting work schedules for employees with weekly medical appointments



Offering additional unpaid time off for treatments



Modifying the workplace to be more accessible

Accommodations must also be made to enable qualified applicants with disabilities to participate in the application process.

Employers with 15 or more employees are required to provide reasonable accommodations to qualified employees with disabilities unless doing so would pose an **undue hardship**—an accommodation that is significantly difficult, disruptive, or expensive for the employer.

An undue hardship may exist if the accommodation:

- Reduces workplace safety
- Infringes on employee rights
- Hurts employee benefits
- Lowers job efficiency in other areas of the business
- Breaks another law

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