



ADA and Employment
Hot Topics 2023





Remember ...

- **Foundation of ADA is non-discrimination, equal opportunity**
- Reasonable accommodation is limited by undue hardship
 - Significant difficulty or expense
- Employers do not have to allow direct threat
 - Significant risk of substantial harm to health or safety of the individual or others that cannot be eliminated or reduced by reasonable accommodation

2



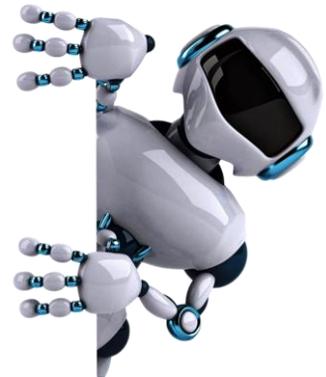
Artificial Intelligence (AI)

- AI: machine systems that make predictions, recommendations, or decisions
 - Employers may use technologies such as software, apps, and algorithms developed with the use of AI, for conducting employment-related activities and making decisions

3

AI and Employment

- Activities and decisions that may be conducted or affected by AI and related technologies
 - Examples: screening résumés or applications, virtual interviews, tests, scoring/rating, hiring, employee monitoring, performance evaluations, promotion, termination



4



Screened Out

- Individuals with disabilities may be screened out when they don't "fit the mold" set by an app, algorithm, or other technology, even when the individuals may be qualified for a job
 - **Qualified: able to perform essential job functions, with or without reasonable accommodation**
- Remember, reasonable accommodations can be requested at any time, including during the application/interview process!

5

Animals as Reasonable Accommodations



- Title I does not define “service animal”
- Requests from applicants or employees with disabilities to have an animal in the workplace may be processed like any other request for reasonable accommodation
 - Does the individual have a disability and need the animal because of disability?



6



Animals in the Workplace

- Employee is responsible for care and supervision of animal
- Animal must be well-behaved, not pose health or safety threat
- Co-workers may need to be informed about how to interact with the animal
- Other individuals in the workplace with disability-related issues triggered by the presence of an animal (e.g., severe allergies, phobias) may also need to be accommodated
 - For example: physical separation, air filters, cleaning routines

7



Leave as an Accommodation

- Granting time off *beyond* what an employee is entitled to under employers' policies or other laws (e.g., Family and Medical Leave Act); leave as an accommodation will generally be unpaid
 - Employer considers whether managing absence is reasonable or will cause undue hardship
 - Consider other forms of accommodation that may reduce need for leave
 - Adjusted or flexible schedules
 - Workplace accommodations
 - Remote work

8



New Impairment: COVID-19

- Individuals who experience “long” COVID may meet the definition of disability
- Individuals who have pre-existing impairments or disabilities may experience additional limitations as a result of COVID, for example ...
 - Individuals whose conditions have been worsened by COVID
 - Individuals who are especially susceptible to COVID
 - For example: individuals with diabetes, organ transplant recipients



Telework



10



Telework, Telecommuting, Working Remotely, Working from Home ...

- Employers may need to allow workers with disabilities to telework even if other workers are not allowed to do so
 - Does the individual ...
 - Have a disability?
 - Need to telework because of disability?
 - Can the individual perform essential job functions remotely?

11

Associates

- An individual who is “associated” with anyone with a disability is **protected from discrimination**, for example ...
 - An employer cannot refuse to hire an individual because she has a child or a spouse with a disability
 - An employer cannot fire an employee who volunteers for an organization that supports people with HIV or AIDS



- **Associates are not entitled to reasonable accommodations**

12

Certificates of Attendance: CODE

- Please email the code above to ADAtraining@transcen.org by **5 PM E.T. on July 24, 2023**
- Certificates are emailed 1 – 2 weeks after the session

13



Thank You for Joining Us!

Mid-Atlantic ADA Center

One of ten regional centers providing guidance, training, and materials on the ADA

1-800-949-4232

ADAinfo.org



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