



Cornell University  
ILR School  
Employment and Disability Institute

## Abstracts of Brochures on the ADA

Brochures available online at: [www.hrtps.org](http://www.hrtps.org)

\*\*Titles marked with an asterisk (\*) are also available in Spanish /

### Disability Nondiscrimination Regulations

**\*Definition of Disability under the ADA: A Practical Overview and Update.** Defines terms such as ADA Impairment, Major Life Activity, Substantially Limits, Mitigating Measures, and what the EEOC looks for in determining a disability.

**\*The Americans with Disabilities Act of 1990 and Injured Workers.** Discusses the relationship between ADA and injured workers, pre-employment medical examination, medical records, filing a workers compensation claim, reasonable accommodation, and filing a charge under the ADA.

**\*Leave Rights under the FMLA and the ADA: The Intersection of Two Laws Impacting Employee Leave.** An overview of ADA Leave Protection, overlapping coverage between the ADA and the FMLA, compliance, insurance coverage.

**\*Occupational Safety and Health and Disability Nondiscrimination in the Workplace: Complying with Dual Requirements.** Discusses the intersection of disability nondiscrimination laws and health and safety requirements in the workplace, what Title I of the ADA requires, what the Occupational Safety and Health Act requires, and how the ADA's reasonable accommodation requirement interacts with OSHA.

### Management and HR Practice

**\*Mediation and Title I of the ADA.** Defines mediation and discusses ADA Mediation Guidelines, how mediation differs from litigation, and confidentiality

**\*A Human Resource Perspective on Implementing the ADA.** Focuses on developing and implementing a human resource plan, to maximize organizational compliance with the ADA.

**\*Reasonable Accommodation under the ADA.** Describes the requirements for reasonable accommodation for employees with disabilities under the ADA, including the accommodation process, safety considerations, worker misconduct and accommodation requirements, and resources for further information.

**\*Diversity and the ADA.** Discusses employer considerations in addressing cultural diversity issues and the implications of the ADA such as the accommodation process and ways to heighten awareness of the ADA through diversity initiatives in business and industry.

**\*The ADA and Total Quality Management.** Discusses the concept of Total Quality Management and how it can be used to support successful implementation of the ADA and the reasonable accommodation process

**\*The Role of Disability Management Programs in ADA Compliance.** Describes Disability Management, Assuring Compliance and the primary DM functions that intersect with ADA compliance.

### Employment Process

**\*Pre-employment Screening Considerations and the ADA.** Discusses aspects of recruitment, job advertising, applications, job descriptions, interviewing, job testing, medical examinations, drug testing, physical agility tests, and safety concerns.

**\*Pre-employment Testing and the ADA.** Discusses legal and regulatory requirements, test validity models and types of testing accommodations.

**\*Health Benefit Plans and the ADA.** Discusses how the ADA applies to the terms of health benefit plans, limitations and exclusions, disability-based distinctions, and dependent coverage.

**\*The ADA and Collective Bargaining.** Discusses which personnel should receive training on the ADA, which kinds of information should be shared, and what factors to consider for accessibility of training.

**\*The ADA and Personnel Training.** Discusses the ADA, which personnel in your organization should receive training on the ADA, which types of ADA information should be shared with your personnel, and where to get further resources to conduct training on the ADA.

**\*Employee Medical Exams and Disability-Related Inquiries under the ADA: Guidance for Employers Regarding Current Employees.** An overview of the ADA provisions on medical exams and all employees, temporary employees, Leave Issues, payment for exams, and situation examples.

## Accommodations for People with Specific Disabilities

**Working Effectively with People Who Are Deaf or Hard of Hearing.** Discusses what is the impact of hearing loss at work, and accommodating the person who is deaf or hard of hearing.

**\*Working Effectively with People Who Are Blind or Visually Impaired.** Discusses accommodating the person who is blind or visually impaired, enhancing productivity on the job, and tips for on-the-job training.

**Working Effectively with Persons Who Have Cognitive Disabilities.** Discusses who is likely to need an accommodation; what considerations might be important in the job application and interview process. And job training and performance considerations.

**Working Effectively with Employees Who Have Sustained a Brain Injury.** Discusses implications of the ADA for individuals who have sustained a brain injury in the workplace accommodation process.

**Workplace Accommodations for Persons with Musculoskeletal Disorders.** Discusses the types of accommodation to be considered when returning the employee with a musculoskeletal disorder to the job, maximizing the disabled employee's potential for success.

**\*Employing and Accommodating Workers with Psychiatric Disabilities.** Discusses how psychiatric disabilities might affect an individual's functioning in the workplace, and types of accommodations for workers with psychiatric disabilities.

**\*Employing and Accommodating Individuals with Spinal Cord Injuries.** Topics include: What is a Spinal Cord Injury, Considerations in the Hiring Process, Solving Common Work Issues, Resources to Help with Accommodation and Retaining Employees.

**\*Employing and Accommodating Individuals with Histories of Alcohol and Drug Abuse.** Discusses what is "current" illegal use of a drug, what medical tests or inquiries are permitted, and what accommodations may be needed for a person with a history of drug or alcohol abuse.

**\*Employment Considerations for People Who Have Diabetes.** Discusses workplace implications of diabetes, reasonably accommodating a person who has diabetes, non-discrimination in training and promotion, etc.

**Accommodating the Allergic Employee in the Workplace.** Discusses defining the allergic employee, allergies to workplace exposure, occupational exposure limits and the sensitive worker, and accommodating the allergic employee.

**Causes of Poor Indoor Air Quality and What You Can Do about It.** Discusses what is poor indoor air quality and what are the causes and typical symptoms, and what could be reasonable accommodation under the ADA for a person who needs better air quality.

**Working Effectively with People with Learning Disabilities.** What is a Learning Disability, impact, causes, potential functional limitations, and workplace accommodations.

**Working Effectively with People with Attention Deficit Hyperactivity Disorder.** Discusses accommodations for people with attention deficit hyperactivity disorder (ADHD), and how employers can assist in the advancement of people with ADHD.

**Workplace Accommodations for Individuals with Arthritis.** Topics covered include an Overview of Arthritis; Who is considered an individual with arthritis; What types of accommodations should be considered.

**Working Effectively with Individuals Who Are HIV-Positive.** Discusses what an employer can ask about medical conditions around HIV or AIDS, what types of accommodations should be considered, and issues of direct threat.

**Working Effectively with Employees Who Have Epilepsy.** Main topics are: First Aid for Seizures; Is Epilepsy Really a Concern at the Work Place for those with an Active Condition?; Implications of the ADA for Individuals with Epilepsy; Accommodation Issues for the Individual with Epilepsy.

**\*Your Employees and Cancer –Working Together.** Discusses what cancer is and some treatments, and what could be reasonable accommodation under the ADA for an employee with cancer.

**\*Workplace Accommodations for People Living with Multiple Sclerosis -** Discusses what is multiple sclerosis (MS) and what could be reasonable accommodation under the ADA for an employee with MS.

**Assistive Technology, Accommodations, and the Americans with Disabilities Act –** This brochure provides some definitions and a starting point for finding the right technology to meet the needs of your employees.

Brochures produced by:

**Employment and Disability Institute**

Cornell University, ILR School

201 ILR Extension Building, Ithaca, New York 14853, USA

voice: 607-255-7727; fax: 607-255-2763; TTY: 607-255-2891

email: [ilr\\_edi@cornell.edu](mailto:ilr_edi@cornell.edu); website: [www.edi.cornell.edu](http://www.edi.cornell.edu)