

Americans with Disabilities Act

- The ADA of 1990 provides people with disabilities access to:
 - Employment
 - Public Accommodations
 - Public Service
 - Transportation
 - Telecommunications

The ADA is not an affirmative action bill

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- The ADA defines a person disabled if the following criteria are met:
 - A physical or mental impairment substantially limiting one or more major life activities
 - Mobility, hearing or vision impairments, AIDS, mental disorders, etc.

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- There are five provisions for the ADA:
 - Employment (Title I)
 - Public Services & Transportation (Title II)
 - Public Accommodations (Title III)
 - Telecommunications (Title IV)
 - Other Provisions (Title V)

Procedures for Requesting Accommodations

- A person must be able to perform job requirements
- A person's request for accommodation may pertain to a current position or a position for which they are applying
- The employee or applicant should make the request in writing to the Director of Human Resources

Procedures for Requesting Accommodations

- Review of the essential job functions and reasonableness of the accommodation
- Meeting with all involved parties
- Maintaining medical documentation
- Determination of reasonable accommodation
- The employee's responsibility
- The employer's responsibility

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■ Grievance Procedures

If an employee feels discriminated against because of a disability or that a reasonable accommodation was not provided, they have a right to file a grievance pursuant to the University of Louisiana at Monroe “Anti-Discrimination and Harassment Policy