

LAWS & REGULATIONS FOR DISABILITY EMPLOYMENT

AMERICANS WITH DISABILITIES ACT

- The most widely applicable federal law that prohibits employment discrimination based on disability is the Americans with Disabilities Act.
- Underrepresentation in the workforce of people with disabilities often results in employers who have not gained much working experience with the law.
- As more employers hire people with disabilities, knowledge of the sections that relate to employment is critical.
- ADA Facts
 - » Requires employers with 15 or more employees provide qualified individuals with disabilities an equal opportunity to benefit from the full range of employment-related opportunities available to others.
 - » It prohibits discrimination in recruitment, hiring, promotions, training, pay, social activities, and other privileges of employment.
 - » It restricts questions that can be asked about an applicant's disability before a job offer is made
 - » Requires employers make reasonable accommodation to the known physical or mental limitations of otherwise qualified individuals with disabilities, unless it results in undue hardship.

OTHER LAWS

- **Rehabilitation Act** Includes three sections that prohibit discrimination against individuals with disabilities by specific types of employers: federal agencies, employers/businesses contracting with federal agencies and programs receiving federal financial assistance.
- **Workforce Innovation and Opportunity Act** includes a section that prohibits discrimination against individuals with disabilities who apply for, participate in or are employees of any program or organization that receives federal financial assistance under WIOA or that provides programs/activities as part of the One-Stop system.
- **Vietnam Era Veterans' Readjustment Assistance Act** prohibits discrimination of federal contractors or subcontractors against covered veterans with disabilities in the full range of employment activities.
- **Civil Service Reform Act** covers most federal agencies, contains several rules designed to promote fairness in federal personnel actions and prohibit discrimination against applicants and employees with disabilities.

ODEP CHECKLIST

- To determine which laws impact your business, navigate to the following site:
<https://www.dol.gov/odep/pubs/fact/laws.htm>

Lifeworks

A nonprofit serving
people with disabilities



ADA HISTORY

The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else.

ABOUT LIFEWORKS

Lifeworks is a nonprofit organization founded in 1965 by parents of children with disabilities. Through Fiscal Support, Employment, and Day Services - as well as through partnerships with 400 businesses - Lifeworks provides support more than 2,700 individuals with disabilities and their families throughout the Twin Cities and greater Mankato area.