

National Guides



Littler on Disability in the Workplace

Scope of Discussion. This publication provides an overview of the Americans with Disabilities Act (ADA) and the ADA Amendments Act of 2008 (ADAAA), and the law's coverage and requirements. In addition to evaluating who is protected under the Act and what impairments may constitute a disability, the publication also addresses the ADA's requirement that employers provide reasonable accommodations to qualified individuals with a disability. Practical recommendations and guidelines for engaging in the interactive process and handling employee requests for reasonable accommodation are provided for employers.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive, and many state disability laws offer broader protections than the ADA.

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