Course Outline

Americans with Disabilities Act (ADA)

Three-credit course

Introduction to ADA

I. The Americans with Disabilities Act of 1990 (ADA)
II. The ADA Amendments Act of 2008
III. Title I
IV. Who Is Protected?
V. Employment Discrimination
VI. ADA Enforcement
VII. Employer Requirements
VIII. Nondiscrimination Provisions

Estimated time to complete: 35 minutes

Disability Defined

I. Regulatory Definition
II. Nine Rules of Construction
III. Predictable Assessments
IV. What Is an Impairment?
V. What Is Not an Impairment?
VI. Major Life Activities
VII. Substantial Limitation: Definition
VIII. Substantial Limitation: Nature and Severity
IX. Substantial Limitation: Duration
X. Substantial Limitation: Determination
XI. When Is the Major Life Activity of Working Substantially Limited?
XII. Drug Use
XIII. Alcohol Use

Estimated time to complete: 40 minutes

Qualified Individuals and Employment Activities

I. Qualified Individuals
II. Asking About Accommodation
III. Employment Questions
IV. Determining Essential Functions
V. Describing Essential Functions
VI. Differentiating Essential Functions
VII. Safety Concerns
VIII. Determining Safety Concerns
IX. After the Employee Is Hired

Estimated time to complete: 25 minutes
Medical Inquiries, Confidentiality and Wellness Programs

I. Medical Examinations
II. Acceptable Tests and Procedures
III. Acting on Health Questions
IV. Confidentiality of Medical Information and Records
V. Disclosure of Medical Information and Records
VI. Answering Workplace Inquiries
VII. Wellness Programs
VIII. EEOC Guidance
IX. Legal Boundaries

Estimated time to complete: 30 minutes

Interactive Process

I. Employer-Initiated Discussion
II. Requesting Accommodation
III. Requesting Documentation
X. An Interactive Process
XI. A Structured Process
XII. FMLA and ADA
XIII. Entitlement to Leave
XIV. Managing Leave

Estimated time to complete: 20 minutes

Reasonable Accommodation

I. Providing Reasonable Accommodations
II. Enabling Essential Functions
III. Undue Hardship
IV. Making Decisions
V. Types of Reasonable Accommodations
VI. Common Examples of Reasonable Accommodation
VII. Tax Incentives for Reasonable Accommodations

Estimated time to complete: 30 minutes