

Americans with Disabilities Act

ADA - The Americans' with Disabilities Act requires employers with 15 or more employees to provide qualified individuals with disabilities an equal opportunity to benefit from the full range of employment-related opportunities available to others. Not every impairment is a disability, however. Only those physical or mental impairments affecting a "major life activity" are considered disabilities under the ADA. Further, if an employee or job applicant has a disability, he or she may be entitled to a "reasonable accommodation" under the ADA to assist them in performing the essential functions of a job. Determining whether or not an employee's request for an accommodation is "reasonable" is a fact-specific inquiry.

The Equal Employment Opportunity Commission enforces the ADA. Additionally, an employee may institute a civil action against an employer. An aggrieved employee may recover back pay, compensatory damages, reinstatement, front pay, and punitive damages.