

Summary of ADA

The Americans with Disabilities Act (ADA) is the nation's first comprehensive civil rights law for people with disabilities. ADA prohibits discrimination by employers against qualified individuals with disabilities in all aspects of employment. ADA also requires that all services, programs and activities of state and local governments—including education, parks, recreation and public transportation—be open and accessible to people with disabilities.

A qualified individual with a disability means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires. An employer is required to make a reasonable accommodation to the known disability of a qualified applicant or employee if it would not impose an "undue hardship" on the operation of the employer's business. Undue hardship is defined as an action requiring significant difficulty or expense when considered in light of factors such as an employer's size, financial resources, and the nature and structure of its operation.