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## **American with Disabilities Act (ADA)**

The Americans with Disabilities Act (ADA) became law in 1990. The purpose of the law is to protect people with disabilities from discrimination in employment.

In 2008, Congress passed the ADA Amendment Act (ADAAA) to broaden the definition limited the protection of persons with disabilities that had been provided in the 1990 law.

The term disability means:

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major life activities such as: breathing, seeing, hearing, walking, sitting, standing, sleeping, caring for yourself, lifting, or learning.
- Having a record of an impairment
- Being regarded as having an impairment

Reasonable Accommodation is a provision protected and regulated under the Rehabilitation Act of 1973, 29 U.S.C. § 794, to ensure that employees with physical/mental disabilities are given reasonable accommodations.

The process for providing reasonable accommodations requires the cooperation of employees, their supervisors, and the ADA/504 Officer (AAO Affirmative Action Officer). The purpose of reasonable accommodations is to provide employment opportunities for persons



