

Americans with Disability Act

The **Americans with Disabilities Act (ADA)** became law in 1990. The **ADA** is a civil rights law that prohibits discrimination against individuals with **disabilities** in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. [Americans with Disabilities Act | United States Department of Labor](#)

<https://www.dol.gov/general/topic/disability/ada>

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The **Americans with Disabilities Act (ADA)** prohibits discrimination against people with **disabilities** in employment, transportation, public accommodation, communications, and governmental activities. ... In addition to the Department of Labor, four federal agencies enforce the ADA:

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Americans with Disabilities Act (ADA) The **ADA** prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications. It also applies to the United States Congress.

Employers' Responsibilities

Subtopics

Employers with 15 or more employees are prohibited from discriminating against people with disabilities by Title I of the **Americans with Disabilities Act (ADA)**. In general, the employment provisions of the ADA require:

- equal opportunity in selecting, testing, and **hiring** qualified applicants with disabilities;
- **job accommodation** for applicants and workers with disabilities when such accommodations would not impose "undue hardship;" and
- equal opportunity in promotion and benefits.

The Department of Labor's **Office of Disability Employment Policy (ODEP)** provides information on the ADA, but it does not enforce any part of the law.

Other federal laws bar discrimination on the basis of disability in employment and are either enforced or administered by the Department of Labor. The primary such law is Section 503 of the Rehabilitation Act of 1973, which requires federal contractors and subcontractors with government contracts in excess of \$10,000 to take affirmative action to employ and advance in employment qualified individuals with disabilities.

The **Office of Federal Contract Compliance Programs (OFCCP)** is responsible for enforcing Section 503.

The Department's **Civil Rights Center (CRC)** enforces the employment-related provisions of Section 504 of the Rehabilitation Act. Section 504 covers organizations and entities that receive federal financial assistance from DOL. CRC also enforces Title II of the ADA as that title applies to the labor- and workforce-related practices of state and local governments and other public entities. Finally, CRC enforces Section 188 of the Workforce Investment Act of 1998 (WIA), which bars disability-based discrimination by programs and activities that are part of the **One-Stop employment and training system** established by WIA Title I. See the [Laws & Regulations](#) subtopic for specific information on these laws.

The **Equal Employment Opportunity Commission (EEOC)** enforces ADA regulations covering employment.

Job Accommodations

Subtopics

A job accommodation is a reasonable adjustment to a job or work environment that makes it possible for an individual with a disability to perform job duties. Determining whether to provide accommodations involves considering the required job tasks, the functional limitations of the person doing the job, the level of hardship to the employer, and other issues. Accommodations may include specialized equipment, facility modifications, adjustments to work schedules or job duties, as well as a whole range of other creative solutions.

The **Job Accommodation Network (JAN)**, a service of the **Office of Disability Employment Policy (ODEP)**, provides a free consulting service on workplace accommodations.