TABLE OF CONTENTS

PREFACE i

CHAPTER 1: OVERVIEW OF THE REHABILITATION ACT, THE ADA, AND THE ADAAA 1

I. THE REHABILITATION ACT 6
A. SECTION 501—REHABILITATION ACT 6
1. Nonaffirmative Action Requirement 7
2. Affirmative Action Requirement 7
3. Other Requirements 8
4. Persons Covered 10
a. Legislative and Judicial Employees 11
5. Persons Excluded 12
a. Drug Users 12
b. Sex-Related Behavior 13
c. Other Behaviors 13
B. SECTION 505—REHABILITATION ACT—REMEDIES 13
1. Civil Rights Act of 1991 14
C. JUDICIAL INTERPRETATION OF REHABILITATION ACT 15
1. *School Board of Nassau County v. Arline* 15
II. THE AMERICANS WITH DISABILITIES ACT 21
A. CONGRESSIONAL FINDINGS AND PURPOSE 21
B. PERSONS COVERED 23
C. TITLE I—ADA 25
1. Nonaffirmative Action Requirements 25
a. Prohibited Activities 25
b. Medical Exams and Inquiries 27
2. Title I Defenses 29
a. No Reasonable Accommodation 29
b. Undue Hardship 30
c. Direct Threat 31
d. Drug Use 31
e. Other Defenses 33
D. TITLE V OF THE ADA 34
1. Retaliation 34
III. THE ADA AMENDMENTS ACT OF 2008 35
A. FINDINGS AND PURPOSES 36
B. DISABILITY 39
1. Major Life Activities 40
2. Substantially Limits 41

C. REGARDED AS DISABILITIES....43
IV. EEOC REGULATIONS....44
A. REHABILITATION ACT REGULATIONS....44
B. ADA REGULATIONS....45
C. DEFERENCE TO REGULATIONS....45
V. OTHER RESOURCES....46
A. EEOC ENFORCEMENT AND POLICY GUIDANCE....46
B. COMPLIANCE AND ASSISTANCE MANUALS....47
C. INSTRUCTIONS FOR FIELD OFFICES....47
D. FMLA INFORMATION....47
E. REASONABLE ACCOMMODATION ASSISTANCE....48
VI. HISTORY OF DISABILITY LEGISLATION....48
A. 1964 CIVIL RIGHTS ACT....48
1. Executive Order 11246....49
2. Executive Order 11478....50
B. ALCOHOL AND DRUG ABUSE ACTS....50
1. Comprehensive Alcohol Abuse Act of 1970....50
2. 1972 Drug Abuse Treatment Act....51
C. REHABILITATION ACT OF 1973....51
1. CSC Regulations....53
D. LEGISLATIVE REFORMS OF 1978....55
1. Civil Service Reform Act....55
2. Rehabilitation Act Amendments of 1978....56
E. CIVIL RIGHTS RESTORATION ACT OF 1987....57
F. AMERICANS WITH DISABILITIES ACT OF 1990....58
1. Foreign Relations Authorizations Act....58
G. CIVIL RIGHTS ACT OF 1991....59
1. Government Employees Rights Act of 1991....59
H. REHABILITATION ACT AMENDMENTS OF 1992....60
I. PRESIDENTIAL AND EXECUTIVE OFFICE ACT OF 1996....60
J. WORKFORCE INVESTMENT ACT OF 1998....61
K. REHABILITATION ACT AMENDMENTS OF 1998....61
L. GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008....61
M. ADA AMENDMENT ACT OF 2008....61
N. EXECUTIVE ORDER 13548....61
VII. ANALYZING DISABILITY DISCRIMINATION CASES....62

CHAPTER 2: IMPAIRMENTS UNDER THE ADA....65

I. TERMS OF ART....65
II. DEFINITION OF DISABILITY....67
III. IMPAIRMENTS—GENERAL....68
A. CONDITIONS THAT ARE NOT IMPAIRMENTS....68
1. Traits and Characteristics....68
2. Sexual Orientation and Gender Identity Under the ADA....70

3. Substance Abuse 70
a. Voluntary Identification 71
4. Pregnancy 72
5. Other Exclusions 72
IV. PHYSICAL IMPAIRMENTS 72
A. NATURE OF IMPAIRMENT 74
1. Duration of Impairment 78
2. Severity of Impairment 79
B. CONTAGION 79
V. MENTAL IMPAIRMENTS 80
A. DIAGNOSIS 81
B. TRAITS AND CHARACTERISTICS 82
VI. RECORD OF IMPAIRMENT 82
A. OTHERS' REACTIONS 83
B. REASONABLE ACCOMMODATION 84
C. TRAITS AND CHARACTERISTICS 84
VII. REGARDED AS IMPAIRMENTS 85

CHAPTER 3: MAJOR LIFE ACTIVITIES 87

I. MAJOR LIFE ACTIVITIES 88
A. THE HISTORY: THE REHABILITATION ACT AND THE ADA 88
B. SUPREME COURT DECISIONS SHAPING "MAJOR LIFE ACTIVITIES": *BRAGDON* AND *TOYOTA* 89
C. MAJOR LIFE ACTIVITIES UNDER THE ADAAA 94
1. Major Bodily Functions 95
2. Working 98
3. Caring for One's Self 99
4. Walking 100
5. Seeing 100
6. Life Activity Asserted 102
7. Practice Discussion: Discovery on Major Life Activities 102
D. CASE LAW ON LIFE ACTIVITIES 104
1. Lifting 104
2. Thinking and Concentration 105
3. Reproduction 106
4. Interaction With Others 107
5. Sleeping 108
6. Driving 108
7. Climbing 109
8. Pregnancy-Related Disabilities 109

CHAPTER 4: SUBSTANTIAL LIMITATIONS 111

I. HISTORY OF "SUBSTANTIALLY LIMITED" 112
A. *SUTTON V. UNITED AIR LINES* 112

B. *MURPHY V. UNITED PARCEL SERVICE, INC.* 118
C. *ALBERTSONS, INC. V. KIRKINGBURG* 119
D. COMMISSION *INSTRUCTIONS FOR FIELD OFFICES* AND CASE LAW 119
E. *TOYOTA V. WILLIAMS* AND SUBSTANTIAL LIMITATION 122
F. COMMISSION RESPONSE TO *TOYOTA* 126
II. SUBSTANTIAL LIMITATION UNDER THE ADAAA 127
A. STATUTORY RULES OF CONSTRUCTION 127
B. REGULATORY RULES OF CONSTRUCTION 129
1. Broad Coverage 129
2. Most People Comparison 130
3. Extensive Analysis Not Required 134
4. Individualized Assessment 135
5. Scientific or Medical Evidence Not Required 136
6. Mitigating Medications, Measures and Devices 137
7. Episodic Conditions; Conditions in Remission 144
a. Pre-ADAAA Commission Case Law 149
b. Reasonable Accommodation of Episodic Conditions 150
8. Limitation of Major Life Activities 152
9. Transitory or Temporary and Minor Impairments 153
a. ADAAA 154
b. Case Law 157
C. PREDICTABLE ASSESSMENTS AND *PER SE* DISABILITIES 164
D. NATURE, MANNER AND DURATION OF IMPAIRMENT 167
E. MULTIPLE IMPAIRMENTS 172
F. SUBSTANTIAL LIMITATION—WORKING 173
G. SUBSTANTIAL LIMITATION—COVID-19 175
III. RECORD OF DISABILITY 176

CHAPTER 5: REGARDED AS DISABILITIES 181

I. HISTORY OF "REGARDED AS" 182
A. THE EEOC'S VIEW PRE-*SUTTON* 182
B. THE EFFECT OF *SUTTON* 186
II. THE ADAAA AND THE REGARDED AS PROVISION 190
A. THE REGARDED AS REGULATIONS 193
B. CASE LAW 197

CHAPTER 6: QUALIFIED INDIVIDUALS 203

I. QUALIFICATIONS FOR POSITION 206
A. EDUCATION AND LICENSES 207
1. Law, Regulations, and Guidance 207
2. Case Law 208
B. EMPLOYER QUALIFICATION STANDARDS 212
1. Law, Regulations, and Guidance 212
2. Case Law 214

C. ADMINISTRATION OF TESTS 219
1. Laws, Regulations, and Guidance 219
2. Case Law 221
a. Security Clearances 222
II. POSITION IN QUESTION 222
A. REASSIGNMENT 228
III. ESSENTIAL FUNCTIONS OF THE POSITION 229
A. JOB ATTENDANCE 230
1. EEOC—Attendance Not Essential 231
a. Return to Work Requirement 234
b. Attendance and Alcoholism 236
2. Courts: Attendance Is an Essential Function 237
3. Courts: Case-By-Case Approach 240
B. FACTORS CONSIDERED 243
1. Position Descriptions 245
a. Position Description Not Dispositive 246
2. Performance Plans 249
3. Time Spent on Function 249
4. Consequences of Not Performing 251
5. Performance Ratings 251
C. DIRECT THREAT STANDARD 254
1. Law, Regulations, and Guidance 255
a. "Significant Risk" 255
2. Individualized Assessments 258
a. Increased Risk of Self Injury 258
b. Risk to Others 260
c. Reactions of Others 261
d. Inherently Dangerous Positions 267
3. Specific Conditions 270
a. Diabetes/Epilepsy/Spasms 271
b. Hearing/Vision Impairments 271
c. Mental Impairments 273

CHAPTER 7: REASONABLE ACCOMMODATION: INTERACTIVE PROCESS AND END RESULT 277

I. OBLIGATION TO ACCOMMODATE 281
A. PERSONS ELIGIBLE FOR ACCOMMODATION 285
II. REASONABLE ACCOMMODATION PROCESS 285
A. WRITTEN PROCEDURES REQUIREMENT 285
B. AGENCY KNOWLEDGE OF DISABILITY 288
1. Requests for Accommodation 290
a. Form of Request 290
b. Link to a Medical Condition 293

c. Timing of Request 296
d. Person Making Request 297
e. Individual Receiving Request 298
2. Agency Obligation in Absence of Request 299
a. Facts and Circumstances 302
b. Permissible Inquiries 305
c. Denial of Need for Accommodation 307
C. KNOWLEDGE OF DISABILITY—FEDERAL COURTS 307
D. INDIVIDUALIZED INQUIRY/INTERACTIVE PROCESS—OVERVIEW 312
1. Interactive Process 312
2. Disability-Related Inquiries or Medical Examinations 316
E. INDIVIDUALIZED INQUIRY/INTERACTIVE PROCESS—CURRENT EMPLOYEES 317
1. Nature of Inquiry 317
2. Reasonable Documentation 319
a. Refusal to Provide Documentation 320
b. Limitations on Requests 321
c. Requests for Additional Documentation 322
d. Health Care Providers 325
e. Agency's Role in Obtaining Documentation 327
f. Impermissible Requests 328
F. INDIVIDUALIZED INQUIRIES/INTERACTIVE PROCESS—APPLICANTS FOR EMPLOYMENT 330
1. Preoffer Medical Inquiries 331
a. Application Process Accommodations 332
b. Obvious Disabilities 333
c. Voluntarily Disclosed Disabilities 335
d. Permissible Preemployment Inquiries 336
2. Postoffer Medical Inquiries/Conditional Offers of Employment 340
3. Postemployment Stage 341
G. PAUSES IN THE INTERACTIVE PROCESS 341
H. FAILURE TO ENGAGE IN THE INTERACTIVE PROCESS 343
I. ESTABLISHING NEXUS 343
J. PROVIDING ACCOMMODATION 344
1. Identifying an Accommodation 345
a. Burden of Proof 346
b. Reassignment 352
III. REASONABLE ACCOMMODATION—END RESULT 356
A. ESSENTIAL FUNCTIONS 357
B. EFFECTIVENESS 358
C. STIGMATIZING ACCOMMODATIONS 360
D. PREFERENCE OF EMPLOYEE 360
E. RECOMMENDATIONS OF MEDICAL PROVIDERS 361
F. TIMELINESS OF ACCOMMODATION 362

1. Written Procedures 365
2. Interim Accommodations 367
3. Ongoing Duty to Accommodate 369
4. Agency-Initiated Modifications to an Existing Accommodation 370
5. Impact on Damages 371
G. REJECTION OF ACCOMMODATION 371

CHAPTER 8: TYPES OF REASONABLE ACCOMMODATION 373

I. ACCOMMODATIONS FOR APPLICANTS 373
A. JOB INTERVIEWS 374
II. JOB PERFORMANCE ACCOMMODATIONS 375
A. JOB RESTRUCTURING 375
B. ASSISTIVE DEVICES 378
1. Personal Benefit 379
C. SERVICE ANIMALS 380
D. CHANGES IN POLICY OR PROCEDURES 383
1. Collective Bargaining Agreements 384
2. Supervisory Changes 387
3. Supervisory Methods 388
4. Working Remotely—Telework 389
5. Telework and Taking Leave 394
6. Duties That Can Only Be Performed in the Office 395
7. Poor Performance 396
8. Minimum Time in the Job 397
9. Changes in Medical Condition 398
E. LIMITED AND LIGHT-DUTY POSITIONS 399
1. Job Restructuring 399
2. Temporary Limited/Light Duty Positions 400
3. Reassignment 400
F. INTERPRETERS, READERS, AND ASSISTANTS 401
G. REASSIGNMENT 405
1. Commission Guidance 405
2. General Rules 407
3. Vacant, Funded Position 409
4. Applicants, Probationers, Temporary Employees 410
5. Geographic Scope 411
6. Lower Graded Positions/Promotions 412
7. Transfer for Medical Treatment 413
8. Ability to Perform Essential Functions of the Job vs. Performance Issues 415
III. HOURS AND LEAVE 416
A. MODIFICATION TO WORK HOURS 417
1. Part-Time Work 418
2. Family and Medical Leave Act 418

B. LEAVE 419
1. Holding Position Open 423
2. Family and Medical Leave Act 424
C. LEAVE POLICIES 426
IV. BENEFITS AND PRIVILEGES 427
A. SMELL/NOISE-FREE WORK SPACE 428
B. SANITARY WORKING CONDITIONS 429
C. COVID-19 CONSIDERATIONS 430
1. EEOC'S Technical Assistance on Reasonable Accommodations ... 430

CHAPTER 9: UNDUE HARDSHIP 431

I. AGENCY BURDEN OF PROOF 433
A. BURDEN OF PERSUASION VS. PRODUCTION 433
B. PLEADING REQUIREMENT 435
C. REASONABLENESS VS. UNDUE HARDSHIP 436
1. Cost–Benefit Analysis 439
II. UNDUE HARDSHIP FACTORS 442
A. COST OF ACCOMMODATION 443
1. Outside Funding 445
2. Cost vs. Benefit to Agency 446
B. IMPACT ON OTHER EMPLOYEES 448
1. Ability to Perform Job 448
2. Morale 450
C. PAST USE OF ACCOMMODATION 451
D. LAST MINUTE REQUESTS 452
III. UNDUE HARDSHIP IN SPECIFIC ACCOMMODATIONS 452
A. REASSIGNMENT 452
1. Collective Bargaining Agreements 452
2. Light Duty 463
3. Part-Time Work 466
B. LEAVE 466
C. JOB RESTRUCTURING 469
1. Work at Home 470

CHAPTER 10: FORMS OF PROHIBITED DISCRIMINATION 473

I. PROHIBITED ACTIONS 473
II. THEORIES OF DISCRIMINATION 474
III. PROTECTED STATUS UNDER THE ADAAA 475
IV. INTENTIONAL DISCRIMINATION OR DISPARATE TREATMENT 482
A. METHODS OF PROOF 483
1. Direct Evidence 484
a. Commission Cases on Direct Evidence 486
2. Circumstantial Evidence 487
a. Prong 1: Complainant's Burden—*Prima Facie* Case 489

b. Comparative Employees 490
c. Prong 2: Agency's Burden—Legitimate Nondiscriminatory Reason 492
d. Pretext 493
3. Conduct and Performance Standards 494
a. Performance 495
b. Misconduct 498
V. HOSTILE ENVIRONMENT HARASSMENT 502
A. BURDENS OF PROOF 503
1. Complainant's Burden 503
a. Severity of Conduct 504
2. Agency's Burden 505
B. LIABILITY FOR HARASSMENT 506
1. Conduct by Supervisors 507
2. Conduct by Coworkers 507
VI. DISPARATE OR ADVERSE IMPACT 507
A. *PRIMA FACIE* CASE 509
B. AGENCY'S BURDEN OF PROOF 511
C. SAFETY REQUIREMENTS 512
VII. REPRISAL 512
A. ACTIVITY PROTECTED 513
1. Participation Clause 513
2. Opposition Clause 514
B. METHODS OF PROOF 514
C. ADVERSE ACTION REQUIREMENT 515
VIII. ASSOCIATION WITH DISABLED INDIVIDUALS 515
IX. PROHIBITED MEDICAL EXAMS AND INQUIRIES 519
A. ENTRANCE EXAMINATIONS 519
B. CURRENT EMPLOYEES 521
1. Fitness-For-Duty Examinations 522
a. Objective Evidence 524
2. Drug Tests 526
X. INSURANCE CLAIMS 526
XI. DRUG AND ALCOHOL ABUSE 530
A. ALCOHOLISM 531
1. Required Analysis 531
2. Discipline 532
a. Causal Connection 533
3. Alcoholism and Drug Abuse 534
4. Harassment 534

CHAPTER 11: TIMELINESS AND REMEDIES 535

I. TIMELINESS OF COUNSELOR CONTACT 535
II. REMEDIES 539

A. EEOC REMEDIAL ORDERS 539
1. Back Pay—Duty to Mitigate; Ready, Willing and Able 541
B. DISABILITY RETIREMENT CASES 541
C. WORKERS' COMPENSATION 545
D. COMPENSATORY DAMAGES AND THE GOOD FAITH REASONABLE ACCOMMODATION DEFENSE 547

CHAPTER 12: GENETIC INFORMATION NONDISCRIMINATION ACT 555

I. GINA-SPECIFIC DEFINITIONS 557
A. GENETIC INFORMATION GENERALLY 557
B. GENETIC TESTS 558
C. GENETIC MONITORING 560
D. GENETIC SERVICES 560
E. MANIFESTED DISEASE OR DISORDER 561
F. EMPLOYEES AND AGENCIES COVERED 563
G. FAMILY MEMBERS 564
H. FAMILY MEDICAL HISTORY 566
II. PROHIBITED EMPLOYMENT PRACTICES 568
A. EMPLOYMENT ACTIONS AND TERMS OF EMPLOYMENT 569
B. SEGREGATING AND CLASSIFYING EMPLOYEES 570
C. RETALIATION FOR PROTECTED ACTIVITY 571
D. ACQUISITION OF GENETIC INFORMATION 572
E. CONFIDENTIALITY OF COLLECTED INFORMATION 584
III. REMEDIES 587

TABLE OF CASES 589

REFERENCE MATERIALS

(DOWNLOAD AT WWW.DEWEYPUB.COM/REFFSDD)

REFERENCE MATERIALS: TABLE OF CONTENTS ..... Ref-i

Statutes and Regulations

REFERENCE MATERIALS A: THE REHABILITATION ACT OF 1973: SECTIONS 501 AND 505 ..... Ref-1

REFERENCE MATERIALS B: THE AMERICANS WITH DISABILITIES ACT OF 1990 (ADA), TITLES I AND V Ref-7

REFERENCE MATERIALS C: TITLE 29—LABOR COMMISSION, 29 CFR 1614.203 ..... Ref-27

REFERENCE MATERIALS D: POST-ADAAA REGULATIONS TO IMPLEMENT THE EQUAL EMPLOYMENT PROVISIONS OF THE AMERICANS WITH DISABILITIES ACT, 29 CFR 1630 ..... Ref-37

REFERENCE MATERIALS E: PRE-ADAAA REGULATIONS TO IMPLEMENT THE EQUAL EMPLOYMENT PROVISIONS OF THE AMERICANS WITH DISABILITIES ACT, 29 CFR 1630 ..... Ref-111

REFERENCE MATERIALS F: ADA AMENDMENTS ACT OF 2008 PL 110-325 (S 3406) SEPTEMBER 25, 2008 .. Ref-153

REFERENCE MATERIALS G: FEDERAL REGISTER: REGULATIONS TO IMPLEMENT THE EQUAL EMPLOYMENT PROVISIONS OF THE AMERICANS WITH DISABILITIES ACT, AS AMENDED Ref-159

REFERENCE MATERIALS H: GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008..... Ref-199

REFERENCE MATERIALS I: REGULATIONS TO IMPLEMENT THE GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008— 29 CFR 1635 ..... Ref-215

Enforcement Guidance

REFERENCE MATERIALS J: ENFORCEMENT GUIDANCE: THE AMERICANS WITH DISABILITIES ACT AND PSYCHIATRIC DISABILITIES..... Ref-231

REFERENCE MATERIALS K: ENFORCEMENT GUIDANCE: DISABILITY-RELATED INQUIRIES AND MEDICAL EXAMINATIONS OF EMPLOYEES UNDER THE ADA Ref-253

REFERENCE MATERIALS L: ENFORCEMENT GUIDANCE: PREEMPLOYMENT DISABILITY-RELATED QUESTIONS AND MEDICAL EXAMINATIONS Ref-275

REFERENCE MATERIALS M: ENFORCEMENT GUIDANCE: REASONABLE ACCOMMODATION AND UNDUE HARDSHIP UNDER THE AMERICANS WITH DISABILITIES ACT Ref-289

REFERENCE MATERIALS N: ENFORCEMENT GUIDANCE: WORKERS' COMPENSATION AND THE ADA Ref-333

Policy Guidance

REFERENCE MATERIALS O: POLICY GUIDANCE ON EXECUTIVE ORDER 13164 ESTABLISHING PROCEDURES TO FACILITATE THE PROVISION OF REASONABLE ACCOMMODATION.....REF-349

Fact Sheets & Q&As

REFERENCE MATERIALS P: FACT SHEET/Q&A: APPLYING PERFORMANCE AND CONDUCT STANDARDS TO EMPLOYEES WITH DISABILITIES.....REF-367

REFERENCE MATERIALS Q: FACT SHEET/Q&A: CANCER IN THE WORKPLACE AND THE AMERICANS WITH DISABILITIES ACT (ADA).....REF-401

REFERENCE MATERIALS R: FACT SHEET/Q&A: DIABETES IN THE WORKPLACE AND THE AMERICANS WITH DISABILITIES ACT (ADA).....REF-413

REFERENCE MATERIALS S: FACT SHEET/Q&A: EPILEPSY IN THE WORKPLACE AND THE ADA.....REF-427

REFERENCE MATERIALS T: FACT SHEET/Q&A: THE FAMILY AND MEDICAL LEAVE ACT, THE AMERICANS WITH DISABILITIES ACT, AND TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.....REF-441

REFERENCE MATERIALS U: FACT SHEET/Q&A: HEARING DISABILITIES IN THE WORKPLACE AND THE AMERICANS WITH DISABILITIES ACT.....REF-451

REFERENCE MATERIALS V: FACT SHEET/Q&A: JOB APPLICANTS AND THE ADA.....REF-469

REFERENCE MATERIALS W: FACT SHEET/Q&A: OBTAINING AND USING EMPLOYEE MEDICAL INFORMATION AS PART OF EMERGENCY EVACUATION PROCEDURES.....REF-479

REFERENCE MATERIALS X: FACT SHEET/Q&A: PERSONS WITH INTELLECTUAL DISABILITIES IN THE WORKPLACE AND THE ADA.....REF-481

REFERENCE MATERIALS Y: FACT SHEET/Q&A: VISUAL DISABILITIES IN THE WORKPLACE AND THE AMERICANS WITH DISABILITIES ACT.....REF-495

REFERENCE MATERIALS Z: FACT SHEET/Q&A: WORK AT HOME/ TELEWORK AS A REASONABLE ACCOMMODATION.....Ref-519

REFERENCE MATERIALS AA: Q&A: ASSOCIATION PROVISION OF THE AMERICANS WITH DISABILITIES ACT Ref-523

REFERENCE MATERIALS BB: Q & A: ENFORCEMENT GUIDANCE ON DISABILITY-RELATED INQUIRIES AND MEDICAL EXAMINATIONS UNDER THE AMERICANS WITH DISABILITIES ACT Ref-529

REFERENCE MATERIALS CC: Q & A: POLICY GUIDANCE ON EXECUTIVE ORDER 13164: ESTABLISHING PROCEDURES TO FACILITATE THE PROVISION OF REASONABLE ACCOMMODATION.....Ref-535

Miscellaneous

REFERENCE MATERIALS DD: PRACTICAL ADVICE FOR DRAFTING AND IMPLEMENTING REASONABLE ACCOMMODATION PROCEDURES UNDER EXECUTIVE ORDER 13164 .....Ref-539

REFERENCE MATERIALS EE: SUMMARY OF KEY PROVISIONS: EEOC'S NOTICE OF PROPOSED RULEMAKING (NPRM) TO IMPLEMENT THE ADA AMENDMENTS ACT OF 2008 (ADAAA).....Ref-571