

Fact Sheet

Americans with Disabilities Act

Parkinson's Disease & Movement Disorders Center

The ADA is a civil rights law that prohibits discrimination against otherwise qualified persons with disabilities.

The ADA requires an employer with 15 or more employees to provide reasonable accommodation for individuals with disabilities, unless it would cause undue hardship. A *reasonable accommodation* is any change in the work environment or in the way a job is performed that enables a person with a disability to enjoy equal employment opportunities.

There are three categories of "*reasonable accommodations*":

- Changes to a job application process
- Changes to the work environment or to the way a job can be done
- Changes that enable an employee with a disability to enjoy equal benefits and privileges of employment (such as access to training).

Modifications to the job or work environment that will remove barriers and enable the person to perform the job

- making facilities accessible & useable
- job restructuring
- acquiring or modifying equipment
 - An employer is not required to make modifications that would impose "undue hardship"

How To Request An Accommodation: Let your employer know that you need an adjustment or change at work for a reason related to a medical condition. You can use "plain English" and requests do not need to be in writing, though an employer may choose to write a memorandum or letter confirming the request.

- Employer's Response:
 - Your employer may ask you for reasonable documentation about your disability and functional limitations
 - To help employers and individuals See the www.eeoc.gov
 - Your employer may choose among different reasonable accommodations as long as the chosen accommodation is effective and removes the workplace barrier at issue.
 - An employer should respond promptly to a request for reasonable accommodation.

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