



**Key Disability-Related Documents Available from the
U.S. Equal Employment Opportunity Commission
on www.eeoc.gov**

ADA and Particular Impairments

Q&A: Deafness and Hearing Impairments in the Workplace & the ADA (7/26/06)
<http://www.eeoc.gov/facts/deafness.html>

Q&A: Blindness & Vision Impairments in the Workplace & the ADA (10/25/05)
<http://www.eeoc.gov/facts/blindness.html>

Q&A: Cancer in the Workplace & the ADA (7/26/05)
<http://www.eeoc.gov/facts/cancer.html>

Q&A: Intellectual Disabilities in the Workplace & the ADA (10/20/04)
http://www.eeoc.gov/facts/intellectual_disabilities.html

Q&A: Epilepsy in the Workplace & the ADA (7/28/04)
<http://www.eeoc.gov/facts/epilepsy.html>

Q&A: Diabetes in the Workplace & the ADA (10/29/03)
<http://www.eeoc.gov/facts/diabetes.html>

Enforcement Guidance on the ADA and Psychiatric Disabilities (3/25/97)
<http://www.eeoc.gov/policy/docs/psych.html>

Analyzing “Qualified” and “Individual with a Disability”

Instructions for EEOC Field Offices: Analyzing ADA Charges After Supreme Court Decisions Addressing “Disability” and “Qualified” (7/26/99)
<http://www.eeoc.gov/policy/docs/field-ada.html>

Enforcement Guidance on the Effect of Representations Made in Applications for Benefits on the Determination of Whether a Person is a “Qualified Individual with a Disability” Under the ADA (2/12/97)
<http://www.eeoc.gov/policy/docs/qidreps.html>

Compliance Manual Section 902: Definition of the Term Disability (3/14/95)
<http://www.eeoc.gov/policy/docs/902cm.html>

Reasonable Accommodation

Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the ADA (as revised, 10/17/02)

<http://www.eeoc.gov/policy/docs/accommodation.html>

Work At Home/Telework as a Reasonable Accommodation (2/3/03)

<http://www.eeoc.gov/facts/telework.html>

Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164 (7/19/05)

http://www.eeoc.gov/federal/implementing_accommodation.html

Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (7/26/00)

http://www.eeoc.gov/policy/docs/accommodation_procedures.html

Performance and Conduct

The ADA: Applying Performance and Conduct Standards to Employees with Disabilities (9/3/08)

<http://www.eeoc.gov/facts/performance-conduct.html>

Disability-Related Inquiries, Medical Exams, and Confidentiality

Enforcement Guidance: Disability-Related Inquiries & Medical Examinations of Employees Under the ADA (7/27/00)

<http://www.eeoc.gov/policy/docs/guidance-inquiries.html>

Enforcement Guidance: Preemployment Disability-Related Questions & Medical Examinations (10/10/95)

<http://www.eeoc.gov/policy/docs/preemp.html>

Obtaining and Using Employee Medical Information as Part of Emergency Evacuation Procedures (10/31/01)

<http://www.eeoc.gov/facts/evacuation.html>

ADA and Particular Types of Work

How to Comply with the ADA: A Guide for Restaurants & Other Food Service Employers (10/28/04)

http://www.eeoc.gov/facts/restaurant_guide.html

Reasonable Accommodations for Attorneys with Disabilities (5/23/06)
<http://www.eeoc.gov/facts/accommodations-attorneys.html>

Q & A: Health Care Workers and the ADA (2/26/07)
http://www.eeoc.gov/facts/health_care_workers.html

Discrimination Based on Association with an Individual with a Disability

Q&A: Association Provision of the ADA (10/17/05)
http://www.eeoc.gov/facts/association_ada.html

Job Applicants

Job Applicants and the ADA (10/7/03)
<http://www.eeoc.gov/facts/jobapplicant.html>

Small Business

The ADA: A Primer for Small Business (8/15/02)
<http://www.eeoc.gov/ada/adahandbook.html>

Contingent Workers

Enforcement Guidance on Application of the ADA to Contingent Workers Placed By Temporary Agencies & Other Staffing Firms (12/22/00)
<http://www.eeoc.gov/policy/docs/guidance-contingent.html>

Interrelationship of ADA and Other Statutes

Enforcement Guidance: Workers' Compensation & the ADA (9/3/96)
<http://www.eeoc.gov/policy/docs/workcomp.html>

FMLA, ADA, and Title VII (November 1995)
<http://www.eeoc.gov/policy/docs/fmlaada.html>

Genetic Information

Policy Guidance on Exec. Order 13145: To Prohibit Discrimination in Federal Employment Based on Genetic Information (7/26/00)
<http://www.eeoc.gov/policy/docs/guidance-genetic.html>

Health Insurance

Interim Enforcement Guidance on the Application of the ADA to Disability-Based Distinctions in Employer Provided Health Insurance (6/8/93)

<http://www.eeoc.gov/policy/docs/health.html>

Veterans

Veterans with Service-Connected Disabilities and the ADA: A Guide for Employers (2/29/08)

<http://www.eeoc.gov/facts/veterans-disabilities-employers.html>

Veterans with Service-Connected Disabilities in the Workplace and the ADA (2/29/08)

<http://www.eeoc.gov/facts/veterans-disabilities.html>

Mediation

Q & A for Mediation Providers: Mediation and the ADA (5/10/05)

http://www.eeoc.gov/mediate/ada/ada_mediators.html

Q & A for Parties to Mediation: Mediation and the ADA (5/10/05)

http://www.eeoc.gov/mediate/ada/ada_parties.html

State Government - Best Practices

Final Report on Best Practices for the Employment of People with Disabilities in State Government (10/31/05)

http://www.eeoc.gov/initiatives/nfi/final_states_best_practices_report.html

Interim Report on Best Practices for the Employment of People with Disabilities in State Government (10/29/04)

http://www.eeoc.gov/initiatives/nfi/int_states_best_practices_report.html

Federal Sector

Q & A: Promoting Employment of People with Disabilities in the Federal Workforce (8/26/08)

<http://www.eeoc.gov/federal/qanda-employment-with-disabilities.html>

Other Resources

The Job Accommodation Network (JAN)

www.jan.wvu.edu

JAN is a government-funded organization to help employers and individuals with disabilities identify possible types of accommodations. Individuals can talk to counselors who specialize in accommodations for specific disabilities. It's the best place to start searching for appropriate accommodation options.

9/08