

Requires covered employers to provide reasonable accommodations

The A-Z of the ADA

ADAAA

January 1

2009

ADA Amendments Act expands the definition of "disability" under the ADA

ADA

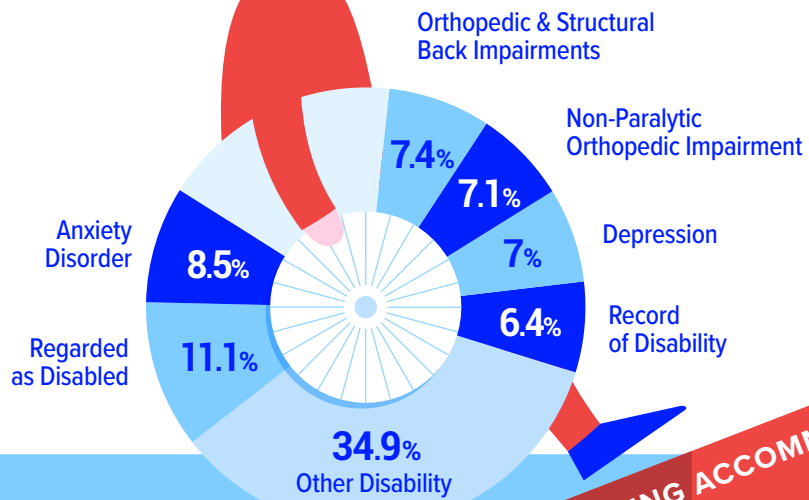
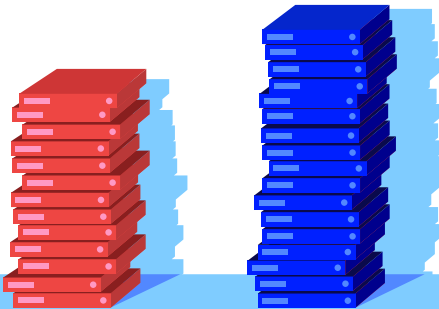
- Introduced in 1990
- Prohibits discrimination against individuals with disabilities

WORKING POPULATION WITH A DISABILITY



2018 ADA CHARGES

\$136.5 M
In monetary benefits



COST OF PROVIDING ACCOMMODATIONS

41%

59%

MOST COMMON TYPES OF ACCOMMODATIONS



Leave



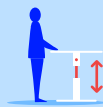
Modified Schedule



Modified Duty



Job Reassignment



Workplace or Workstation Modifications



Policy Changes



Adaptive Equipment or Services

\$500 Median one-time cost

\$0