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Disability Discrimination in Employment, Title I of the Americans with Disabilities Act

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Research Guides

Disability Discrimination in Employment, Title I of the Americans with Disabilities Act

Guide Information

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Introduction

Topic Overview

History of the ADA

Title I of the Americans with Disabilities Amendments Act prohibits discrimination against a qualified individual on the basis of disability. A qualified individual is defined as an individual who meets the "requisite skill, experience, education, and other job related functions," and can perform the essential functions of the position with or without a reasonable accommodation. (ADA Title I EEOC Regulations, 1630.2 (m)). Specific definitions of these terms can be found under "EEOC regulations."

Congress initially enacted the Americans with Disabilities Act in 1990, to address the issue of discrimination against individuals with disabilities in three main areas: 1. Employment (Title I), 2. Education (Title II) 3. Public Accommodations (Title III). In passing the ADA, and subsequent ADAA, Congress intended to address a history of discrimination against a very diverse and often unidentifiable population, who are often subject to segregation, denial of services and benefits, victimization, and a general attitude of indifference and thoughtlessness. The purpose of the legislation was to remove barriers to integration and improve access to services and resources by providing a "clear and comprehensive national mandate for the elimination of discrimination... and clear, strong, consistent, enforceable standards addressing discrimination." (Section 12101 (b)(1) of ADAA) The ADA enjoyed broad bipartisan support and was the first legislation of its kind on a federal level.

Definition of Disability

The ADA defines "disability" with respect to an individual falling within one or more of the following categories:

1. Physical or mental impairment that substantially limits one or more major life activities. (Otherwise known as the "***actual disability***" prong)

2. A ***record of*** such an impairment; or

3. Being ***regarded as*** having such an impairment.

(Sec. 12102 (1) (a-c)

ADAA

Between 1990 and 2008, the Supreme Court issued a series of landmark decisions interpreting the ADA in a variety of contexts, which severely restricted coverage under the ADA. (Sutton, Murphy, Albertson, Toyota). The Supreme Court interpreted the ADA to require a "demanding standard," and limitations stemming from a disabling condition were only taken into consideration after evaluating the effect of mitigating measures, such as medication or assisting technology.

In 2008, Congress passed the Americans with Disabilities Amendments Act (ADAA), in reaction to the aforementioned Supreme Court decisions and additional interpretations of regulatory agencies such as the Equal Opportunity Employment Commission and Department of Justice, that also limited coverage to individuals with "significant restrictions." The main purposes of the ADAA are: 1. to provide a mandate of broad coverage 2. reject holdings from *Sutton v. United Air Lines, Inc.* 527 U.S. 471 (1999) and its progeny that required determination of whether an impairment substantially limits a major life activity to be made with reference to mitigating measures, 3. reject a demanding standard that focused on limitation in relation to activities that are of central importance to most people's daily lives. 4. require regulatory agencies, such as the EEOC, to revise its current regulations to define substantial limitations consistently with the definitions of the ADAA.

Prima Facie Case/Defenses

In order to establish a cause of action under Title I of the ADAA, a potential plaintiff bears the burden of showing that there was a reasonable accommodation available that would have been effective in facilitating the individual to perform the essential functions of the job. This showing creates a rebuttable presumption for a discrimination on the basis of disability.

An employer may rebut this presumption of disability discrimination by showing that the proposed accomodation is not reasonable because it constitutes an ***undue hardship*** on the

employer, or that the accommodation would create a ***direct threat*** to the health and safety of others. (see "Primary Sources" page for statutory definitions).

Scope

This web research guide presents a general overview of the legal issues pertaining to disability discrimination in employment. Disability discrimination issues in employment are covered under Title I of the Americans with Disabilities Act Amendment. The purpose of this research guide to provide students, employers, and employees with little to no background in disability law with a variety of sources to get started with their research.

About the Author

Amar Agha, in the Spring of 2012, is a second year law student at Stetson University College of Law in Gulfport Florida, completing a visiting fellowship year at Georgia State University College of Law in Atlanta Georgia. He holds a bachelors degree in liberal arts from the University of Illinois in Champaign-Urbana Illinois, and a masters degree in business administration from the University of South Florida. Prior to entering law school, Amar held positions in recruitment/corporate relations for the University of South Florida, and account management for Robert Half International. His primary legal interests include corporate/business law, and employment discrimination.

Disclaimer

Information on this website was prepared solely for educational purposes by a law student as part of Professor Meg Butler's Advanced Legal Research course. Georgia State University College of Law accepts no responsibility for the accuracy, currentness, or comprehensiveness of the content of this web page.

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The information in this legal research guide is intended to give the reader a basic overview of the issue of employment discrimination on the basis of disability. Additionally, it is intended to provide additional resources that may aid in the research of this topic. The web guide is not a comprehensive and should only be used to initially familiarize the reader with sources of law and professional opinions on this topic. Please note that case law as well as statutory law may be modified and/or overturned. Laws within this subject vary greatly by jurisdiction, a thus may or may not be applicable law within a reader's jurisdiction.

For more information on research materials relating to employment discrimination on the basis of disability, please contact the Georgia State College of Law Library.

Currentness

This research guide was prepared for Professor Meg Butler's advanced legal research class during the **Spring 2012** semester.

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Primary Sources

Federal Statutory Law

Section 12102 of the Americans with Disabilities Amendment Act of 2008

42 U.S.C. §12102 Definition of a Disability

(1) Disability

The term "disability" means, with respect to an individual

(A) a physical or mental impairment the substantially limits one or more major life activities of such individual;

(B) a record of such an impairment; or

(C) being regarded as having such an impairment

(2) Major Life Activities

(A) In general for the purposes of paragraph (1), major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working

(B) Major Bodily Functions; for the purposes of paragraph (1), a major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

(3) Regarded as Having such an Impairment

(A) An individual meets the requirement of "being regarded as having such an impairment" if the individual establishes that he or she has been subject to an action prohibited under this chapter because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.

(4) Rules of Construction

(A) The definition of a disability in this chapter shall be construed in favor of broad coverage of individuals under this chapter, to the maximum extent permitted by the terms of this chapter.

(B) The term "substantially limits" shall be interpreted consistently with the findings and purposes of the ADA Amendments Act of 2008.

(C) An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability.

(D) An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.

(E) (i) The determination of whether an impairment substantially limits a major life activity shall be made without regard to the ameliorative effects of mitigating measures such as:

(I) medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eyeglasses or contact lenses), prosthetics including limbs and devices, hearing aids and cochlear implants or other implantable hearing devices, mobility devices, or oxygen therapy equipment and supplies;

(II) use of assistive technology;

(III) reasonable accommodations or auxiliary aids or services; or

(IV) learned behavioral or adaptive neurological modifications

Title I - Employment

42 USC §12111

(1) Commission

The term "commission" means the Equal Employment Opportunity Commission established by section 2000e-4 of this title.

(2) Covered Entity

The term "covered entity" means an employer, employment agency, labor organization, or joint labor-management committee.

(3) Direct Threat

The term "direct threat" means a significant risk to the health or safety of others that cannot be eliminated by reasonable accommodation.

(4) Employee

The term "employee" means an individual employed by an employer. With respect to employment in a foreign country, such term includes an individual who is a citizen on the United States.

(5) Employer

(A) In general:

The term "employer" means a person engaged in an industry affecting commerce who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and any agent of such person, except that, for two years following the effective date of this subchapter, an employer means a person engaged in an industry affecting commerce who has 25 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding year, and any agent of such person.

(B) Exceptions

The term employer does not include:

(i) the United States, a corporation wholly owned by the government of the United States, or an Indian tribe; or

(ii) a bona fide private membership club (other than a labor organization) that is exempt from taxation under section 501(c) of title 26.

(6) Illegal use of Drugs

(A) In general the term "illegal use of drugs" means the use of drugs, the possession or distribution of which is unlawful under the Controlled Substances Act (21 U.S.C. 801 et seq.- link) Such term does not include the use of a drug taken under supervision by a licensed health care professional, or other uses authorized by the Controlled Substances Act or other provisions of Federal law.

(B) The term "drug" means a controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812- link)

(7) Person

The terms "person", "labor organization", "employment agency", "commerce", and "industry affecting commerce", shall have the same meaning given such terms in section 2000e of this title

(8) Qualified Individual

The term "qualified individual" means an individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires. For the purposes of this subchapter, consideration shall be given to the employer's judgment as to what functions of a job are essential, and if an employer has prepared a written description before advertising or interviewing applicants for the job, this description shall be considered evidence of the essential functions of the job.

(9) Reasonable Accommodation

The term "reasonable accommodation" may include:

(A) making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and

(B) job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

(10) Undue Hardship

(A) In general:
The term "undue hardship" means an action requiring significant difficulty or expense, when considered in light of the factors set forth in subparagraph (B)

(B) Factors to be considered

In determining whether an accommodation would impose an undue hardship on a covered entity, factors to be considered include:

(i) the nature and cost of the accommodation needed under this chapter;

(ii) the overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation; the number of persons employed at such facility; the effect on expenses and resources, or the impact otherwise of such accommodation upon the operation of the facility;

(iii) the overall financial resources of the covered entity; the overall size of the business of a covered entity with respect to the number of its employees; the number, type, and location of its facilities; and

(iv) the type of operation or operations of the covered entity, including the composition, structure, and functions of the workforce of such entity; the geographic separateness, administrative, or fiscal relationship of the facility or facilities in question to the covered entity.

42 U.S.C. §12112 - Discrimination

(a) General Rule

No covered entity shall discriminate against a qualified individual on the basis of disability in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.

(b) Construction

As used in subsection (a) of this section, the term "discriminate against a qualified individual on the basis of disability" includes:

(1) limiting, segregating, or classifying a job applicant or employee in a way that adversely affects the opportunities or status of such applicant or employee because of the disability of such applicant or employee;

(2) participating in a contractual or other arrangement or relationship that has the effect of subjecting a covered entity's qualified applicant or employee with a disability to the discrimination prohibited by this subchapter (such relationship includes a relationship with an employment or referral agency, labor union, an organization providing fringe benefits to an employee of the covered entity, or an organization providing training and apprenticeship programs);

(3) Utilizing standards, criteria, or methods of administration

(A) that have the effect of discrimination on the basis of disability;

(B) that perpetuates the discrimination of others who are subject to common administrative control;

(4) Excluding or otherwise denying equal jobs or benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association;

(5) (A) not making reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless such covered entity can demonstrate that the accommodation would impose an undue hardship on the operation of the business of such covered entity; or

(B) denying employment opportunities to a job applicant or employee who is an otherwise qualified individual with a disability, if such denial is based on the need of such covered entity to make reasonable accommodation to the physical or mental impairments of the employee or applicant;

(6) using qualification standards, employment tests or other selection criteria that screen out or tend to screen out an individual with a disability or a class of individuals with disabilities unless the standard, test or other selection criteria, as used by the covered entity, is shown to be job-related for the position in question and is consistent with business necessity; and

(7) failing to select and administer tests concerning employment in the most effective manner to ensure that, when such test is administered to a job applicant or employee who has a disability that impairs sensory, manual, or speaking skills, such test results accurately reflect the skills, aptitude, or whatever other factor of such applicant or employee that such test purports to measure, rather than reflecting the impaired sensory, manual, or speaking skills of such employee or applicant (except where such skills are the factors that the test purports to measure).

(c) Covered entities in foreign countries

(1) In general:

It shall not be unlawful under this section for a covered entity to take any action that constitutes discrimination under this section with respect to an employee in a workplace in a foreign country if compliance with this section would cause such covered entity to violate the law of the foreign country in which such workplace is located.

(2) Control of corporation

(A) Presumption

If an employer controls a corporation whose place of incorporation is a foreign country, any practice that constitutes discrimination under this section and is engaged in by such corporation shall be presumed to be engaged in by such employer.

(B) Exception

This section shall not apply with respect to the foreign operations of an employer that is a foreign person not controlled by an American employer.

(C) Determination
For purposes of this paragraph, the determination of whether an employer controls a corporation shall be based on:

(i) the interrelation of operations;
(ii) the common management;
(iii) the centralized control of labor relations; and
(iv) the common ownership or financial control of the employer and the corporation.

(d) Medical examinations and inquiries
(1) In general

The prohibition against discrimination as referred to in subsection (a) of this section shall include medical examinations and inquiries.

(2) Preemployment

(A) Prohibited examination or inquiry

Except as provided in paragraph (3), a covered entity shall not conduct a medical examination or make inquiries of a job applicant as to whether such applicant is an individual with a disability or as to the nature or severity of such disability.

(B) Acceptable inquiry

A covered entity may make preemployment inquiries into the ability of an applicant to perform job-related functions.

(3) Employment entrance examination

A covered entity may require a medical examination after an offer of employment has been made to a job applicant and prior to the commencement of the employment duties of such applicant, and may condition an offer of employment on the results of such examination, if:

(A) all entering employees are subjected to such an examination regardless of disability;
(B) information obtained regarding the medical condition or history of the applicant is collected and maintained on separate forms and in separate medical files and is treated as a confidential medical record, except that:

(i) supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;
(ii) first aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and
(iii) government officials investigating compliance with this chapter shall be provided relevant information on request; and

(C) the results of such examination are used only in accordance with this subchapter.

(4) Examination and inquiry

(A) Prohibited examinations and inquiries

A covered entity shall not require a medical examination and shall not make inquiries of an employee as to whether such employee is an individual with a disability or as to the nature or severity of the disability, unless such examination or inquiry is shown to be job-related and consistent with business necessity.

(B) Acceptable examinations and inquiries

A covered entity may conduct voluntary medical examinations, including voluntary medical histories, which are part of an employee health program available to employees at that work site. A covered entity may make inquiries into the ability of an employee to perform job-related functions.

(C) Requirements

Information obtained under subparagraph (B) regarding the medical condition or history of any employee are subject to the requirements of subparagraphs (B) and (C) of paragraph (3).

Defenses

42 U.S.C. §12113 Defenses

(a) In general

It may be a defense to a charge of discrimination under this chapter that an alleged application of qualification standards, tests, or selection criteria that screen out or tend to screen out or otherwise deny a job or benefit to an individual with a disability has been shown to be job-related and consistent with business necessity, and such performance cannot be accomplished by reasonable accommodation, as required under this subchapter.

(b) Qualification standards

The term “qualification standards” may include a requirement that an individual shall not pose a direct threat to the health or safety of other individuals in the workplace.

(c) Qualification standards and tests related to uncorrected vision

Notwithstanding section 12102(4)(E)(ii) of this title, a covered entity shall not use qualification standards, employment tests, or other selection criteria based on an individual's uncorrected vision unless the standard, test, or other selection criteria, as used by the covered entity, is shown to be job-related for the position in question and consistent with business necessity.

(d) Religious entities

(1) In general

This subchapter shall not prohibit a religious corporation, association, educational institution, or society from giving preference in employment to individuals of a particular religion to perform work connected with the carrying on by such corporation, association, educational institution, or society of its activities.

(2) Religious tenets requirement

Under this subchapter, a religious organization may require that all applicants and employees conform to the religious tenets of such organization.

(e) List of infectious and communicable diseases

(1) In general

The Secretary of Health and Human Services, not later than 6 months after July 26, 1990, shall:

(A) review all infectious and communicable diseases which may be transmitted through handling the food supply;

(B) publish a list of infectious and communicable diseases which are transmitted through handling the food supply;

(C) publish the methods by which such diseases are transmitted; and

(D) widely disseminate such information regarding the list of diseases and their modes of transmissability to the general public.

Such list shall be updated annually.

(2) Applications

In any case in which an individual has an infectious or communicable disease that is transmitted to others through the handling of food, that is included on the list developed by the Secretary of Health and Human Services under paragraph (1), and which cannot be eliminated by reasonable accommodation, a covered entity may refuse to assign or continue to assign such individual to a job involving food handling.

(3) Construction

Nothing in this chapter shall be construed to preempt, modify, or amend any State, county, or local law, ordinance, or regulation applicable to food handling which is designed to protect the public health from individuals who pose a significant risk to the health or safety of others, which cannot be eliminated by reasonable accommodation, pursuant to the list of infectious or communicable diseases and the modes of transmissability published by the Secretary of Health and Human Services.

Supreme Court Cases

General Requirements

Albertsons v. Kirkingburg, 527 U.S. 555 (1999)

Summary: Hallie Kirkingburg, a former employee, was fired from his job as a truck driver for failure to meet the Department of Transportation's basic vision standards. Albertson's refused to rehire Kirkingburg even after he received a waiver from the DOT's standards. The Supreme Court held 1. individuals with monocular vision are not per se disabled with the meaning of the ADA but must prove disability on a case by case basis. 2. Albertson's could use its compliance with the DOT standard to justify its visual-acuity job qualification standard.

Judicial Estoppel/ Multiple Causes of Action for Disability Discrimination

Cleveland v. Policy Management Systems Corporation, 526 U.S. 795 (1999)

Summary: Claims for Social Security Disability Insurance (SSDI) benefits and for ADA damages do not inherently conflict. Employee is entitled to an opportunity to explain the discrepancies between SSDI claim and ADA damages claim.

Reassignment to a Vacant Position as a Reasonable Accomodation

US Airways, Inc. v. Barnett, 535 U.S. 391 (2002)

Summary: Robert Barnett, a disabled employee, was transferred to a less physically demanding mail room position. Barnett lost the mail room position to a more senior employee as part of a seniority-based bidding system. US Airways refused to grant an exception to the seniority system. The Supreme Court held 1.ordinarily a requested accommodation that conflicts with a valid seniority system in not reasonable, and 2. an employee is entitled to present evidence of special circumstances that make the accommodation request reasonable.

Use of Illegal Drugs and Alcohol

Raytheon Company v. Hernandez, 540 U.S. 44 (2003)

Summary: Joel Hernandez was fired from his position with Raytheon after appearing under the influence of illegal drugs, and subsequently testing positive for cocaine. Two years later after completing an addicition treatment program, Raytheon refused to rehire Hernandez. The Supreme Court held: 1. the employer's policy of refusing to rehire employees who were terminated due to misconduct was a legitimate non-disability related reason, and 2. the only issue to be addressed on remand was whether the employeer's proferred reason was pretextual.

Federal Appellate Court Cases

Reasonable Accomodation/Undue Hardship

Vande Zande v. State of Wisconsin Department of Administration, 44 F.3d 538 (7th Cir. 1995).

Summary: Lori Vande Zande, a paraplegic who suffers from pressure ulcers, was a qualified disabled employee entitled to reasonable accommodation from her employer, the State of Wisconsin Department of Administration (SWDA). SWDA provided her with a variety of requested accommodations but refused to allow her to work from home for an 8 week

period in question, and refused to provide her with a desktop computer at home. The Court held that the employer was not required to allow her to work from home or to install a computer in her home so that she could avoid using sick leave.

Medical Examinations/Inquiries

Grenier v. Cyanamid Plastics, Inc., 70 F.3d 667 (1st Cir. 1995).

Summary: Andre Grenier, a former employee of Cyanamid, was placed on disability leave due to psychological problems. His employment was terminated by the company's disability policy. After his termination, while still receiving disability benefits, he reapplied to his previous position. Cyanamid requested that he provide medical certification that he was prepared to return to work without restriction, or identifying the necessary reasonable accommodations that would allow him to return to work. Grenier refused to do so and his application was rejected. The Court held 1. Employer did not violate the ADA by inquiring into the plaintiff's ability to function effectively in the workplace with co-workers and supervisors, and 2. Employer did not violate that ADA by requiring a former employee with a known disability, to provide medical certification as to his ability to return to work with or without reasonable accommodation, and the types of accommodation necessary.

Associational Discrimination

Den Hartog v. Wasatch Academy, 129 F.3d 1076 (10th Cir. 1997)

Summary: Howard Den Hartog, a former professor at Wasatch Academy, was terminated from his position after his son, who suffers from bipolar disorder, attacked and threatened members of the Wasatch Community over a one-year period. The Court held 1. terminating the employee for his son's mental disabilities did not violate the ADA.

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- Employee Rights & Employment Policy Journal
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Regulatory Agencies

EEOC Regulations

Disability Discrimination

Regulation to Implement the Equal Employment Provisions of the Americans with Disabilities Act, as Amended

Summary:

The Equal Employment Opportunity Commission (the Commission or the EEOC) issues its final revised Americans with Disabilities Act (ADA) regulations and accompanying interpretive guidance in order to implement the ADA Amendments Act of 2008. The Commission is responsible for enforcement of title I of the ADA, as amended, which prohibits employment discrimination on the basis of disability. Pursuant to the ADA Amendments Act of 2008, the EEOC is expressly granted the authority to amend these regulations, and is expected to do so.

Terminology:

Section 1630.2(g): Disability

Section 1630.2(h): Impairment

Section 1630.2(i): Major Life Activities

Section 1630.2(j): Substantially Limits

Section 1630.2(k): Record of a Disability

Section 1630.2(l): Regarded As

Section 1630.2(m): Definition of "Qualified"

Section 1630.2(o): Reasonable Accommodation

Section 1630.10: Qualifications Standards, Tests, and Other Selection Criteria

Section 1630.15: Defenses

Filing a charge of Discrimination with the EEOC

How to File a Charge of Employment Discrimination

Online Charge Assessment

Department of Labor Office of Disability Employment Policy

Office of Disability Employment Policy

Regulations

29 CFR Part 32- Enforcement of Nondiscrimination on the Basis of Handicap in Programs and Activities Receiving or Benefiting from Federal Assistance

29 CFR Part 33 - Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Labor

29 CFR Part 35 - Nondiscrimination on the Basis of Disability in State and Local Government Services

29 CFR Part 37 - Implementation of the Nondiscrimination and Equal Opportunity Provision of the Workforce Investment Act of 1998

Department of Health and Human Services

Office on Disability

Summary:

The Health and Human Services Office on Disability (OD) oversees the implementation and coordination of programs and policies that enhance the health and well-being of people with disabilities across all ages, races, and ethnic groups.

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Interest Groups and Associations

Disability Organizations and Interest Groups

- Program Development Resources
  http://www.disabilitytraining.com/wpblog/disability-employment-strategies/
  Program Development Associations provides employers with strategy and training techniques to increase employment opportunities for individuals with disabilities.
- National Institute on Disability and Rehabilitation Research
  http://www2.ed.gov/about/offices/list/osers/nidrr/index.html
  NIDRR provides leadership and support for a comprehensive program of research related to rehabilitation of individuals with disabilities.

Medical Associations

- American Medical Associations - Disability Guidelines
  https://catalog.ama-assn.org/MEDIA/ProductCatalog/m890167/Master%20the%20Guides%20Ch1.pdf
  Official AMA guidelines on identification and treatment of disabilities
- Society of Physicians with Disabilities
  http://www.physicianswithdisabilities.org/2011/04/paraplegic-students-pursuing-medical.html
  The society of Physicians with Disabilities is an organization dedicated to assisting paraplegic and applying to medical school
- American Academy of Pediatrics Policy
  http://special.edschool.virginia.edu/resources/aap_links.html
  Policy Statements Relating to disabilities

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Online Resources

Legal Websites

1. Sites Requiring Paid Subscription

The following sites provide online legal research services for lawyers and legal professionals. They include a variety of proprietary legal databases, including case law, state and federal statutes, administrative codes, legal journals, law reviews, academic treatises, and news resources.

a. Bloomberg Law

b. Lexis

c. Westlaw

d. WestlawNext

e. Hein Online

2. Free Access Sites

a. FDsys

An online information database for Government Printing Office (GPO) which provides publishing, dissemination, authentication for publications to Congress and Federal Agencies.

b. FindLaw

Provides online legal information and online marketing services for law firms. The site is designed to assist consumers, small-business owners, students and legal professionals find information on common legal issues. The site includes case law, state and federal statutes, a lawyer directory, and legal news and analysis.

Disability Websites and Blogs

- Adaptations.org
  http://adaptationsonline.org/index.php?option=com_content&task=view&id=16
  Adaptations.org is a program for young adults in their 20's and 30's with development and/or learning disabilities to provide social skills training. The organization provides on-site services in New York city, as well as online training and networking opportunities.
- American Association of People with Disabilities- Workplace and Employment
  http://www.aapd.com/what-we-do/employment/
  AAPD is an organization dedicated to ending discrimination against people with disabilities in the workplace by advocating the enforcement of the ADA, and working with employers to create greater employment opportunities.
- Campaign for Disability Employment
  http://www.whatcanyoudocampaign.org/
  The Campaign for Disability Employment is a collaborative effort between disability and business organizations seeking to increase employment opportunities for individuals with disabilities.
- Department of Labor Official Blog
  http://social.dol.gov/blog/reflections-on-disability-employment/
  The official blog of the Department of Labor covers all the agencies and offices that make up the Department of Labor. The mission of the DOL is to promote and increase employment while insuring safe and healthy workplaces.
- Disability.gov
  https://www.disability.gov/home/newsroom/disability_connection_newsletter/2011/October
  Disability.gov is a government site that provides comprehensive information on disability programs and services communities nationwide.
- Get Mobilized
  http://getmobilized.ca/
  Get Mobilized is a blog created by Jeff Preston a Canadian disability advocate. Jeff writes about topics such as disability, accessibility, and mobilization.
- I_Live_With_a_Disability.com
  http://ilivewithadisability.com/tag/national-disability-employment-month/
  I live with a Disability.com is a social networking site for individuals with disabilities and their families. The site is an online support community that allows individuals to connect and share their experiences.

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