

# Taking a practical look at the Americans with Disabilities Act (ADA) in the United States

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This presentation will provide a practical look at the Americans with Disabilities Act (ADA) in the United States. This disability non-discrimination act has undergone recent amendments changing the landscape for employers and changing their responsibilities to stay compliant. We will review how the changes in the ADA differ today for employers in the United States and we will also provide a comparison with other discriminatory acts in the world. The changes to be discussed include issues of “qualification” and “reasonableness” of accommodation and what these changes mean to real employer examples. The example will demonstrate one disability insurance carrier’s approach to addressing this change by providing in support of their policyholders’ responsibilities to stay compliant.