

American with Disabilities Act (ADA)



Course Number: MTS NC 123

Cost Per Person: No Charge/Participating Agency, \$42/Non-Participating

Eligibility: Supervisors & Managers

Instructor: PDS E-Learning

Certificate Series: Advanced Leadership Development Certificate

Length: 1 Hour

Scheduled Sessions:

This course is available through On-Demand at no charge for participating State agencies. Contact your training liaison to have the course information e-mailed to you. At the completion of the course, email your completed certificate to PDS@iowa.gov. The course will then be added to your training history.

Overview:

This course is designed to instruct supervisors and managers regarding their legal responsibilities under the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act of 2008 (ADAAA). The course will also give useful answers to often asked questions and provide resources to enable supervisors and managers to obtain additional information and guidance for actual workplace situations.

• **Objectives:**

- Understand the history of the ADA
- Know the definitions under the ADA and changes after the ADAAA
- Review the EEOC guidelines for compliance with the ADA
- Recognize who is a qualified individual
- Understand what are essential job functions
- Know what is a reasonable accommodation
- Understand the concept of undue hardship