



**Key ADA and GINA Documents Available from the
U.S. Equal Employment Opportunity Commission
on www.eeoc.gov**

“ADA at 25” Anniversary webpage
www.eeoc.gov/eeoc/history/ada25th/index.cfm

Recruiting, Hiring, Retaining, and Promoting People with Disabilities:
A Resource Guide for Employers
https://www.eeoc.gov/eeoc/interagency/upload/employing_people_with_disabilities_toolkit_february_3_2015_v4-2.pdf

ADA Amendments Act of 2008

Notice of Rights Under the ADA Amendments Act of 2008
www.eeoc.gov/laws/types/adaaa_notice_of_rights.cfm

Amended EEOC Regulations, 29 C.F.R. Part 1630
www.gpo.gov/fdsys/pkg/CFR-2011-title29-vol4/xml/CFR-2011-title29-vol4-part1630.xml

Questions and Answers on the Final Rule Implementing the ADA Amendments Act of 2008
www.eeoc.gov/laws/regulations/ada_qa_final_rule.cfm

Questions and Answers for Small Businesses: The Final Rule Implementing the ADA Amendments Act of 2008
www.eeoc.gov/laws/regulations/adaaa_qa_small_business.cfm

Fact Sheet on EEOC’s Final Regulations Implementing the ADA
www.eeoc.gov/laws/regulations/adaaa_fact_sheet.cfm

Pregnancy-Related Impairments

EEOC Enforcement Guidance on Pregnancy Discrimination and Related Issues (rev. July 2015) (*see Section II on ADA*)
www.eeoc.gov/laws/guidance/pregnancy_guidance.cfm

Fact Sheet for Small Businesses: Pregnancy Discrimination
www.eeoc.gov/eeoc/publications/pregnancy_factsheet.cfm



Legal Rights for Pregnant Workers Under Federal Law
www.eeoc.gov/eeoc/publications/pregnant_workers.cfm



Helping Patients Deal with Pregnancy-Related Limitations and Restrictions at Work
www.eeoc.gov/eeoc/publications/pregnancy_health_providers.cfm

ADA and Particular Impairments



Depression, PTSD, & Other Mental Health Conditions in the Workplace: Your Legal Rights
https://www.eeoc.gov/eeoc/publications/mental_health.cfm



What You Should Know About HIV/AIDS and Employment Discrimination
www.eeoc.gov/eeoc/newsroom/wysk/hiv_aids_discrimination.cfm



Living with HIV Infection: Your Legal Rights in the Workplace Under the ADA
www.eeoc.gov/eeoc/publications/hiv_individual.cfm



Helping Patients with HIV Infection Who Need Accommodations at Work
www.eeoc.gov/eeoc/publications/hiv_doctors.cfm

Q&A: Deafness and Hearing Impairments in the Workplace & the ADA (rev. 2014)
www.eeoc.gov/eeoc/publications/qa_deafness.cfm

Q&A: Blindness & Vision Impairments in the Workplace & the ADA (rev. 2014)
www.eeoc.gov/eeoc/publications/qa_vision.cfm

Q&A: Cancer in the Workplace & the ADA (rev. 2013)
www.eeoc.gov/laws/types/cancer.cfm

Q&A: Intellectual Disabilities in the Workplace & the ADA (rev. 2013)
www.eeoc.gov/laws/types/intellectual_disabilities.cfm

Q&A: Epilepsy in the Workplace & the ADA (rev. 2013)
www.eeoc.gov/laws/types/epilepsy.cfm

Q&A: Diabetes in the Workplace & the ADA (rev. 2013)
www.eeoc.gov/laws/types/diabetes.cfm

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

Pandemic Flu, Zika, and Pandemic Preparedness

Pandemic Preparedness in the Workplace and the ADA (10/9/09)
www.eeoc.gov/facts/pandemic_flu.html



EEO Laws for Employees Affected by the Zika Virus (2016)
<https://www.eeoc.gov/eeoc/publications/zika-eeo-laws.cfm>

Analyzing “Qualified” and “Individual with a Disability”

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)
www.eeoc.gov/policy/docs/qidreps.html

Reasonable Accommodation

Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the ADA (rev. 10/17/02)
www.eeoc.gov/policy/docs/accommodation.html



Employer-Provided Leave and the Americans with Disabilities Act (5/9/16)
<https://www.eeoc.gov/eeoc/publications/ada-leave.cfm>

Work at Home/Telework as a Reasonable Accommodation (2/3/03)
www.eeoc.gov/facts/telework.html

Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164 (7/19/05)
www.eeoc.gov/policy/docs/implementing_accommodation.html

Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (7/26/00)
www.eeoc.gov/policy/docs/accommodation_procedures.html

The Mental Health Provider's Role in a Client's Request for a Reasonable Accommodation at Work (2013)

www.eeoc.gov/eeoc/publications/ada_mental_health_provider.cfm

What You Should Know About the EEOC and Enforcement of the ADA

www.eeoc.gov/eeoc/newsroom/wysk/ada_enforcement.cfm

Performance and Conduct

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

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)

www.eeoc.gov/policy/docs/guidance-inquiries.html

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

www.eeoc.gov/policy/docs/preemp.html

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

www.eeoc.gov/facts/evacuation.html



Wellness Programs

Free webinar: The ADA, GINA, and Employer Wellness Programs

<https://www.eeoc.gov/eeoc/events/webcast-wellness.cfm>

Small Business Fact Sheet: Final Rule on Employer Wellness Programs and Title I of the ADA

www.eeoc.gov/laws/regulations/facts-ada-wellness-final-rule.cfm

Small Business Fact Sheet: Final Rule on Employer-Sponsored Wellness Programs and Title II of GINA

www.eeoc.gov/laws/regulations/facts-gina-wellness-final-rule.cfm

Sample Notice for Employer-Sponsored Wellness Programs

www.eeoc.gov/laws/regulations/ada-wellness-notice.cfm

Questions and Answers: Sample Notice
www.eeoc.gov/laws/regulations/qanda-ada-wellness-notice.cfm

ADA and Particular Types of Work

How to Comply with the ADA: A Guide for Restaurants & Other Food Service Employers (10/28/04)
www.eeoc.gov/facts/restaurant_guide.html

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

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

Job Applicants

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

Small Business

The ADA: A Primer for Small Business (8/15/02)
www.eeoc.gov/eeoc/publications/adahandbook.cfm

Contingent Workers

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

Interrelationship of ADA and Other Statutes

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

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

Health Insurance

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

www.eeoc.gov/policy/docs/health.html

Veterans

EEOC Efforts for Veterans with Disabilities

<https://www1.eeoc.gov/laws/types/veterans.cfm?redirected=https://www.eeoc.gov/laws/types/disability.cfm>

Veterans and the ADA: A Guide for Employers (2/28/12)

www.eeoc.gov/eeoc/publications/ada_veterans_employers.cfm

Understanding Your Employment Rights Under the ADA: A Guide for Veterans (2/28/12)

www.eeoc.gov/eeoc/publications/ada_veterans.cfm

Mediation

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

www.eeoc.gov/eeoc/mediation/ada-mediators.cfm

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

www.eeoc.gov/eeoc/mediation/ada-parties.cfm

State Government - Best Practices

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

www.eeoc.gov/facts/final_states_best_practices_report.html

Federal Sector Affirmative Employment



Q & A: The EEOC's Final Rule on Affirmative Action for People with Disabilities in Federal Employment (1/3/17)

<https://www.eeoc.gov/laws/regulations/qanda-ada-disabilities-final-rule.cfm>

Affirmative Action for Individuals with Disabilities in Federal Employment
(Regulations under Section 501 of the Rehabilitation Act)

<https://www.federalregister.gov/documents/2017/01/03/2016-31397/affirmative-action-for-individuals-with-disabilities-in-federal-employment>

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

www.eeoc.gov/federal/qanda-employment-with-disabilities.cfm

The ABCs of Schedule A

www.eeoc.gov/eeoc/initiatives/lead/abcs_of_schedule_a.cfm



Tips for Applicants with Disabilities Applying for Federal Jobs

https://www.eeoc.gov/eeoc/publications/applicants_with_disabilities.cfm

Genetic Information Nondiscrimination Act (GINA)

Background Information for EEOC Final Rule on Title II of the Genetic Information Nondiscrimination Act of 2008

www.eeoc.gov/laws/regulations/gina-background.cfm

GINA Regulations, 29 C.F.R. Part 1635

www.gpo.gov/fdsys/pkg/CFR-2011-title29-vol4/xml/CFR-2011-title29-vol4-part1635.xml

Questions and Answers for Small Businesses: EEOC Final Rule on Title II of the Genetic Information Nondiscrimination Act of 2008

www.eeoc.gov/laws/regulations/gina_qanda_smallbus.cfm

What You Should Know: Questions and Answers about GINA and Employment

www.eeoc.gov/eeoc/newsroom/wysk/gina_nondiscrimination_act.cfm

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