



## Key Points - The Americans with Disabilities Act

1. **The Americans with Disabilities Act (ADA):** A civil rights law to protect the rights of individuals with disabilities.
2. **Disability:** According to ADA, it is a documented physical or mental condition that significantly limits a major life activity.
3. **Discriminate:** To treat someone unfairly because they have a disability.
4. **Accommodations:** Accommodations are strategies that help you do your job to the best of your ability.
5. **Reasonable accommodations:** According to ADA, an accommodation is reasonable if the employer can provide it without significant difficulty or expense.
6. **Equal employment opportunity:** Everyone should be treated the same, or equally, during the hiring process and on the job. No one should be treated differently because of their race, gender, religion, native origin, age, or disability.