



Welcome to the 2013-14 ADA Legal Webinar Series

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Education, Culture and Recreation
Department of the Interior

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Listening to the Webinar, *continued*

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Listening to the Webinar, *continued*



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Submitting Questions



- ▶ You may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the Chat Area
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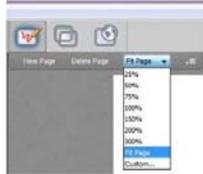


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Customize Your View

- ▶ Resize the Whiteboard where the Presentation slides are shown to make it smaller or larger by choosing from the drop down menu located above and to the left of the whiteboard. The default is “fit page”



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Customize Your View *continued*

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Technical Assistance

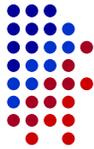
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 1. Send a private chat message to the host by double clicking “Great Lakes ADA” in the participant list. A tab titled “Great Lakes ADA” will appear in the chat panel. Type your comment in the text box and “enter” (Keyboard - F6, Arrow up or down to locate “Great Lakes ADA” and select to send a message); or
 2. Email webinars@ada-audio.org; or
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IS IT A DISABILITY UNDER THE ADA AMENDMENTS ACT?



NOVEMBER 13th, 2013



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Housekeeping Matters:



- **Protocol:**
 - Really, none ...
 - Ask questions at any time!
 - I'm serious!
 - Please ask questions.



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Webcast Goals:



- Goal 1: Define disability under the ADA and ADAAA
- Goal 2: Discuss the limits of the definition
- Goal 3: Explore application of ADA protection to what some consider outlier impairments or situations
 - But not necessarily in that order ...

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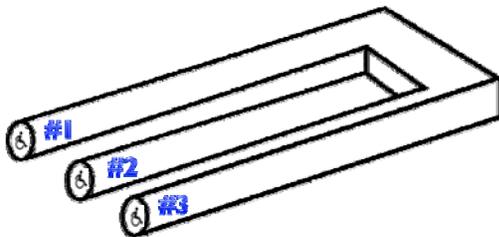
The ADA was signed July 26th, 1990 by President George H. W. Bush



What the definition of disability under the ADA is **NOT!**



Definition of Disability under the ADA --- 3 prongs:



Definition of Disability under the ADA --- 3 prongs:



- The term "disability" means, with respect to an individual
 - (i) a physical or mental impairment that substantially limits one or more major life activities of such individual;
 - (ii) a record of such an impairment; or
 - (iii) being regarded as having such an impairment
- 42 USC § 12102(2)

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US Supreme Court + ADA

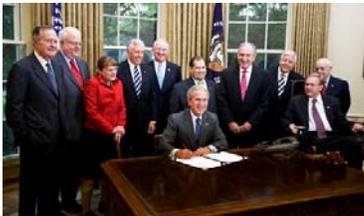


FYI

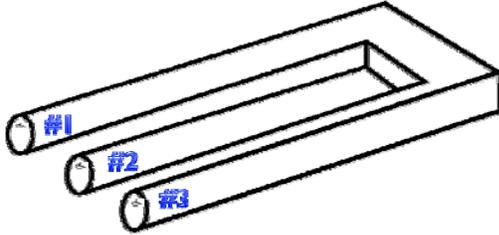


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The ADA Amendments Act was signed
September 25th, 2008 by
President George W. Bush



Definition of Disability under the ADAAA --- 3 prongs:



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Definition of Disability under the ADAAA --- still 3 prongs, but:



- “The term "disability" means, with respect to an individual
- #1** • (A) a physical or mental impairment that substantially limits one or more major life activities of such individual;
- #2** • (B) a record of such an impairment; or
- #3** • (C) being regarded as having such an impairment ”
- 42 USC § 12102 (1) – retains definition language but clarifies key terms

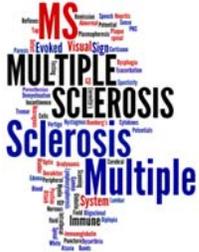
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Effects of the changes to the definition ADAAA in brief:



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Episodic or Cyclical Impairments, & Impairments in Remission:



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Temporary impairments & the ADA?



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Pregnancy as a Disability?



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Phobias & the ADA?



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Alcohol & the ADA?



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Drugs & the ADA?



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“Legal” medical marijuana & the ADA?



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Domestic violence, stalking, sexual assault & the ADA:



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QUESTIONS?



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Session Evaluation
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You will receive an email following the session with a link to the on-line evaluation



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Thank you for Participating In Today's Session

Please join us for our next session:

January 14, 2014
"The Top ADA Cases of 2013"

<http://www.ada-audio.org/Webinar/ADALegal/>



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Slide #	Title	Author	URL	Note
4	Webcasting behind the scenes URL:	Jon Juan	http://farm3.staticflickr.com/3588/3387195729_28ba9494d3_b.jpg	DESCRIPTION: image of webcast camera, lights and teleprompter set-up with altered text: "Hello, my name is Aaron. Welcome to the"
15	Cancer Survivors Day 2013 Author: URL:	Spectrum Health	http://farm3.staticflickr.com/2859/8962696416_0a84466ea_c.jpg	Close-up of t-shirt logo stating "Celebrate Cancer Survivors Day 2013" in the center of multi-colored circle
16	untitled	Ben Roffler	http://farm6.staticflickr.com/5087/5317733361_0c002c26cd_b.jpg	Girl on bicycle in foreground with apparently broken left leg in cast. Boat marina in background.
17	Pregnant	Areta ekarafi	http://farm9.staticflickr.com/8024/7513889574_22a43a2c09_b.jpg	Triptych of the same pregnant woman's belly where her hands embrace the belly in three separate poses.



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Photo Credits:

Slide #	Title	Author	URL	Note
18	The Book of Fears: Phobias from A to Z	Jonathan Goy	http://farm4.staticflickr.com/3625/3557622154_9a66371f_b.jpg	Image of dark, cloth bound book with the title "The Book of Fears: Phobias from A to Z"
19	Six Martini Lunch	Chris Robinson	http://farm4.staticflickr.com/3115/268761081_0499baab2f_b.jpg	Close-up image of several empty martini glasses on a table
20	Day 43: Rehab...Ubiquitous Word	Protoflux	http://farm4.staticflickr.com/3172/2287498600_7723ec802_o.jpg	Day time photo of unlit neon sign with the word "REHAB" spelled out in neon tubing
21	Zen Healing Medical Marijuana Pharmacy	WeiHo City	http://farm5.staticflickr.com/4002/4688581268_70c166d8a_b.jpg	Image of neon signs in window of medical marijuana dispensary. One sign spells "open," and the other is a stylized marijuana leaf
22	Domestic Violence toolkit for employers launched	Province of British Columbia	http://farm8.staticflickr.com/7044/680950246_fc2f20897a_b.jpg	Image of female standing at a podium with a sign attached to it reading "domestic violence in the workplace"



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