



**Key ADA and GINA Documents Available from the  
U.S. Equal Employment Opportunity Commission  
on [www.eeoc.gov](http://www.eeoc.gov)**

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](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](http://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](http://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](http://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](http://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](http://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](http://www.eeoc.gov/laws/guidance/pregnancy_guidance.cfm)

Fact Sheet for Small Businesses: Pregnancy Discrimination  
[www.eeoc.gov/eeoc/publications/pregnancy\\_factsheet.cfm](http://www.eeoc.gov/eeoc/publications/pregnancy_factsheet.cfm)

Legal Rights for Pregnant Workers Under Federal Law  
[www.eeoc.gov/eeoc/publications/pregnant\\_workers.cfm](http://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](http://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](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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://www.eeoc.gov/laws/types/epilepsy.cfm)

Q&A: Diabetes in the Workplace & the ADA (rev. 2013)  
[www.eeoc.gov/laws/types/diabetes.cfm](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://www.eeoc.gov/laws/regulations/ada-wellness-notice.cfm)

Questions and Answers: Sample Notice,

[www.eeoc.gov/laws/regulations/qanda-ada-wellness-notice.cfm](http://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](http://www.eeoc.gov/facts/restaurant_guide.html)

Reasonable Accommodations for Attorneys with Disabilities (5/23/06)

[www.eeoc.gov/facts/accommodations-attorneys.html](http://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](http://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](http://www.eeoc.gov/facts/association_ada.html)

### **Job Applicants**

Job Applicants and the ADA (10/7/03)  
[www.eeoc.gov/facts/jobapplicant.html](http://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](http://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](http://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](http://www.eeoc.gov/policy/docs/workcomp.html)

FMLA, ADA, and Title VII (November 1995)  
[www.eeoc.gov/policy/docs/fmlaada.html](http://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](http://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](http://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](http://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](http://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](http://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](http://www.eeoc.gov/facts/final_states_best_practices_report.html)

## **Federal Sector Affirmative Employment**

Q & A: Federal Agencies' Obligation to Provide Personal Assistance Services Under Section 501 of the Rehabilitation Act

<https://www.eeoc.gov/federal/directives/personal-assistance-services.cfm>

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](http://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](http://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](https://www.eeoc.gov/eeoc/publications/applicants_with_disabilities.cfm)

### **Retaliation and Interference**

EEOC Enforcement Guidance on Retaliation and Related Issues

[www.eeoc.gov/laws/guidance/retaliation-guidance.cfm](http://www.eeoc.gov/laws/guidance/retaliation-guidance.cfm) (addresses retaliation under Title VII, ADEA, ADA, Rehabilitation Act, EPA, and GINA, and has section on separate ADA “interference” provision)

Questions and Answers: Enforcement Guidance on Retaliation and Related Issues

[www.eeoc.gov/laws/guidance/retaliation-qa.cfm](http://www.eeoc.gov/laws/guidance/retaliation-qa.cfm)

Small Business Fact Sheet: Retaliation and Related Issues

[www.eeoc.gov/laws/guidance/retaliation-factsheet.cfm](http://www.eeoc.gov/laws/guidance/retaliation-factsheet.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](http://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](http://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](http://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](http://www.eeoc.gov/eeoc/newsroom/wysk/gina_nondiscrimination_act.cfm)