

EMPLOYMENT LAW

A L E R T

NEWS FOR THE CLIENTS AND FRIENDS OF BASS, BERRY & SIMS PLC

Healthcare Employers – What does the ADA require of you?

February 28, 2007

The Equal Employment Opportunity Commission (EEOC) recently published a factsheet directed specifically to employers and employees in the healthcare industry. As most employers well know, the Americans with Disabilities Act (ADA) requires employers with 15 or more employees to provide “reasonable accommodation” to applicants and employees who are “qualified individuals with a disability.”

The complexities of this law are legend. Many employers are not quite sure what questions they can ask before hiring someone. Or, what steps they must take in evaluating whether an employee’s impairment rises to the level of disability and, if so, how to evaluate the reasonable accommodations that the law requires. The EEOC has published a fact sheet to answer this and many other questions.

We thought our clients might find the EEOC’s guidance helpful in this challenging area. The publication is accessible via the following link: http://www.eeoc.gov/facts/health_care_workers.html

Of course, this publication does not answer all questions, and there are situations that demand more detailed attention. If you have questions about your obligation under the ADA, please call one of our labor attorneys listed on the following page of this Alert.

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