

# ADA Quiz



## Are You HR Savvy?

### See how much you really know about the Americans with Disabilities Act.

The Americans with Disabilities Act (ADA) affects you and your organization. Refresh your knowledge of the ADA by taking the quiz below. Check out the additional ADA resources such as HR tips, podcasts and case studies, and contact Express Personnel Services for more information.

1. True or False? The purpose of the ADA is to guarantee jobs to all people with disabilities.

**False.** The purpose of the ADA is to prevent covered employers from discriminating against disabled applicants or employees who are qualified to perform the essential functions of their jobs, with or without an accommodation. The ADA requires covered employers to reasonably accommodate qualified disabled applicants and employees if doing so doesn't pose an undue hardship to the employer.

2. True or False? When making a reasonable accommodation, employers are not required to provide personal use items such as glasses and hearing aides.

**True.** Reasonable accommodation may include but is not limited to:

- Making existing facilities accessible
- Providing an interpreter for an applicant who is hearing impaired
- Job restructuring, modifying work schedules, reassignment to a vacant position
- Acquiring or modifying equipment

However, employers are not expected to:

- Lower quality or production standards
- Provide personal use items such as glasses or hearing aides

3. True or False? Current users of illegal drugs are considered to have a qualified disability.

**False.** Employees and applicants who are under the influence of alcohol or illegal drugs are not covered by the ADA and may be held to the same performance standards as other employees. However, recovering alcoholics/drug users who've gone through treatment are covered.

4. True or False? If you think an applicant/employee has a disability, but it is not obvious, you should always ask.

**False.** If the applicant doesn't disclose having a disability, don't ask. However, if the applicant does have an obvious disability or if the applicant voluntarily discloses a disability, you can then ask if the applicant will require the job to be modified in some way to enable the applicant to perform the job duties.

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5. True or False? You do not have to allow an applicant the opportunity to interview if they have a learning disability and cannot complete the application on their own.

**False.** To comply with reasonable accommodation, you must assist the applicant in completing the application (i.e. assisting a visually impaired applicant with reading the application).

6. A major life activity is (choose all that apply):

- Running
- Hearing
- Breathing
- Caring for oneself
- Typing
- Concentrating
- Driving

**A major life activity includes (but is not limited to) hearing, breathing, caring for oneself and concentrating.**

7. What is not considered a disability under the ADA?

- A. An applicant with a broken leg from a car wreck
- B. A cancer patient who is in remission
- C. An applicant with a hearing impairment
- D. An applicant with epilepsy.

The correct answer is **A**. A broken bone is a temporary impairment, it is not covered by the ADA. The other options are considered a disability under the ADA.