DEVELOPMENTS IN DISABILITY DISCRIMINATION LAW

PRESENTED BY:

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• After almost 30 years, Jim Kizziar passes the ADA torch!

- One or the other of us has been involved with this presentation since 1995
- Keeping the spirit of the epic ADA outline going



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THE OUTLINE: Comprehensive Overview, Addressing Topics in Detail

- Impairments
- Major Life Activities
- Substantial Limitations
- QUID Definition
- Essential Job Functions
- Actionable Discrimination
- "Regarded As" Claims
- Misconduct

- Direct Threat
- Interactive Process
- Reasonable Accommodation
- COVID
- Hostile Work Environment
- Medical Exams
- Association Discrimination
- Procedural/Litigation Issues





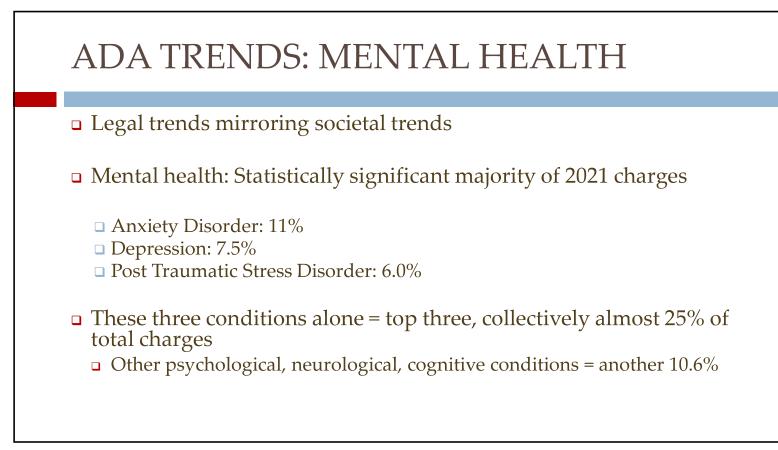
ADA TRENDS: CHARGES FILED

- □ 2016: Highest level (28,073)
- □ 2017: Decline begins (26,838)
- □ 2018-20: Lower still (3-year avg: 23,489)
- \square 2021: Lowest in over a decade (22,843)

Mathing the math:

In the past five years, there has been an approximate <u>19% drop</u> in ADA charges

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