

# DEVELOPMENTS IN DISABILITY DISCRIMINATION LAW

PRESENTED BY:

AMBER K. DODDS  
LAURA M. MERRITT

University of Texas School of Law, Continuing Legal Education  
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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

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Welcome to our podcast-  
style, immersive  
experience!

## **Disability Law Talk**

*with  
Amber and Laura*



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# ADA TRENDS: CHARGES FILED

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

Mathing the math:

In the past five years, there has been an approximate **19% drop** in ADA charges

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# ADA TRENDS: MENTAL HEALTH

- Legal trends mirroring societal trends
- Mental health: Statistically significant majority of 2021 charges
  - Anxiety Disorder: 11%
  - Depression: 7.5%
  - Post Traumatic Stress Disorder: 6.0%
- These three conditions alone = top three, collectively almost 25% of total charges
  - Other psychological, neurological, cognitive conditions = another 10.6%

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Title search: Developments in Disability Discrimination Law

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