

Workplace rights

Americans with Disabilities Act (ADA)

The ADA is...

a federal law that protects people with disabilities from discrimination, including at work.

The ADA covers...

people with disabilities who are “qualified” workers. This means they meet the general requirements of the job and can perform its essential functions, with or without reasonable accommodations. The ADA applies to employers with 15 or more employees.

The ADA prohibits...

- Discrimination
- Harassment
- Retaliation for asserting rights

The ADA provides...

- Reasonable workplace accommodations
- Confidentiality about disability status
- An equal opportunity to succeed

A disability is...

any “physical or mental impairment that substantially limits one or more major life activities.” There is no official list of disabilities, but many conditions qualify.

Disabilities can be...

- Visible or invisible
- Physical, mental, or both
- Related to learning and thinking
- Lifelong or temporary

Temporary disabilities can be long-term or short-term—for example, recovery from a surgery. The ADA also protects workers from discrimination because of a past disability, or because an employer thinks they have a disability.

Have questions about the ADA?

Visit [ADA.gov](https://www.ada.gov), or call the ADA information line at 1-800-514-0301 (voice) or 1-800-514-0383 (TTY).