

# Accommodating People with Disabilities

## Course Outline - All Employees

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Module	Topics	Module Description	Learning Objectives <i>Learners will be able to...</i>
Introduction	<ul style="list-style-type: none"><li data-bbox="529 307 842 353">• Brief introduction to course content</li></ul> <p data-bbox="529 386 726 408">2 Configurable Pages</p>	This module provides a brief introduction to the course content, including the thought behind the course's usage of person-first language	<ul style="list-style-type: none"><li data-bbox="1456 307 1746 353">• Introduction module with configurable pages</li></ul>
Protected Individuals	<ul style="list-style-type: none"><li data-bbox="529 526 803 548">• U.S. Health Data</li><li data-bbox="529 552 803 596">• Rehabilitation Act &amp; the ADA</li><li data-bbox="529 600 629 622">• FEHA</li><li data-bbox="529 626 703 648">• Enforcement</li><li data-bbox="529 653 745 674">• Who is Protected?</li><li data-bbox="529 679 765 722">• Individuals Must Be Qualified</li><li data-bbox="529 727 799 749">• Essential Job Functions</li><li data-bbox="529 753 795 775">• Employment Decisions</li></ul> <p data-bbox="529 812 707 834">1 Configurable Page</p>	This module explores different laws that protect employees from disability discrimination and to whom they apply. The learner is able to identify who is protected by these laws and further explores how employment decisions may be made by applying lessons learned to interactive scenarios.	<ul style="list-style-type: none"><li data-bbox="1456 526 1843 570">• Identify who is protected by disability laws</li><li data-bbox="1456 574 1843 648">• Identify what qualifies as a current disability versus a past or perceived disability</li><li data-bbox="1456 653 1843 727">• Define what it means to be a qualified individual living with a disability</li></ul>

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Reasonable Accommodations	<ul style="list-style-type: none"><li>• Known Disabilities</li><li>• Duty to Accommodate</li><li>• Employee Accommodations</li><li>• Interactive Process</li><li>• Employee Privacy</li><li>• Medical Questions</li><li>• Medical Exams</li><li>• Testing for Illegal Substance Use</li><li>• Keeping Accommodations Private</li><li>• Defining Reasonable</li></ul> <p>2 Configurable Pages</p>	In this module, the learner dives into the duty to accommodate and what those accommodations look like for employees. The learner explores the interactive process and will be able to identify privacy concerns when working with medical information. The importance of keeping accommodations private is also established and the learner applies all lessons learned through several interactive scenarios	<ul style="list-style-type: none"><li>• Define “reasonable accommodation”</li><li>• Identify the process required to provide reasonable accommodations</li><li>• Identify the limits of reasonable accommodations provided by an institution</li><li>• Define what qualifies an accommodation as “reasonable”</li><li>• Explain how to protect individuals’ privacy when determining and implementing reasonable accommodations</li></ul>
Conclusion	<ul style="list-style-type: none"><li>• U.S. Health Data</li><li>• Rehabilitation Act &amp; the ADA</li><li>• FEHA</li><li>• Enforcement</li><li>• Who is Protected?</li><li>• Individuals Must Be Qualified</li><li>• Essential Job Functions</li><li>• Employment Decisions</li></ul> <p>8 Configurable Pages</p>	This module provides a brief conclusion and summary of the course content	<ul style="list-style-type: none"><li>• Conclusion module with configurable pages</li></ul>