



# *Good Day*

**This is your 30-Second  
Business Training:**

***ADA Basics***

# **ENJOY**



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# ADA Amendments Act of 2008

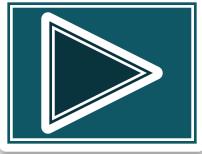
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On September 25, 2008, the President signed the Americans with Disabilities Amendments Act of 2008 ("ADA Amendments Act" or "Act"). The Act emphasizes that the definition of disability should be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis.

The Act makes important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.



# Who has protections under the ADA?



Employees who have workplace injuries and qualify for workers' compensation benefits.



Individuals with a physical or mental impairment that substantially limits a major life activity.



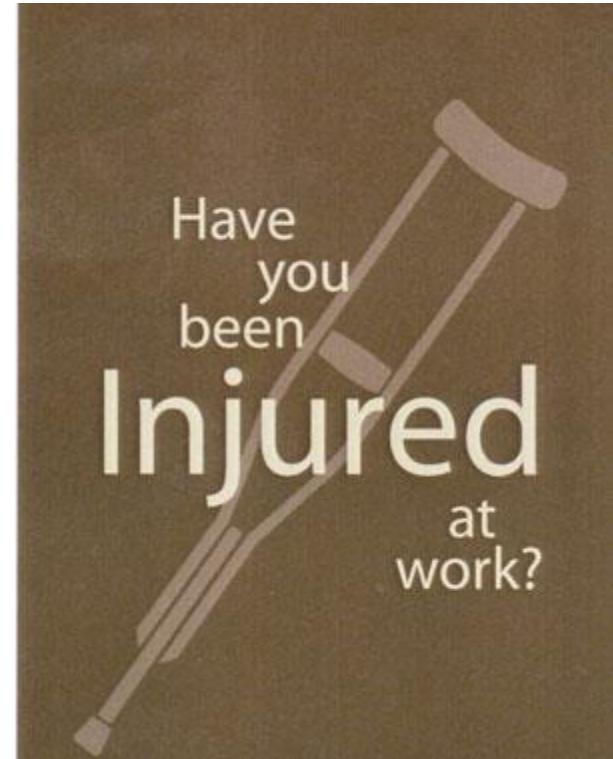
People who regularly see a doctor.



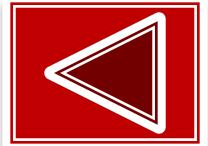
# Try Again...

While employees who sustain workplace injuries and qualify for workers' compensation benefits may be considered individuals with ADA-covered disabilities, not every employee who is injured at work will meet the ADA's definition of disability.

For more information, see the  
[EEOC's Workers Compensation & the ADA](#)



**Please Try Again for the  
best answer...**

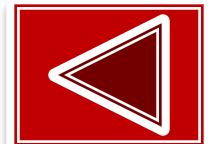


# Not quite...

While people with ADA-protected disabilities often receive regular medical care, not all individuals who visit their doctors regularly meet the ADA's definition of disability.



Please try again!



# CORRECT!



The ADA offers protection to qualified individuals with disabilities.

Disability is defined as:

- A physical or mental impairment that substantially limits one or more major life activity of an individual
- A record of such an impairment or
- Being regarded as having such an impairment

The ADA also offers protection to individuals with known relationships or associations with an individual with a disability (e.g., parent of child with a disability, wife of a husband with a disability).

For more information on the definition of disability, visit your regional ADA Center [www.adata.org](http://www.adata.org) or 800/949-4232

