Chapter 2

Activity 2-2 Improving Your Reading Skills

**Directions:** Read the passage below and focus on the content. After you have read the passage, key the answer to the activity that follows in the space provided.

AMERICANS WITH DISABILITIES ACT COMPLIANCE

The XYZ Company does not discriminate against qualified individuals with disabilities. This consists of every phase of the employment relationship, including the following:

• Recruitment, advertising, job applications, procedures

• Hiring, upgrading, promotion, demotion, transfer, termination, rehiring, and reinstatement

• Rates of pay or any other form of compensation and changes in compensation

• Job assignment, job classification, organizational structures, position descriptions, lines of progressions, seniority

• Leaves of absence, sick leaves

• Fringe benefits

• Selection and financial support for training, professional meetings, and seminars

• Activities sponsored by a covered entity including social and recreational programs

• Other terms, conditions, or privileges of employment

An individual has a disability when he or she has a permanent physical or mental impairment that substantially limits one or more of the individual’s major life activities, has a record of such impairment, or is regarded as having such impairment.

A “major life activity” is defined as an action that deals with the quality and necessity of life. Major life activities include, but are not limited to, actions related to the senses, such as, seeing, hearing, and speaking as well as, those dealing with day-to-day lifestyle activities such as, walking, eating, breathing, human reproduction, and working.

A qualified individual with a disability is anyone who satisfies the requisite skill, experience, education, and job-related requirements of the employment position and who can perform the essential functions of the job, with or without accommodation.

The XYZ Company complies with all aspects of the Americans with Disabilities Act (ADA) and will provide reasonable accommodation to any individual deemed disabled under the guidelines of the Americans with Disabilities Act (ADA). The goal of the Company is to assist disabled individuals in succeeding in their position. This will be done by ensuring they are given the same opportunities and held to the same standards and systems of behavior, and provided equal opportunity, incentive, and reward as any and all other team members. Specific accommodation requests will be reviewed and a determination made for each request on a case-by-case basis.

Reading Question

1. Write a paragraph to summarize this article on Americans with Disabilities Act (ADA).

<<Place Answer Here>>