

**THE AMERICANS WITH DISABILITIES ACT FOR COMMERCIAL
PRACTITIONERS**

**Marcia L. Russell, DREI
4-Hour EDUCATION Course Outline**

- I. INTRODUCTION
 - a. Purpose of ADA
 - b. Definition of disability
 - c. Exemptions
 - d. Titles I-V
 - e. Tax breaks

- II. TITLE I – EMPLOYMENT
 - a. Title I non-discrimination mandate
 - b. Covered entities
 - c. Definitions
 - d. Prohibited conduct
 - e. Reasonable accommodations
 - i. Examples of reasonable accommodations
 - f. Undue hardship
 - g. Essential job functions
 - h. Inquiries
 - i. Medical examinations
 - j. Drug & alcohol testing
 - k. Determining appropriate reasonable accommodation
 - l. Employer defenses
 - m. Enforcement

- III. TITLE III – PUBLIC ACCOMMODATIONS
 - a. General rule
 - b. Exemptions
 - c. Removal of architectural & communication barriers
 - d. Auxiliary aids and services
 - e. Changes to company policies and practices
 - f. Places of public accommodation
 - g. Readily achievable
 - h. ADA Accessibility Guidelines
 - i. Building alterations
 - j. New construction
 - k. Prohibited actions under Title III
 - l. Enforcement
 - m. Important tips for commercial real estate practitioners
 - n. Case law

- IV. ADA Requirements Fact Sheet – U.S. Department of Justice

- a. Employment
- b. Public Accommodations
- c. Transportation
- d. State and local government
- e. Telecommunications

V. Video – ADA Title III: Public Accommodations and Commercial Facilities – BOMA International