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