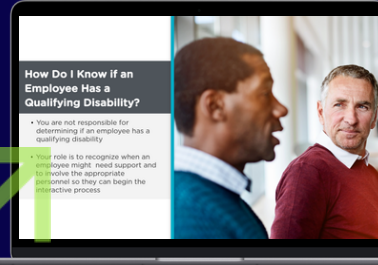


# Understanding the Americans with Disabilities Act (ADA)



## SUPPORT EMPLOYEE WELL-BEING, PRODUCTIVITY, AND ENGAGEMENT THROUGH EFFECTIVE ACCOMMODATION PRACTICES.

Accommodation requests, disability-related concerns, and return-to-work conversations increasingly land first with supervisors. Understanding the Americans with Disabilities Act (ADA) helps supervisors and managers recognize potential accommodation situations early, apply sound judgment, and respond in ways that support employees while reducing organizational risk.

### TRAINING OVERVIEW

Understanding the Americans with Disabilities Act (ADA) helps supervisors recognize when everyday workplace situations may trigger organizational obligations under the ADA. Through realistic workplace scenarios, supervisors learn how to identify potential accommodation requests, respond with supportive and neutral language, and involve the appropriate internal resources without overstepping their role.

### LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Recognize** potential accommodation needs
- **Respond** appropriately and involve HR when needed
- **Protect** employee privacy and confidentiality
- **Navigate** accommodation situations with confidence and compliance
- **Support** an inclusive and accessible workplace culture

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