



Disability Law Deskbook: The Americans with Disabilities Act in the Workplace (Memoirs of the American Philosophical Society Held at Philad)

Michael Faillace

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PLI's Disability Law Deskbook: The Americans with Disabilities Act in the Workplace helps employers, attorneys, and human resource professionals steer a smart, safe course through the ADA, by offering clear, complete, compliance-enabling coverage of the purpose, provisions, and implications of the ADA, as well as related court rulings. The Deskbook enables attorneys to establish nondiscriminatory reasons for employers' adverse actions; justify standards, criteria, tests, inquiries, and other methods of administration attacked by plaintiffs; prove accommodations to some disabled individuals impose undue hardship on employers; show that particular disabled employees pose a direct threat to workplace health and safety; use trial-tested defenses to combat various disability discrimination claims; and reduce equitable awards. The Deskbook helps human resource managers to minimize employer liability, by showing how to develop ADA-compliant policies and procedures; document good-faith ADA compliance efforts to mitigate the impact of violations; and train managers to be sensitive to employees' medical conditions to avoid legal missteps. Updated at least once a year, Disability Law Deskbook: The Americans with Disabilities Act in the Workplace is an important consulting reference for attorneys who represent defendants or plaintiffs, as well as for executives, managers, human resource professionals, and compliance officers.

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