4th Thursday ADA Talks

Webinar 3 - March 2026

Human Development Institute

Syracuse University Burton Blatt Institute

Southeast ada Center

ADA Title I: Employment and Hiring

Presented by: Laurie Mays and Brandi Hon

1

1

What is the ADA?

- Americans with Disabilities Act (ADA)
  - **Civil rights law** passed in 1990.
- **Promotes equal opportunity** for people with disabilities in employment, by state and local government agencies, and by private businesses.
- **Goal:** The **full inclusion of people with disabilities** in all aspects of American society.

2

2

Titles of the ADA

- **Title I**: Employment Protections
- **Title II**: Public Entities and Transportation (State and Local Governments)
- **Title III**: Places of Public Accommodation and Commercial Facilities (Private Business)
- **Title IV**: Telecommunications
- **Title V:** Technical Provisions

3

3

The Definition of Disability

Under the ADA, disability is defined as a legal term, not a medical term.

- Has a **physical or mental impairment** that **substantially limits** one or more **major life activities**; or
- Has a **history** of a physical or mental impairment that substantially limits one or more major life activities; or
- Is **regarded** as having such an impairment.

4

4

4

Addiction is an impairment that can substantially limit:

- brain and neurological functioning
- working
- learning
- sleeping
- eating
- concentrating
- caring for oneself
- remembering

5

5

Non-Obvious Disabilities

- Most disabilities are not obvious, yet they have an impact on daily lives. For instance:
  - Arthritis
  - Intellectual disability
  - HIV/AIDS
  - Seizure disorders
  - Substance Use disorders
- This can lead to misunderstanding and to greater stigmatization.

6

6

Title I of the ADA Overview

- Removes barriers that prevent **qualified individuals** with disabilities from enjoying the same employment opportunities that are available to persons without disabilities.

7

7

Employer Requirements

- An employer may have **legitimate requirements for the job**, such as education, employment experience, skills, licenses, or other requirements of an employment position.
- The person with a disability must be **qualified for the job**, and perform the **essential functions** of the job, with or without a **reasonable accommodation**.

8

8

Who Has Obligations Under Title I of the ADA?

- **Private Employers** with 15 or more employees.
- **State and local governments** regardless of the number of employees.
- **Religious organizations that employ staff** are covered by Title I of the ADA. However, they may give employment preference to people of their own religion or religious organization.

9

9

Hiring Initiatives

10

10

The Academy Model

11

11

About the Academy Model

- The academy model provides a structured approach to workforce inclusion. These high-impact academies - such as the Fair Chance Academy, Disability Hiring Academy, Military Hiring Academy, and New Kentuckian Hiring Academy - bring employers together to reimagine hiring, guided by real-world stories, labor market data, and expert facilitation.
- From awareness to activation, each academy helps build inclusive, high-performing workplaces that respond directly to business needs

12

12

Case Study Spotlights: Academies in Action

FAIR CHANCE ACADEMY EST. 2022

MILITARY HIRING ACADEMY EST. 2024

DISABILITY HIRING ACADEMY EST. 2024

NEW KENTUCKIAN HIRING ACADEMY EST. 2025

13

13

Disability Hiring Academy

14

14

Impact

- **21 individuals with disabilities hired** as a direct result of the academy.
- **80% of employers reported hiring or retaining employees with disabilities.**
- 60% of employers are now actively utilizing the University of Kentucky's Human Development Institute; additional **resource utilization increased by 40%.**
- **96% of employers say the Academy was worthwhile.**

"The academy challenged my assumptions, gave me strategies, and motivated me to act."

15

15

Fair Chance Hiring Academy (slide 1 of 3)

16

16

The Fair Chance Academy (slide 2 of 3)

- Three full days at the Kentucky Chamber of Commerce
- One day regional workshops
- Two-day hands-on Workforce Reimagined
- Resources
- Training
- Education

17

17

The Fair Chance Academy (slide 3 of 3)

- The Fair Chance Academy bridges the gap between businesses' need for employees and those in active recovery or returning citizens to find meaningful employment.
- After attending The Fair Chance Academy, Kentucky businesses are equipped with the knowledge, tools, and resources to help them successfully hire, train, and retain exceptional talent and be on the road to becoming transformational employers.

18

18

19

19

Employer Training Academies

- Disability Hiring Academy
- New Kentuckian Hiring Academy
- Military Hiring Academy
- Fair Chance Academy
- ***NEW!*** Youth Hiring Academy

Scan the QR code to stay up to date with our Academies!

SCAN ME

20

20

Kentucky Transformational Employment Program (KTEP)

AN INTRODUCTION

21

21

What is KTEP?

- KTEP is the first program of its kind; born from legislation to help foster economic opportunities to individuals that have a positive screen on a urinalysis.
- KTEP provides tools and incentives needed for employers to implement the Kentucky Transformational Employment Program, and protect them from liability issues regarding recruiting, hiring, and retaining individuals in recovery.

22

22

What does the law say?

Under Kentucky law (KRS 222.215), employers **shall not be liable for a civil action** alleging **negligent hiring**, **negligent retention**, or **negligent supervision for a negligent act** by the employee **as a result of the employee's substance use disorder** under KTEP.

23

23

Goals of KTEP

- Increase the number of employable individuals in Kentucky
- Improve talent retention
- Support businesses in supporting people with substance use disorders
- Facilitate access to substance use disorder treatment

24

24

Southeast ADA Center

Phone: 404-541-9001

E-mail: ADAsoutheast@syr.edu

Web: ADAsoutheast.org

Connect and Follow

- **Facebook** @SoutheastADACenter
- **BlueSky** @SoutheastADA
- **Instagram** @SoutheastADA
- **LinkedIn** @southeast-ada-center

Syracuse University
Burton Blatt Institute

Southeast ada Center

25

25

Human Development Institute

Web: hdi.uky.edu

Connect and Follow

- **Instagram** @uk_hdi
- **YouTube** @humandevelopmentinstitute8482
- **Facebook** @ukhdi
- **X (formerly Twitter)** @uk_hdi

26

26

Human Development Institute

HDI CATS center for assistive technology services

Web: hdi.uky.edu/HDICATS

Connect

- Regional AT center of the KATS Network
- Lending Library, Training and Demonstration

27

27

Certificate, Post Test & Archive

4th Thursday ADA Talks 2026

Webinar 3:
ADA Title I: Employment and Hiring

Certificate of Participation

- Register and complete the Post Test Eval.
- Submit Confirmation of Attendance for the entire webinar (1 hour). **Attendance will be verified.**

Post Test Eval for Webinar 3 – ADA Talks 2026
Web: bit.ly/adatalks3-2026

Archive: Recording will be available at: DisabilityWebinars.org

28

28

Post Note

What is the name of Brandi's dog?

Otis

29

29

ADA Puzzler – March: Play. Win. Learn.

In Public Housing, who is responsible for paying for physical modifications to a unit or common use space that may be necessary as a reasonable accommodation for an individual with a disability?

1. Public Housing provider, under certain conditions.
2. Individual with a disability.
3. The cost is shared by the public housing provider and individual (A and B).
4. Other state or Federal agency.

PLAY. **Email your answer to:** ADApuzzler@syr.edu

WIN. One winner drawn from all correct answers for choice of one course from My ADA Learning – Southeast ADA Center.

30

30

4th Thursday ADA Talks

ADA and Voting rights

Thursday – April 23, 2026

10:00 a.m. to 11:00 a.m. [Eastern]

Human Development Institute

Syracuse University Burton Blatt Institute

Southeast ADA Center

31

31