

Laws of Disability Employment

KEY LAWS AND TERMS THAT EMPLOYERS SHOULD KNOW

In any business, it is important for employers to understand what is required of them by law. Here are some laws and terms that employers should be aware of regarding the employment of people with disabilities:

For more helpful tips, terms, and training, [watch this webcast](#) on how recruiters can include individuals with disabilities at ep.vccurrtc.org

- **The Americans with Disabilities Act (ADA):** a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs.
- **Section 503 of the Rehabilitation Act of 1973:** prohibits federal contractors/subcontractors from discriminating against individuals with disabilities in employment and requires them to recruit and hire these individuals.
- **Accommodations:** a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process. Reasonable accommodations are not “special treatment” and often benefit all employees.
- **Disclosure:** sharing information about a person’s own disability with another person, usually an employer, supervisor, or professor. People disclose their disability status in order to receive accommodations and services but should weigh the benefits of disclosure against the potential cost of discrimination.

