

Americans with Disabilities Act

Gray Reed's Employer Handbook

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It is not a sexy topic to finish out the year, but the compliance with the Americans with Disabilities Act is certainly an important topic. The ADA used to be marginalized and scoffed at as a claim for employees because the Courts interpreted what can be a “disability” so narrowly. But in 2009 the ADA Amendment Act was passed and overturned years and years of Court interpretations.

Now, just about anything can constitute a disability. I’ve got allergies and that puts me on the list. Does that mean I am entitled to special treatment? Maybe. You’ll have to [read this edition](#) to find out.

Happy Holidays to each and every one of you!