

# EMPLOYMENT RESOURCES: ADA AND FMLA

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## Statutes and Regulations

### **The Americans with Disabilities Act of 1990, Titles I and V**

<http://www.eeoc.gov/laws/statutes/ada.cfm>

### **The Family Medical Leave Act of 1993**

<http://www.dol.gov/whd/fmla/index.htm>

### **Code of Federal Regulations: ADA**

29 CFR Part 1630 -- [http://www.access.gpo.gov/nara/cfr/waisidx\\_02/29cfr1630\\_02.html](http://www.access.gpo.gov/nara/cfr/waisidx_02/29cfr1630_02.html)

29 CFR Part 1640 -- [http://www.access.gpo.gov/nara/cfr/waisidx\\_02/29cfr1640\\_02.html](http://www.access.gpo.gov/nara/cfr/waisidx_02/29cfr1640_02.html)

29 CFR Part 1641 -- [http://www.access.gpo.gov/nara/cfr/waisidx\\_02/29cfr1641\\_02.html](http://www.access.gpo.gov/nara/cfr/waisidx_02/29cfr1641_02.html)

### **Code of Federal Regulations: FMLA**

29 CFR Part 825 -- [http://www.dol.gov/dol/allcfr/ESA/Title\\_29/Part\\_825/toc.htm](http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_825/toc.htm)

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## Agency Guidance

### **U.S Department of Labor: FMLA Compliance Assistance Page**

[http://www.dol.gov/whd/regs/compliance/ca\\_main.htm](http://www.dol.gov/whd/regs/compliance/ca_main.htm)

### **U.S. Department of Labor FMLA Opinion Letters**

<http://www.dol.gov/whd/opinion/fmla.htm>

### **EEOC: Disability Discrimination**

<http://www.eeoc.gov/laws/types/disability.cfm>

### **EEOC: Enforcement Guidance--Reasonable Accommodation and Undue Hardship Under the ADA**

<http://www.eeoc.gov/policy/docs/accommodation.html>

### **EEOC: Enforcement Guidance--Disability-Related Inquiries and Medical Examinations of Employees Under the ADA**

<http://www.eeoc.gov/policy/docs/guidance-inquiries.html>

### **EEOC: ADA, FMLA and Title VII Fact Sheet**

<http://www.eeoc.gov/policy/docs/fmlaada.html>

### **EEOC: Selected Additional ADA Enforcement Guidance and Policy Documents**

[http://www.eeoc.gov/laws/types/disability\\_guidance.cfm](http://www.eeoc.gov/laws/types/disability_guidance.cfm)

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## NACUA Outlines

FMLA Checklists for Employers and Employees; The Intersection of the FMLA, ADA and Workers' Compensation Laws (June 2006) Darrell VanDeusen and Elizabeth Bunting

Advanced FMLA--The Top 10 Hot Topics Facing Litigants (June 2006) Darrell Van Deusen

The FMLA--Recent Trends and Developments (March 2006) Sharon B. Baumann

The Interaction of the FMLA with Other Law (March 2006) Jaffe D. Dickerson

Emerging and Complex ADA Issues, Including the Impact of the 2008 ADA Amendments Act on Colleges and Universities (March 2009) Megan P. Norris and Kathryn A. Overberg

Psychiatric Disabilities in the Workplace and Dealing with the Persistent Troublemaker (March 2006) Monica Barrett

Beautiful Minds: Accommodating Faculty and Other Special Issues Regarding Employees with Psychological Impairments (June 2005) Martha Munsch

Challenges and Opportunities in Managing Uniqueness in the Workforce (June 2005) Michael C. Sullivan and Richard A. Paul (including Form "Reasonable Accommodation Review")

What to Do With the Employee Who Can't or Won't Work: Practical Strategies for Dealing with Leaves and Chronic Absenteeism Under the ADA and FMLA (June 2005) Elizabeth S. Hendler and Charles P. Stevens

Accommodating Faculty With Psychiatric Disorders (June 2007) Barbara A. Lee

The Americans With Disabilities Act and Substance Abuse: Dealing With Impaired Employees (March 2009) Lawrence White

Student and Employee Mental Disabilities (March 2005) Megan P. Norris

Dealing with the Difficult Employee (June 2004) Vicki Gotkin

Dealing with Difficult Employees (June 2004) Henry Morris and Kristine Dunne

ADA and Section 504: Employee Accommodation Processes and Issues (March 2003) Simao J. Avila

ADA and Section 504: Employee Accommodation Processes and Issues (March 2003) Megan P. Norris

ADA and Section 504: Handling the Emotionally Unstable Employee (March 2003) Monica C. Barrett

ADA and Section 504: Handling the Emotionally or Mentally Unstable Employee (March 2003) Darrell Van Deusen

Untangling the ADA and FMLA for Your Clients (June 2002) Megan P. Norris