

Test Your KNOWLEDGE

NEW ADA Regulations

the
employee
edition

Many new ADA regulations have already taken effect. But do you know how this impacts your employees?

1. If your banquet server breaks his/her leg, you must provide "reasonable accommodation." Does this mean you must:

 - A. Provide a guest room where he/she can relax while on a break.
 - B. Find another comparable job your employee is physically able to perform.
 - C. Provide paid leave until your employee is healed.
 - D. Alter the manner in which his/her day-to-day duties are performed.

2. Which of the following is used to determine what is considered an "essential function" of a particular job:

 - A. How much time is spent on the task.
 - B. How important the task is to the overall position.
 - C. Who else is available to fulfill certain responsibilities of the job.
 - D. All of the above.

3. Is pregnancy considered an impairment?

 - A. Yes.
 - B. Only in the last trimester.
 - C. Only if the position requires physical labor.
 - D. Only if there are complications with the pregnancy.

4. Does a perceived disability (whether actual or just assumed) receive the same treatment as an actual disability?

 - A. No, if a manager believes an employee is not capable of performing a function, he/her cannot be held accountable if the assumption was wrong.
 - B. Yes, but only if the employee is being discriminated against.

5. What is the best way to find out more information about the regulations?

 - A. Google "ADA regulations" and see what comes up.
 - B. Contract a lawyer for a comprehensive evaluation.
 - C. Don't do anything until a problem arises.
 - D. Visit www.ahla.com/knowledge. (AH&LA members can find additional resources in the members only section.)

Get the answers at www.ahla.com/knowledge, where you'll also find additional resources to assist you in becoming ADA compliant.

Get the ANSWERS



FLORIDA
RESTAURANT
& LODGING
ASSOCIATION

The American Hotel & Lodging Association, in partnership with the Florida Restaurant & Lodging Association, is the nation's only trade organization serving the needs of hotel owners and operators' staff, properties, and guests. Members have access to legislative involvement, educational and informational resources, and exclusive cost-savings at the national and local level.