



# The Americans with Disabilities Act in 2020

September 16, 2020



# Vensure Employer Services and our PEO Partners



# Agenda

- 1 History of the ADA
- 2 ADA and Employment
- 3 ADA and COVID-19
- 4 ADA Self-Audit and To-Do List
- 5 Q&A

# Instructions for Submitting Questions with GoToWebinar



- When you launched GoToWebinar, a control panel and a screen share window opened up



- In the control panel, there is a dropdown section entitled, “Questions”



- Open up that section and type your question into the dialog box and hit enter. **If you are a client, please put “CLIENT” in your question**



- Please note that you will not see the questions or comments of others



- We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact [webinarHRhelp@Vensure.com](mailto:webinarHRhelp@Vensure.com)

# Our Panelist



**Robin Paggi**  
Training and Development Specialist

# 1

## History of the ADA

# History of the ADA

- 30 Year Anniversary, July 26, 2020
- Signed into Law by President George H.W. Bush
- Intense Advocacy
- Making the Law a Reality

# 2

## ADA and Employment





# ADA and Employment

- ADA Title I
- Discrimination
- Harassment
- Retaliation
- Accommodations

# 3

## ADA and COVID-19



# ADA and COVID-19

- Medical Questions and Screening
- Confidentiality
- Reasonable Accommodations

# 4

## ADA Self-Audit and To-Do List

# ADA Self-Audit and To-Do List

Physical Access

Online and Informational Access

Customer Service

Hiring

Personnel

5

Q&A



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**Thank You for  
Your Time**

