

## Disability Discrimination

Federal, state and local laws prohibit disability discrimination in the workplace. The federal Americans with Disabilities Act of 1990 (“ADA”) prohibits disability discrimination against “qualified individuals with a disability,” which is defined as an individual who, with or without reasonable accommodation, can perform the essential functions of the job in question, despite their disability. Federal law defines a “disability” as a physical or mental impairment that substantially limits one or more major life activities; a record of such an impairment; or regarded as having such an impairment. Kentucky laws prohibiting disability discrimination also provide relief under the ADA.

In addition to prohibiting discrimination in connection with job applications, hiring, firing, advancement, compensation, and other terms, conditions and privileges of employment, the ADA, state and local laws require that employers provide a “reasonable accommodation” to employees who require such in order to perform the essential functions of their jobs.

**“This is an advertisement.”**