

Disability Discrimination 101: Employment Law Basics for all NALP Members

March 28, 2024

Panelists:

Brian East, Senior Attorney, Disability Rights Texas

Katie Overberg, Of Counsel, Fredrikson & Byron, P.A.

Moderator:

Maureen Reilly, Associate Dean, University of Pennsylvania Carey Law School



U.S. Disability Law Resources

- Job Accommodation Network <https://askjan.org/>
- ADA National Network <https://adata.org/>
- Department of Labor <https://www.dol.gov/general/topic/disability/ada>
- EEOC Guidance: Reasonable Accommodations for Attorneys with Disabilities
<https://www.eeoc.gov/laws/guidance/reasonable-accommodations-attorneys-disabilities>
- EEOC Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act
<https://www.eeoc.gov/laws/guidance/enforcement-guidance-reasonable-accommodation-and-undue-hardship-under-ada>
- Great Minds Think Differently: Neurodiversity for Lawyers and Other Professionals, Haley Moss (2021)
- ABA Commission on Disability Rights <https://www.americanbar.org/groups/diversity/disabilityrights/>

Canadian Disability Law Resources

Applicable Laws

- Canadian Charter of Rights and Freedoms, (part of Canada's Constitution)
<https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl/>
- Accessible Canada Act <https://www.include-me.ca/federal-accessibility-legislation-alliance/resource/accessible-canada-act-plain-language>
- territorial and provincial accessibility laws
- territorial, provincial and federal human rights legislation
- Each province has their own version of a Human Rights Code

Helpful Resources

- Canada - Disability:IN (disabilityin.org)
<https://disabilityin.org/country/canada/>
- Policy on ableism and discrimination based on disability | Ontario Human Rights Commission ([ohrc.on.ca](https://www.ohrc.on.ca)) <https://www.ohrc.on.ca/en/policy-ableism-and-discrimination-based-disability>
- Rights of people with disabilities - Canada.ca
<https://www.canada.ca/en/canadian-heritage/services/rights-people-disabilities.html>
- Disability Rights Canada
<https://disabilityrightscanada.ca/individual.html>