



Americans with Disabilities Act Amendment Act (ADAAA)

and related state-specific regulations

Larkin

Keep it simple, exceed expectations.

Challenges of the Americans with Disabilities Act Amendment Act (ADAAA)

There are two main components of the ADAAA and related such as California FEHA: preventing discrimination on the basis of a disability and engaging in a good faith interactive discussion process to determine reasonable accommodations. We help you do both consistently.

Preventing discrimination and engaging in the interactive discussion process

The ADAAA construes the definition of “disability” in favor of broad coverage. This means that employers are obligated to reasonably accommodate disabilities in the workplace, and should err on the side of assuming a medical condition is a disability. We help you comply with disability regulations and avert discrimination by following and documenting an interactive discussion process.

Engaging in the interactive discussion process

The interactive discussion process is a collaborative effort between the employer and the employee to determine what accommodation, if any, can help the employee perform the essential functions of their position. We administer and help manage this process so that you can decide what reasonable accommodations are possible.

Proven benefits of workplace accommodations¹

Direct Benefits	%
Retained a valued employee	90%
Increased the employee's productivity	68%
Eliminated costs associated with training a new employee	58%
Increased the employee's attendance	57%
Increased diversity of the company	36%
Saved workers' compensation or other insurance costs	30%
Hired a qualified person with a disability	12%
Promoted an employee	8%

Indirect Benefits	%
Improved interactions with co-workers	57%
Increased overall company morale	55%
Increased overall company productivity	49%
Increased workplace safety	46%
Improved interactions with customers	38%
Increased overall company attendance	35%
Increased profitability	20%
Increased customer base	13%



Why choose Larkin?

- Studies have shown that the cost to outsource can be less than the cost of employers administering their own ADAAA compliance and interactive discussion program.
- We integrate disability and leave administration with the ADAAA interactive discussion process.
- We simplify the process for employers.
- We provide consistency and focused attention to increase the likelihood of an employee returning to work as soon as it is medically feasible.
- Real people answer the phone. We don't put technology between our clients and us. We're a service company. It's important to us to be easily accessible to our clients and their employees.
- We boost your ability to retain valued employees, enhance workforce productivity, save on recruiting/training costs, and control workers' compensation costs.
- We document the process, administer policies consistently and customize all communications with employees.
- It's a better overall experience for employees, saves the employer time and effort, and helps ensure compliance with disability-related legislation.

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¹The data is from Job Accommodation Network (Original 2005, Updated 2007, Updated 2009, Updated 2010, Updated 2011, Updated 2012, Updated 2013, Updated 2014, Updated 2015, Updated 2016).

Workplace accommodations: Low cost, high impact.

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