**QUIZ – ADA Supervisor Training**

1. **Employees are eligible for ADA accommodation when:**

* **They have any injury that is NOT work related and can perform the essential job functions with or without accommodation.**
* **They have a substantial physical or mental impairment (or are regarded as such) and can perform the essential job functions with or without accommodation**
* **They have a physical (not a mental) impairment and can perform the essential job functions with or without accommodation.**

1. **Once the ADA reasonable accommodation process starts:**

* **You no longer have to keep an employee’s medical information private.**
* **The employee is on notice that without improvement they will be terminated.**
* **There will be an interactive discussion about options to support the employee.**

1. **All of the following are true about an interactive discussion EXCEPT:**
   * **May include many different people**
   * **Is meant to explore possible accommodations taking the employee’s preference into consideration**
   * **An employee’s request must be met even if another alternative would be much better for the company**
   * **Only ends if there is no way to provide accommodation that is not an undue hardship on the company.**
2. **Supervisors should never ask medical questions or require exams.**
   * **True – If you have a concern and feel there is a safety or work performance issue, call HR.**
   * **False – Feel free to ask an employee to go to a fit-for-duty exam or ask about medication use to ensure safety.**
3. **Which of the following would NOT require a discussion about accommodation?**
   * **An employee cannot perform the job tasks well and feels it is due to being tired from a second job.**
   * **An applicant needs support filling out the application due to severe dyslexia.**
   * **An employee has attention deficit disorder and is having a hard time retaining meeting information.**
   * **An employee has ongoing back issues which prevent her from walking for long periods and is therefore having difficulty doing the work.**
4. **When FMLA leave ends, ADA reasonable accommodations may occur – True or False?**

* **True – An employee may need accommodation to do the job or may need extra leave.**
* **False – FMLA leave is special, and if someone can’t return to full duty they must be terminated.**

**ANSWER KEY – ADA Supervisor Training**

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