

## Accessibility Advisory Board

The Accessibility Advisory Board (AAB) is a community-led board that advises on the Americans with Disabilities Act. It assists on matters related to the disabled population in the Salina Community.

The AAB meets quarterly in Room 107 of the City County Building. The board seats 11 members including two Youth on Board positions. Applicants with experience in working with the disabled and/or with expertise in accessibility issues will be given preference.

Apply online at [salina-ks.gov/boards](https://salina-ks.gov/boards)



## Housing Rights

While the ADA covers your employment rights, the Fair Housing Act covers your housing rights and requires “reasonable modifications” be made to allow those with disabilities “full enjoyment” of the premises. That means, at the tenant’s expense, the landlord must allow installation of necessary aids like ramps or grab bars. The law also requires “reasonable accommodations” in policies and rules.

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Do you feel like you have experienced discrimination?



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## The Americans with Disabilities Act (ADA)

What employment rights are protected by the ADA?

City of



**Salina**  
Community  
Relations  
Division



# What is the ADA?

The Americans with Disabilities Act (ADA) prohibits employers with at least 15 employees from discriminating against individuals with disabilities in the workplace. The Act covers both applicants and current employees. Kansas and the City of Salina have similar laws that cover employers with for our more employees.

# Are you covered under the act?

Under the ADA, people are defined as having disabilities as if:

- They have a physical or mental impairment that substantially limits one or more major life activity;
- They have a record of having a physical or mental impairment; or
- they are considered or treated by others as having an impairment.

**Major life activities** include, but are not limited to: breathing, walking, sitting, standing, hearing, seeing, speaking, thinking, and working.



# Reasonable Accommodations

To qualify for an open position, a person with a disability must be able to perform all the essential duties of the job with or *without a reasonable accommodation*. The person must also meet all the job requirements listed in the position description.

A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodations also include adjustments to ensure that qualified individuals with disabilities have the rights and privileges in employment equal to those of employees without disabilities.

# Questions & Answers

**Q: Is an employer required to provide a reasonable accommodation when I apply for a job?**

**A:** If you meet all the job requirements, you are a qualified applicant with a disability under the definition of the law.

**Q: Should I tell my employer I have a disability?**

**A:** Only if you think you will need an accommodation to: participate in the application or interview process; perform the essential functions of the job; or participate in the benefits of employment.

**Q: Does the employer have to make non-work areas used by employees or employer provided transportation accessible to employees with disabilities?**

**A:** The employer needs to ensure that you will have the same benefits as all other employees. That may be resolved in many different ways.

**Q: Can the employer pay me less than other employees doing the same work because I need an accommodation?**

**A:** No.