

## **FAQs for ADA: Title I Program**

- ***Does ADA require MNPS to hire people with disabilities?***
  - *No.* It simply says qualified people can't be ruled out only because they have a disability. ADA is not a "quota" program or an affirmative action program.
- ***Is MNPS required to provide access to non-work facilities, such as cafeterias and lounges?***
  - *Yes.* Workers with disabilities must have equal access to all benefits and privileges provided to employees without disabilities.
- ***Does MNPS have to hire - or keep – a disabled person who's a threat to safety?***
  - *No,* but there must be a factual evidence that the person poses a significant risk of substantial harm that can't be eliminated or reduced with a reasonable accommodation.
- ***Does MNPS have to create special jobs for people with disabilities?***
  - *No.* If a current employee who's disabled can't perform his or her present job, the MNPS will assist the employee in looking for another existing position that's a better match. However, MNPS does not have to come up with a job for a disabled applicant or reassign another employee to make room for one with a disability.
- ***If there are several qualified job applicants, will one with a disability always get the job?***
  - *No.* the most qualified person should be hired.
- ***What are the responsibilities of an MNPS employee?***
  - The ADA does not specifically address co-workers of those with disabilities. But you can help MNPS provide a fair workplace by cooperating with all fellow employees, including those with disabilities.