FAQs for ADA: Title I Program

➢ *Does ADA require MNPS to hire people with disabilities?*
  
  o *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?*
  
  o *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?*
  
  o *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?*
  
  o *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?*
  
  o *No.* The most qualified person should be hired.

➢ *What are the responsibilities of an MNPS employee?*
  
  o 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.