

CELEBRATE NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

Get to know your rights!



Q: WHAT PRACTICES AND ACTIVITIES ARE INCLUDED BY THE EMPLOYMENT NONDISCRIMINATION REQUIREMENTS?

- The ADA prohibits discrimination in all employment practices, including job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities.



Q: WHO IS PROTECTED FROM EMPLOYMENT DISCRIMINATION?

- Employment discrimination against individuals with disabilities is prohibited. This includes applicants for employment and employees. An individual is considered to have a "disability" if s/he has a physical or mental impairment that substantially limits a major life activity, Persons discriminated against because they have a known association or relationship with an individual with a disability also are protected.

Q: WHAT SHOULD I DO IF I AM DISCRIMINATED AGAINST IN WORKPLACE DUE TO MY DISABILITIES ?

- If you believe you have been discriminated against because of your disability, you can file a complaint with the EEOC or the California Fair Employment and Housing Commission (FEHC). You have to file your discrimination complaint within a certain amount of time or you lose your right to sue.

WHERE CAN I REQUEST AN ACCOMMODATION IF I WORK AT THE DISTRICT?

Please take a look at our Employee Short & Long Term Disability Page on our SMCCD Portal Site under Health Benefits or click [here](#).

- Needing any Other Assistance?

Please take a look at our Employee Assistance Program (EAP) Page on our SMCCD Portal site or click [here](#).

