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Elizabeth Pendo
Saint Louis University - School of Law

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Abstract

The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities, about 61 million individuals in the U.S. The law's protections in the workplace are especially important during COVID-19, which has worsened pre-existing disparities experienced by people with disabilities. The ADA also applies to new strategies to reduce the risk of COVID-19 infection in the workplace. This Chapter will focus on two strategies that impact individuals with and without disabilities – employee health screening, testing and vaccination policies, and new or expanded remote work programs.

Keywords: Americans with Disabilities Act, ADA, COVID-19, vaccination policies, worklaw, employment, employment discrimination, disability discrimination, reasonable accommodation, remote work, direct threat