

REMOVAL OF AMERICANS WITH DISABILITIES ACT: QUESTIONS AND ANSWERS FROM POST PUBLICATION LIST

The POST publication “The Americans with Disabilities Act: Questions and Answers” was last published in May 1995 to assist law enforcement agencies in their interpretation and implementation of the employment provisions of the then-new legislation. In the ensuing years, changes in the ADA and the California Fair Employment and Housing Act (California Government Code § 12926.1.) rendered the POST Q&A manual increasingly outdated.

Revising the manual as frequently as would be necessary to keep it up to date is beyond POST’s current resource capabilities. In addition, there is a wealth of other documents available on these issues, including:

- Many useful, readable publications explaining the employment provisions (Title I) of the ADA from the Equal Employment Opportunity Commission. A complete listing can be found at <http://www.eeoc.gov/publications.html> .
- “Questions and Answers: The Americans with Disabilities Act and Hiring Police Officers,” published by the U.S. Department of Justice can be downloaded at <http://www.usdoj.gov/crt/ada/copsq7a.htm> .
- Questions and answers from the 2008 IACP “Medical and Psychological Evaluations and the ADA: Straight Talk and Practice Advice” presentation by POST Consultant Shelley Spilberg, Ph.D. and EEOC Senior Legal Counsel Sharon Rennert are available at http://www.post.ca.gov/Data/Sites/1/post_docs/hiring/selection/IACP_EEOC_questions_answers.pdf . Topics include pre-offer personality assessment, medical evaluations of returning vets, risk management, confidentiality of medical and psychological information, reasonable accommodation, and decision-making criteria.

POST continues to remain responsive to agency questions and issues related to the employment of individuals with disabilities in law enforcement. The POST consultant responsible for addressing these issues, Shelley Weiss Spilberg, Ph.D., can be contacted at Shelley.Spilberg@post.ca.gov or (916) 227-4824.