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## Questions and Answers about Health Care Workers and the Americans with Disabilities Act

The Equal Employment Opportunity Commission has issued a new set of guidelines tailored to employers in the health care field, "Questions and Answers about Health Care Workers and the Americans with Disabilities Act." The guidelines describe the special issues facing employers in the health care industry in resolving ADA questions, and also provide demonstrative examples for analyzing typical ADA questions. The examples relate to health care settings, and give guidance on issues such as what may constitute reasonable accommodations in a health care environment, when a disability may pose a direct threat to safety, and what medical information can be obtained from health care workers. Although the examples are specific to the health care industry, the conclusions may be applicable in other employment settings as well, and provide valuable insight into the EEOC's interpretation of ADA issues.

Click here to read the guidelines on the [EEOC's website](#).

If you would like to receive more information about this subject, or if we can be of assistance, please contact one of our attorneys in Womble Carlyle's [Labor and Employment](#) or [Health Care groups](#).

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