



The Americans with Disabilities Act (ADA) purposes to eliminate discrimination against individuals with disabilities and it is the purpose of the Kansas Act Against Discrimination to eliminate and prevent discrimination, in all employment relations and to eliminate and prevent discrimination, or separation in all places of public accommodations. Kansas Department for Aging and Disability Services (KDADS) is committed to ensuring that persons with disabilities are afforded the opportunity to participate fully in all aspects of employment.

KDADS shall make reasonable accommodations to known physical or mental limitations of an otherwise qualified employee with a disability unless it can be demonstrated that such accommodation would impose an undue burden. KDADS shall keep posted in a conspicuous place or places on its premises a notice or notices to be prepared or approved by the commission, which shall set forth excerpts of the Kansas Act Against Discrimination and such other relevant information which a state commission shall deem necessary to explain the act. Employees with a disability have the right to reasonable accommodations and the responsibility to notify management of their needs and work cooperatively towards meeting those needs.

*Reference: Americans with Disabilities Act of 1990, Pub.L. 101-336, 42 U.S.C. § 12101 et seq.; Kansas Act Against Discrimination, K.S.A. 44-1001 et seq; K.A.R. 1-3-5 thru 1-3-6; K.A.R. 1-6-2; ; K.S.A. 75-2925 thru 75-2926, K.S.A. 75-2939 thru 75-2940; K.S.A. 75-2947; K.S.A. 75-2955*