

## 13 WORKERS WITH DISABILITIES

### ANSWERS—QUIZ 1

1. b
  2. b
  3. a
  4. b
  5. d
  6. a
  7. This law applies to federal contractors and recipients of federal assistance programs.
  8. Lack of access to company premises has been a principal factor preventing disabled persons from seeking jobs with some organizations.
  9. Parking spaces should be 8 ft wide, next to a 5-ft-wide access aisle.
  10. Title I makes it illegal to discriminate against an individual with a disability in hiring or promotion if the person is otherwise qualified for the job. An employer is required to provide sufficient accommodation to allow qualified individuals with a disability to attain the same level of job performance as co-workers having similar skills and abilities.
  11. A disabled veteran is a “special handicapped individual” who:
    - is entitled to disability compensation under laws administered by the Veterans Administration for disability rated at 30 percent or more
    - was discharged or released from active duty due to a disability incurred or aggravated in the line of duty
9. Health hazards include air pressure extremes; radiant energy; silica, ETS, asbestos, dusts, and skin irritants; respiratory irritants; systemic poisons; and asphyxiants.
  10. The burden of proof is upon the employer to show that the disabled individual is unqualified because of one or more of the following reasons:
    - The job would put the individual in a hazardous situation.
    - Other employees would be placed in a hazardous situation if the person were on the job.
    - The job requirements cannot be met by an individual with certain physical or mental limitations.
    - And (for all of the above) accommodation of the job cannot reasonably be accomplished.
  11. To place a disabled worker properly, the following requirements should be observed:
    - The worker should meet the physical demands of the job. When necessary, the worker should receive the support of reasonable accommodation.
    - The worker should not be a hazard to himself/herself.
    - The worker should not be a hazard to others.
    - The task should not aggravate the known degree of disability.
    - To obtain valuable input, a conference with the individual should be held before job placement is made.

### ANSWERS—QUIZ 2

1. a
2. b
3. a
4. d
5. b
6. The U.S. Vocational Rehabilitation Act of 1973 was the first major civil rights law protecting the rights of persons with disabilities.
7. The disabled individual, the disabled veteran, and the qualified disabled individual are the three types of disabled persons seeking employment, as defined by the ADA.
8. The factors to be considered are physical require-

### ANSWERS—CASE STUDY

1. The safety and health professional should be a resource person to those responsible for job placement of qualified disabled individuals.
2. Juanita will perform a job safety analysis of existing work based on the job responsibilities and the abilities and limitations of the applicant. She will evaluate the work environment and assess whether Paul can perform the essential functions of the job.
3. The safety and health professional should also evaluate any proposed reasonable accommodation. Reasonable accommodation does not necessarily mean reinstalling machines; rather, it could mean

minor relocation of a machine's controls so a disabled employee could operate them properly and safely. Juanita's job will be to coordinate with other involved departments, such as engineering, and evaluate all safety aspects of accommodations made.