

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE
LEGAL OFFICERS' SECTION

Essential Job Functions, Disabling Conditions and the ADA



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**I. Overview of Americans With Disabilities Act, as amended
Eugenia Esch**

- Legal framework/ intent of legislation
- Definition of “disability”
- What is unlawful perception of disability?
- Applicants – conditional offer required
- When are medical inquiries of incumbents permitted? To what extent?
- What does “otherwise qualified” mean?
- When are reasonable accommodations required?

II. Defining essential functions
Karen J. Kruger

- Job task analysis/ Creating a defensible and complete job description
- Evaluating individual limitations
- What accommodations are reasonable in public safety?
- Medical questionnaires – how to create them
- Educating the agency medical provider

III. Medical Guidelines
Fabrice Czarnecki

- How to develop relevant medical guidelines
- Examples of “potentially disqualifying” conditions
- Temporary v. permanent conditions
- Relating conditions to specific essential functions
- Medication reporting requirements