



Key Points - Your Rights During the Hiring Process

1. The Americans with Disabilities Act (ADA) makes it unlawful for an individual with a disability to be discriminated against during the hiring process.
2. This means that even though you have a disability, an employer must consider you equally as an applicant.
3. The employer does not have to hire you just because you have a disability.
4. In order to be considered for the job, you must be qualified for the job and have the required education training, experience, and skills.
5. When you are applying for a job or in a job interview, the employer is NOT allowed to ask if you have a disability.
6. It is OK for the employer to ask if you need a reasonable accommodation, as long as they ask every applicant that question.