

The Americans with Disabilities Act Amendments Act (ADAAA) is a legislation passed in 2008 to amend the original Americans with Disabilities Act (ADA) of 1990. The ADAAA aimed to broaden the scope and definition of disability, ensuring a more inclusive framework for individuals with disabilities. The key points of the ADAAA can be summarized as follows:

1. **Definition of Disability:** The ADAAA broadened the definition of disability, expanding the range of impairments that qualify as disabilities. It provided a more inclusive interpretation of disability, making it easier for individuals to establish that they have a disability and are protected by the ADA.
2. **Mitigating Measures:** The ADAAA clarified that mitigating measures, such as medication or assistive devices, should not be considered when determining if an individual has a disability. This means that even if an impairment can be controlled or mitigated, individuals may still be protected under the ADA.
3. **Major Life Activities:** The ADAAA expanded the list of major life activities, such as walking, seeing, hearing, and learning, to include activities like reading, concentrating, and communicating. This broader definition ensured that more individuals with impairments would be covered under the ADA.
4. **Episodic and Temporary Conditions:** The ADAAA recognized that impairments that are episodic or in a temporary state can still be considered disabilities. This provision aimed to protect individuals with conditions like epilepsy, migraines, or temporary impairments resulting from accidents or illnesses.
5. **Reasonable Accommodations:** The ADAAA reinforced the requirement for employers to provide reasonable accommodations to individuals with disabilities. It emphasized that the determination of whether an individual has a disability should not demand extensive

analysis and should focus more on granting necessary accommodations.

Overall, the ADAAA sought to restore the original intent of the ADA by broadening the definition of disability and ensuring that individuals with impairments are protected from discrimination and provided with reasonable accommodations.