

Hypothetical Situations Related to Disability Laws

- A woman is turned down for a position as a cashier because she is unable to answer the telephone.
- A man who wears a hearing aid is denied a position driving a school bus. The company stated the reason for the decision was for the safety of the kids.
- During a job interview it is explained that as a part of the application process they require the applicant to take a work demonstration test. The employer asks if any accommodation would be needed to take the test.
- During a job interview, an applicant shares that he has a hearing loss. The interviewer asks whether the disability might pose difficulties in performing the job and whether the applicant would need accommodations.
- An employer offers you an accommodation that does not meet your needs for this situation.
- A person is charged an interpreter fee as part of “court costs” during his or her trial.
- A hard of hearing person attends a town meeting and requests an amplification system to make the communication understandable.
- A counseling service refuses to accept a deaf client due to difficulty with communication.
- A public park asks a deaf or hard of hearing individual to pay a higher deposit for equipment due to a higher risk of having an accident or damaging the equipment.