



## **Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) Policy**

The Americans with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act, known as the ADA and ADAAA,

According to Department of Labor (2021)

prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government' programs and services. As it relates to employment, [Title I of the ADA](#) protects the rights of both employees and [job seekers](#). The ADA also establishes requirements for [telecommunications relay services](#). [Title IV](#), which is regulated by the [Federal Communications Commission](#) (FCC), also requires [closed captioning](#) of federally funded public service announcements.

According to Equal Employment Opportunity Commission (2021)

makes it unlawful to discriminate in employment against a qualified individual with a disability. The ADA also outlaws discrimination against individuals with disabilities in State and local government services, public accommodations, transportation and telecommunications.

It is the policy of Transcending Borders Corporation to comply with all federal and state laws concerning the employment of persons with disabilities and to act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC) and Department of Labor. Furthermore, it is our company policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

Transcending Borders Corporation will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to Transcending Borders Corporation. Contact the Human Resource department with any questions or requests for accommodation.

***Approved: Tangalayer Oates / CEO/Founder / September 1, 2021***  
***Original signed***

"Your 'Diversity & Inclusion' briefing ... reminded me how important respecting difference is." – Darryl T. Brown, *Federal Employee*