



Essential Job Functions As A Component Of ADA Compliance

News

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Well-written job descriptions can be a key component in complying with the Americans With Disabilities Act.

Jennifer Sandberg was quoted in *HR Daily Advisor* after a recent webinar focusing on ADA compliance.

Some employers may have a difficult time determining which job functions can truly be deemed as essential.

“You need to be sure that they’re the types of tasks that absolutely must be done for the employee to accomplish the job.” said Jennifer.

When determining what is essential you must ask yourself a few questions.

- Would removing the function fundamentally alter the position?
- Is the function highly specialized, such that a person is being hired or employed for the specific expertise?

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