**Video Title:** Reflections on the ADA: Interview with Susanne Bruyere

**Video URL:** <https://www.youtube.com/watch?v=yBzrNgwvV8k>

**Running Time/Source:** 2:14, Cornell University School of Industrial and Labor Relation/YouTube

**Close Caption Available:** Yes

This video gives a brief explanation of the implications of the Americans with Disabilities Act. The ADA was a big win for people with disabilities in the United States, since they could no longer be discriminated against in the professional arena. The ADA has also helped facilitate substantive change for individuals with disabilities in the business environment. From ramps in public places to brail on elevators, the ADA has had a significant impact to help people with disabilities. Employers also respond to this with the inclusion of people with disabilities in their recruitment and selection strategies. Susanne Bruyere is the Director of the Employer Assistance and Resource Network (EARN) and Cornell University's Employment and Disability Institute (EDI).

Questions:

1. What is the first “prong” of the ADA?

2. What is the second prong of the ADA?

3. What is the third prong of the ADA?

4. Can drug or alcohol abuse be considered as an impairment under the ADA?

5. Under the ADA, what must employers provide employees if he or she has a disability and it

does not provide an undue hardship against the employer?

6. Can pregnancy ever be considered a disability under the ADA?