

# Index

## ACQUISITION

Affordable Care Act, 11:2  
Agreements, 11:2  
Amendments, 1:13  
Assumption, 11:2  
Disability, 1:13, 1:23, 2:35, 2:39, 6:8, 7:3, 7:8, 7A:9, 11:2  
Disabled employees, 2:35, 6:8  
Leaves of absence, 2:35  
Modification, 1:13, 2:39 to 2:41, 7A:9, 11:2  
Options, 11:2  
Severance, 11:2  
Stock, 2:41  
Termination, 1:23, 6:8, 7A:9, 11:2  
Transfers, 7A:9, 11:2

## ACTIVE DUTY

Family and Medical Leave Act, 8:2 to 8:6, 8:8, 8:9, 8:14, 8:15, 8:17, 8:36, 8:38, 8:39, 8:45, 8:46

## ADA AMENDMENTS ACT OF 2008

Americans with Disabilities Act, 1:1, 1:4 to 1:6, 1:9, 1:12 to 1:15, 1:20 to 1:22, 2:14, 4:1 to 5:1, 5:9, 5:23, 9:1

## ADVERSE EMPLOYMENT ACTION

Americans with Disabilities Act, 2:2, 3:38, 4:1 to 4:3, 4:5, 4:6, 4:14, 4:29, 5:9, 5:16, 8:35, 11:2

## AFFIRMATIVE ACTION

Compliance, 2:36, 3:19  
Disabled persons, 2:36  
Enforcement, 2:36  
Evidence, 2:36  
Job openings, 2:36  
Notice, 2:36  
Reasonable accommodation requirement, 2:36

## AGE DISCRIMINATION

ADEA, 4:2, 8:35, 11:2, 12:14  
Agencies, 11:2, 12:14  
Benefits, 4:2, 8:35, 11:2  
Bona fide occupational qualifications, 5:5  
Business necessity, 5:5, 11:2  
Causation, 4:2, 8:35  
Compensation, 4:2, 8:35  
Complaint, 4:2, 8:35, 11:2  
Constructive discharge, 8:35  
Damages, 4:2  
Defenses, 5:5

## AGE DISCRIMINATION—Cont'd

Discipline, 8:35, 11:2  
Disparate impact, 4:2, 5:5, 11:2  
Disparate treatment, 4:2, 11:2  
Employees, 4:2, 5:5, 8:35, 11:2, 12:14  
Employers, 4:2, 5:5, 8:35, 11:2  
Equal Employment Opportunity Commission, 5:5, 12:14  
Federal law, 8:35, 11:2  
Fringe benefits, 4:2  
General discussion, 11:2  
Government employers, 11:2  
Harassment, 8:35, 11:2  
Local government employers, 11:2  
Membership, 5:5  
Notice, 8:35, 11:2, 12:14  
Officials, 5:5, 11:2  
Parties, 4:2, 12:14  
Pretext, 4:2, 8:35  
Prima facie case, 4:2, 8:35  
Qualifications, 5:5  
Reinstatement, 8:35  
Remedies, 4:2, 12:14  
Retaliation, 4:2, 8:35, 11:2, 12:14  
Sick leave, 4:2, 8:35  
Tenure, 4:2

## AGE DISCRIMINATION IN EMPLOYMENT ACT

Arbitration agreements, 12:14  
Conciliation, 12:14  
Conference, 11:2  
Counsel, 11:2  
Date, 5:5, 11:2  
Defenses, 5:5  
Disclosures, 11:2  
Employment agencies, 11:2  
Equal Employment Opportunity Commission, 5:5, 12:14  
Evidence, 4:2, 5:5, 11:2  
Fringe benefits, 4:2  
General discussion, 11:2  
Intent, 4:2, 11:2, 12:14  
Notice, 11:2, 12:14  
Parties, 4:2, 12:14  
Pretext, 4:2  
Private employers, 11:2  
Reports, 5:5, 11:2  
Retaliation, 4:2, 11:2, 12:14  
Service, 5:5, 12:14

**AGE DISCRIMINATION IN EMPLOYMENT****ACT—Cont'd**

Terms, 11:2

Training, 4:2, 5:5, 11:2

**AGENCIES**

Labor relations, 8:5

**AIDS**

Amendment, 1:13, 9:5

Americans with Disabilities Act, 1:13, 2:34, 4:5, 4:6, 4:19 to 5:19, 5:21, 6:3, 9:2, 9:5, 10:3, 10:12, 10:16, 10:20, 10:25, 10:27, 10:29 to 10:31, 10:41, 10:43, 11:1

Amphetamines, 6:3

Analysis, 1:13

Answers, 10:41, 11:1

Appeals, 2:34, 10:30

Applications, 10:1, 10:16, 10:41

Arrangements, 10:1, 10:41, 10:45

Assessment, 5:21, 10:12, 10:25, 11:1

Assignments, 2:34

Assistance, 10:24 to 10:26, 11:1

Attendance, 2:34

Availability, 1:13, 10:20, 11:1

Banks, 9:5

Benefits, 2:34, 4:19, 4:20, 9:5, 10:1, 10:3, 10:30, 10:31, 11:1

Breaks, 2:34

Building, 9:2, 9:5, 10:20, 10:30

Business, 1:13, 2:34, 4:5, 4:19, 4:20, 9:5, 10:1, 10:27, 10:30, 11:1

Cards, 10:25

Care, 2:34, 4:5, 4:6, 4:19, 6:3, 9:2, 10:16, 10:20, 11:1

Centers, 5:19, 5:21, 9:2, 10:12, 11:1

Certification, 10:1, 10:41

Change, 2:34, 10:16, 10:25, 10:41, 11:1

Charts, 9:5

Claims, 4:5, 4:20, 9:5

Classification, 4:20

Clearance, 10:16

Compensation, 4:5

Complaints, 4:5, 9:2, 9:5

Compliance, 2:34, 9:5, 10:25, 10:30, 10:31, 10:41, 11:1

Computers, 9:5, 11:1

Concerns, 2:34, 4:5, 10:12

Conditions, 1:13, 2:34, 4:5, 4:19, 4:20, 10:1, 10:45, 11:1

Conducting, 4:20, 11:1

Contents, 10:25

Costs, 4:5, 9:2, 10:30, 10:43

Coverage, 1:13, 4:5, 4:19, 4:20, 9:5

Creating, 5:21

Day care, 9:2

Definitions, 1:13, 11:1

**AIDS—Cont'd**

Denial, 4:19, 10:3, 10:16, 10:30, 10:31

Dependents, 11:1

Design, 9:5, 10:31

Discipline, 4:6

Discrimination, 1:13, 4:5, 4:6, 4:19 to 5:21, 6:3, 9:2, 9:5, 10:1, 10:12, 10:20, 10:30, 11:1

Discussions, 4:5, 11:1

Diseases, 4:20, 5:19

Documents, 9:5

Drivers, 5:21

Drugs, 4:19, 6:3, 10:1

Duration, 1:13, 10:12, 11:1

E-mail, 11:1

Electronics, 10:25

Elements, 10:1, 10:30

Eligibility, 4:19, 10:1, 10:16, 10:43

Emergency, 5:21, 10:20, 11:1

Encouraging, 11:1

Enforcement, 9:5, 11:1

Ensuring, 9:5, 10:25

Entertainment, 11:1

Equal Employment Opportunity Commission, 1:13, 2:34, 4:19 to 5:21

Equal employment opportunity, 1:13, 2:34, 4:19 to 5:21, 11:1

Essential functions, 2:34, 5:21, 11:1

Establishing, 5:21, 10:16

Evidence, 1:13, 2:34, 4:5, 5:21, 10:12, 10:30, 10:43, 11:1

Examination, 10:41, 10:43, 10:44, 11:1

Exclusions, 4:19, 10:12

Exercise, 1:13, 10:41

Expenses, 10:29, 10:31

Experience, 4:20, 10:3, 11:1

Exposure, 11:1

Facilities, 9:2, 9:5, 10:1, 10:3, 10:20, 10:25, 10:29 to 10:31

Factors, 9:2, 10:29 to 10:31, 10:41, 11:1

Facts, 2:34, 4:5, 5:21, 9:5, 10:30, 11:1

Fair, 2:34

Family, 2:34, 4:5, 4:6, 10:20, 10:30, 10:31, 11:1

Family and Medical Leave Act, 11:1

Family and medical leave, 11:1

Features, 9:5

Fees, 9:5

Files, 4:19, 11:1

Filing, 9:5, 10:25, 10:30

Fitness, 11:1

Fmla, 11:1

Food, 1:13, 2:34, 5:19, 9:2, 9:5, 10:16, 10:24, 10:25

Forms, 9:5, 11:1

Frequency, 1:13, 10:30

Guards, 9:5

## INDEX

### AIDS—Cont'd

Guidelines, 9:5, 10:30  
Guides, 10:25  
Handling, 5:19  
Health, 1:13, 2:34, 4:5, 4:19 to 5:19, 5:21, 6:3, 9:2, 9:5, 10:1, 10:12, 10:16, 10:20, 10:25, 10:43, 11:1  
Health care, 4:5, 4:19, 6:3, 9:2, 10:20, 11:1  
Hiv/AIDS, 11:1  
Hospitals, 2:34, 9:5  
Hours, 2:34, 10:30  
Illnesses, 4:19, 4:20, 9:5, 11:1  
In-house, 10:27  
Information, 1:13, 2:34, 5:19, 9:5, 10:25, 10:41, 11:1  
Inquiry, 1:13, 10:12, 10:16, 10:20, 10:30, 11:1  
Insurance, 2:34, 4:5, 4:19, 4:20, 9:5, 10:1  
Interruptions in service, 10:31  
Inventory, 10:1  
Issues, 5:21, 10:25, 11:1  
Job performance, 4:6  
Keeping, 11:1  
Laws, 11:1  
Legal, 9:2, 9:5, 10:31  
Liability, 6:3  
Lighting, 10:45  
Lodging, 9:5  
Machinery, 5:21  
Machinists, 2:34  
Making, 1:13, 5:21, 10:12, 10:25, 10:27, 10:45, 11:1  
Management, 1:13, 9:5, 11:1  
Managers, 1:13  
Marijuana, 6:3  
Meetings, 2:34, 10:25, 11:1  
Merit, 10:43  
Methods, 1:13, 9:2, 10:1  
Misconduct, 4:6, 10:30  
Model, 10:25  
Models, 10:25  
Modification, 1:13, 10:1, 10:16, 10:20, 10:25, 10:29, 10:43  
Needs, 2:34, 4:6, 10:20, 10:25, 11:1  
Noncompliance, 9:5, 10:31  
Notice, 2:34, 9:5, 10:31, 10:41, 11:1  
Number, 4:19, 9:5, 10:16, 10:25, 10:29, 10:31  
Objectives, 1:13  
Occupational Safety and Health Administration, 11:1  
Operation, 2:34, 9:2, 10:1, 10:16, 10:29, 10:31, 10:45, 11:1  
Organizations, 9:2, 9:5, 11:1  
Osha, 11:1  
Paid, 4:20  
Parking, 10:16, 10:30, 10:31  
Part-time, 2:34

### AIDS—Cont'd

Participation, 10:1, 10:12, 10:16  
Pay, 4:5, 4:19, 10:16, 10:43  
Payment, 10:20  
Penalties, 9:2  
Performance, 4:5, 4:6, 10:3, 10:25, 10:43  
Personal protective equipment, 11:1  
Place, 2:34, 4:5, 4:19, 4:20, 9:2, 9:5, 10:1, 10:30, 10:41, 10:45  
Planning, 11:1  
Plans, 4:19, 10:16, 10:30  
Points, 10:1  
Policies, 4:19, 4:20, 9:2, 9:5, 10:1, 10:12, 10:20, 10:24  
Power, 9:2  
Practices, 4:5, 4:6, 4:19, 4:20, 9:2, 10:1, 10:12, 10:20, 10:24, 10:25, 11:1  
Preparation, 11:1  
Prevention, 10:29, 10:31, 11:1  
Productivity, 2:34  
Programs, 9:5, 10:1  
Proof, 5:21, 10:31  
Property, 10:30  
Protection, 1:13, 5:19  
Public accountants, 10:41  
Publications, 11:1  
Questions, 10:41, 11:1  
Radio, 9:5, 10:25  
Rationale, 1:13  
Recommendations, 11:1  
References, 9:5  
Refusal, 4:19, 10:1  
Regulation, 4:19, 9:5, 10:30  
Rehabilitation, 1:13, 4:19, 9:5, 10:1, 10:16, 10:25, 10:41, 11:1  
Reimbursement, 4:20, 9:5  
Requests, 10:20, 10:43, 11:1  
Reservation, 10:16, 10:20  
Response, 4:20, 9:5, 11:1  
Responsibilities, 11:1  
Restaurants, 9:2, 9:5  
Restrictions, 11:1  
Retail stores, 9:2, 9:5  
Rights, 4:5, 9:5, 10:3, 11:1  
Rules, 1:13, 4:5, 9:5, 10:16  
Safety, 1:13, 2:34, 5:21, 9:5, 10:1, 10:12, 10:20, 10:29, 10:31, 10:45, 11:1  
Salary, 10:43  
Sales, 2:34, 9:5  
Schedules, 2:34, 9:5  
Scheduling, 2:34  
Schools, 9:2, 10:41, 11:1  
Screening, 9:5  
Selection, 5:19, 5:21, 10:45

**AIDS—Cont'd**

Services, 1:13, 2:34, 4:20, 5:19, 9:2, 9:5, 10:1, 10:3, 10:12, 10:16, 10:20, 10:24 to 10:27, 10:29, 10:30, 10:41, 10:45, 11:1

Setting, 9:5

Short, 2:34

Significance, 10:31

Skills, 10:25, 10:41, 10:43

Sleeping, 2:34

Social, 4:5

Standards, 1:13, 5:19, 5:21, 9:5, 10:16, 10:31, 10:41, 11:1

State, 1:13, 2:34, 4:5, 4:19, 4:20, 9:2, 9:5, 10:16, 10:25, 10:43, 11:1

Statutes, 9:2, 10:20

Stores, 1:13, 4:5, 9:2, 9:5, 10:31

Strategies, 1:13, 11:1

Stress, 1:13

Substance abuse, 6:3

Supervisors, 4:5

Suppliers, 10:1

Support, 2:34, 11:1

Systems, 1:13, 2:34, 9:5, 10:25, 10:26, 10:30, 11:1

Television, 1:13, 9:5

Termination, 4:5

Time, 2:34, 4:5, 4:6, 5:19, 10:25, 10:31, 10:41, 10:43, 10:45, 11:1

Time off, 2:34, 4:5, 5:19

Tools, 2:34, 9:5

Training, 9:5, 10:25, 10:45

Transportation, 2:34, 9:2, 9:5, 10:31, 11:1

Types, 1:13, 2:34, 4:20, 10:25, 11:1

Use, 1:13, 2:34, 4:5, 6:3, 9:5, 10:1, 10:16, 10:25, 10:30, 10:45, 11:1

Veterans, 9:5

Videos, 9:5

Violations, 10:30, 10:31

Withdrawal, 4:5

Women, 10:24, 11:1

Workplace safety, 11:1

**ALABAMA**

Conditions, 8:13

Permits, 8:13

**ALTERNATIVE DISPUTE RESOLUTION**

Americans with Disabilities Act, 12:2, 12:9

**AMERICANS WITH DISABILITIES ACT**

Acceptance, 1:2, 2:3, 4:2, 8:35

Accommodations, 1:1, 1:10, 1:12, 1:13, 1:22 to 1:27, 1:31, 2:1 to 2:4, 2:9 to 2:11, 2:13 to 2:17, 2:20, 2:23, 2:26 to 2:28, 2:32, 2:35 to 2:38, 2:43, 2:45, 2:47, 2:48, 2:51, 3:1, 3:5, 3:37, 3:39, 3:44, 3:45, 3:47, 3:49, 4:3, 4:10, 4:20, 4:24, 4:29, 5:1, 5:8, 5:9, 5:21, 6:9, 6:11, 6:13, 7:8, 7A:1, 7A:3 to 7A:5, 7A:9

**AMERICANS WITH DISABILITIES ACT****—Cont'd**

to 7A:14, 7A:17, 7A:18, 8:53, 8:54, 9:1 to 9:6, 9:8 to 9:10, 9:13 to 9:16, 10:2 to 10:5, 10:10, 10:12 to 10:18, 10:20, 10:21, 10:23, 10:25, 10:27, 10:29 to 10:34, 10:36 to 10:39, 10:41 to 10:43, 11:1 to 11:4, 12:1, 12:8, 12:10

Actuarial data, 4:22

ADD, 2:35, 4:2, 5:23

ADHD, 1:26, 7A:10, 10:43

Adverse employment action, 2:2, 3:38, 4:1 to 4:3, 4:5, 4:6, 4:14, 4:29, 5:9, 5:16, 8:35, 11:2

AIDS, 1:13, 2:34, 4:5, 4:6, 4:19 to 5:19, 5:21, 6:3, 9:2, 9:5, 10:3, 10:12, 10:16, 10:20, 10:25, 10:27, 10:29 to 10:31, 10:41, 10:43, 11:1

Alcoholism, 1:18, 3:45, 5:5, 6:8, 6:9, 6:11, 7:3, 8:13, 10:13, 10:15

Alternative dispute resolution, 12:2, 12:9

Arbitration agreements, 12:2, 12:14

Arthritis, 1:19, 8:13

Attendance, 1:2, 1:22, 1:26, 2:34, 2:49, 3:38, 3:45, 3:49, 4:11, 6:9, 7A:9, 8:35

Attention Deficit Hyperactivity Disorder, 1:26, 10:43

Back pain, 1:20, 2:36, 7A:3

Bankruptcy, 12:5

Best accommodation, 2:1, 2:9

Blanket exclusions, 5:1, 5:9

Burden of proof, 1:22, 1:24, 3:36, 4:1, 4:3, 5:5, 5:21, 9:15, 10:31

Cancer, 1:9, 1:14, 1:15, 1:20 to 1:22, 1:25, 2:14, 2:28, 2:34, 2:35, 4:16, 4:19, 6:3, 6:9, 7:3, 7:8, 7A:10, 8:13, 8:35, 10:20, 11:1, 11:2

Categories, 2:2, 3:24, 4:19, 7A:9, 9:4, 9:5, 9:9, 11:1, 11:2

Cerebral palsy, 1:12, 1:14, 1:22, 10:15

Civil actions, 12:12

Collective bargaining agreements, 2:30, 4:1, 4:26, 8:54

Compensatory damages, 2:35, 12:8, 12:12

Complaints, 1:9, 1:26, 2:28, 4:5, 4:29, 9:2, 9:5, 9:13, 10:21, 11:3, 12:9

Confidentiality requirements, 6:13, 8:1, 8:53, 11:1

Constructive discharge, 8:35

Covered entities, 1:1, 1:12, 1:13, 7:1, 7:8, 7:11, 7A:9, 7A:12, 7A:17, 10:16, 12:1, 12:6, 12:9, 12:11

Criminal record, 1:23

Damages, 1:20, 2:20, 2:35, 3:2, 4:2, 4:28, 5:21, 9:2, 9:8, 12:1, 12:8, 12:10, 12:12, 12:13

Defenses, 2:36, 5:5, 6:11

## AMERICANS WITH DISABILITIES ACT

## —Cont'd

- Depression, 1:13, 1:15, 1:20, 1:26, 2:13, 2:17, 2:33, 2:35, 2:51, 3:38, 4:29, 7A:3, 7A:4, 7A:10, 7A:18, 11:3
- Determination, 1:1, 1:3, 1:4, 1:9, 1:12 to 1:15, 1:23 to 1:25, 2:13, 2:27, 2:33, 2:34, 3:25, 3:36, 4:14, 4:20, 5:1, 5:11, 5:16, 5:24, 6:4, 7A:7 to 7A:9, 7A:11, 9:4, 9:5, 10:12, 10:14, 10:18, 10:25, 10:30, 11:2, 11:4, 12:6, 12:8
- Diabetes, 1:4, 1:13, 1:14, 1:26, 2:4, 2:14, 2:19, 2:34, 2:35, 2:49, 3:16, 3:36, 3:37, 5:9, 5:16 to 5:18, 6:13, 7:8, 7A:4, 7A:17, 8:13, 11:2
- Direct threat, 1:13, 1:26, 2:38, 3:36, 4:6, 4:14, 5:1, 5:5, 5:6, 5:9, 5:11, 5:14, 5:16 to 5:19, 5:21, 5:24, 6:11, 10:12, 11:1, 11:2
- Disability, 1:1 to 1:6, 1:8 to 1:29, 1:31, 1:32, 2:1 to 2:4, 2:9 to 2:11, 2:13 to 2:15, 2:17 to 2:20, 2:23, 2:27, 2:28, 2:32 to 2:36, 2:38, 2:43, 2:47 to 2:49, 2:51, 3:1 to 3:3, 3:5, 3:10, 3:13, 3:14, 3:16, 3:18, 3:19, 3:26, 3:30, 3:32, 3:35 to 3:40, 3:44 to 3:47, 3:49, 4:1 to 4:7, 4:11, 4:14, 4:16, 4:18 to 4:20, 4:22, 4:24 to 4:26, 4:29, 5:1 to 5:9, 5:11, 5:14, 5:16 to 5:19, 5:21, 5:23 to 5:26, 6:1 to 6:3, 6:5 to 6:10, 6:13, 7:3, 7:8, 7:11, 7A:1, 7A:3, 7A:9, 7A:10, 7A:12, 7A:17, 7A:18, 8:1, 8:13, 8:35, 8:42, 8:48, 8:54, 9:1, 9:2, 9:5, 9:9, 9:13, 9:15, 10:2 to 10:4, 10:10, 10:12 to 10:18, 10:20, 10:21, 10:23, 10:25, 10:30, 10:31, 10:38, 10:41 to 10:43, 11:1 to 11:4, 12:1 to 12:3, 12:5, 12:8, 12:10, 12:12
- Disability benefits, 1:23, 3:5, 8:54
- Disclosures, 7:1, 11:2
- Discrimination, 1:1, 1:3, 1:4, 1:12, 1:13, 1:18, 1:20 to 1:23, 1:26, 1:29, 2:2, 2:3, 2:9, 2:14, 2:15, 2:17, 2:20, 2:33, 2:47, 2:51, 3:2, 3:3, 3:30, 3:32, 3:45, 4:1 to 4:6, 4:14, 4:16, 4:19, 4:20, 4:29, 5:1, 5:5, 5:9, 5:21, 5:24, 5:26, 6:1, 6:3, 6:5 to 6:8, 7:1 to 7:3, 7:8, 7:9, 7:11, 7:12, 7A:1, 7A:18, 8:35, 8:53, 8:54, 9:2, 9:4, 9:5, 9:13, 9:15, 9:16, 10:2, 10:4, 10:12 to 10:15, 10:20, 10:30, 11:1 to 11:4, 12:1 to 12:3, 12:5, 12:6, 12:8 to 12:10, 12:12, 12:14
- Disparate impact, 4:2, 5:5, 11:2
- Documentation, 2:14, 2:17 to 2:19, 3:10, 3:37, 5:16, 5:17, 5:26, 7:8, 7A:12 to 7A:14, 7A:17 to 10:18, 10:43, 11:1, 11:2
- Drug addiction, 1:23, 3:14, 3:45, 6:1, 6:5 to 6:8, 10:13
- Drug testing, 3:30, 6:1, 6:13, 10:13
- Effective communications, 10:25
- Employee morale, 2:28
- Employee Retirement Income Security Act, 7:11
- Employers, 1:2, 1:10, 1:12, 1:15 to 1:18, 1:20, 1:21, 1:23 to 1:26, 1:28 to 1:31, 2:1, 2:2,

## AMERICANS WITH DISABILITIES ACT

## —Cont'd

- 2:4, 2:9, 2:11, 2:13, 2:16 to 2:20, 2:23, 2:26 to 2:28, 2:30, 2:32 to 2:36, 2:38, 2:48, 2:49, 2:51, 3:1, 3:2, 3:14, 3:19, 3:24, 3:26, 3:30, 3:32, 3:35 to 3:39, 3:44 to 3:47, 3:49, 4:1 to 4:3, 4:5, 4:10, 4:11, 4:16 to 4:18, 4:22, 4:24, 4:26, 5:1 to 5:5, 5:7, 5:9, 5:16, 5:17, 5:19, 5:21, 5:22, 5:25, 5:26, 6:1, 6:3, 6:5, 6:7, 6:8, 6:10, 6:11, 6:13, 7:1, 7:8, 7:11, 7A:1, 7A:9, 7A:11 to 7A:14, 7A:17, 7A:18, 8:13, 8:35, 8:53, 8:54, 11:1, 11:2, 11:4, 12:1, 12:2, 12:5, 12:6, 12:8, 12:12
- Employment agencies, 4:25, 7:1, 7A:18, 11:2
- Employment discrimination, 1:23, 2:2, 2:20, 4:2, 4:3, 4:29, 5:26, 9:16, 11:2, 11:3, 12:1, 12:2, 12:6, 12:8, 12:14
- Employment relationships, 12:2
- Enforcement, 1:15, 1:23, 1:26, 2:1, 2:35, 2:36, 3:2, 4:2, 4:3, 4:29, 5:9, 6:11, 7:1, 7:8, 7:11, 8:35, 8:53, 8:54, 9:4, 9:5, 9:16, 11:1, 11:2, 11:4, 12:1 to 12:3, 12:5, 12:6, 12:8 to 12:14
- Epilepsy, 1:4, 1:14, 1:20, 2:9, 5:9, 5:14, 5:16, 5:21, 6:3, 6:13, 8:13
- Equal Employment Opportunity Commission, 1:1, 1:3 to 1:6, 1:9, 1:11 to 1:14, 1:16, 1:17, 1:20 to 1:22, 1:30, 1:31, 2:1 to 2:3, 2:11, 2:13 to 2:20, 2:27, 2:28, 2:34 to 2:36, 2:38, 2:48, 2:49, 2:51, 3:2, 3:24, 3:25, 3:32, 3:36 to 3:39, 4:3, 4:11, 4:17, 4:19, 4:20, 4:22, 4:29, 5:5, 5:11, 5:17, 5:21, 6:4, 6:9, 6:13, 7:1, 7:2, 7A:5, 7A:7 to 7A:14, 7A:17, 10:39, 11:3, 11:4, 12:1 to 12:3, 12:5, 12:6, 12:8, 12:14
- Essential job functions, 1:24, 1:26, 1:27, 2:2, 2:3, 2:11, 2:15, 2:19, 2:33, 2:47, 3:2, 3:5, 3:36, 3:38, 4:1, 4:11, 5:4, 5:5, 5:11, 5:21, 5:23, 7A:8, 7A:13, 11:1
- Estoppel, 1:23, 8:13
- Evidence, 1:4, 1:9, 1:12, 1:13, 1:16, 1:17, 1:23 to 1:26, 1:29, 2:2, 2:17, 2:20, 2:27, 2:33 to 2:38, 3:1, 3:3, 3:25, 3:36 to 3:38, 4:1 to 4:3, 4:5, 4:14, 4:22, 4:26, 4:29, 5:5, 5:6, 5:11, 5:14, 5:16, 5:17, 5:21, 6:6, 6:11, 7:3, 7A:8, 7A:9, 7A:11, 7A:13, 8:13, 8:35, 9:15, 10:4, 10:12, 10:30, 10:37, 10:43, 11:1, 11:2, 11:4, 12:2, 12:6
- Exclusions, 4:19, 5:1, 5:9, 10:12 to 10:15
- Failure to accommodate, 1:23, 2:2, 2:20, 4:2, 4:3, 5:26, 7A:13
- Federal contractors, 3:46
- Fibromyalgia, 1:7
- Fringe benefits, 4:1, 4:2, 4:25, 7:1
- General discussion, 11:2
- Good-faith efforts, 2:27
- Guidelines, 1:31, 2:1, 2:32, 2:36, 3:38, 5:4, 9:5, 9:16, 10:30, 10:36, 10:38, 11:2
- Hearing loss, 1:16, 10:25

## AMERICANS WITH DISABILITIES ACT

## —Cont'd

Heart conditions, 1:14  
 Hepatitis, 1:9, 1:16, 2:38  
 HIV, 1:9, 1:10, 2:35, 3:38, 4:4, 4:7, 4:16, 4:20, 5:14, 5:19, 6:13, 7:3, 8:48, 9:5, 10:12, 11:1  
 Homosexuality, 1:2, 1:32  
 Hostile work environment, 4:3, 8:35  
 Human Immunodeficiency Virus, 2:35, 3:38, 4:4, 5:19, 7:3, 8:48, 9:5, 10:12  
 Illegal drugs, 1:32, 3:30, 6:1, 6:3, 6:5 to 6:8, 6:13, 7:3, 10:13  
 Insurance, 1:2, 1:21 to 1:23, 1:30, 2:17, 2:34, 3:44, 3:45, 4:1, 4:2, 4:5, 4:16 to 4:20, 4:22, 5:9, 7:1, 7:3, 7:8, 7:9, 7:11, 7A:7, 7A:9, 7A:11, 7A:17, 8:54, 9:4 to 10:4, 10:15, 11:2, 12:2  
 Job analysis, 2:33  
 Job applicants, 2:16, 2:32, 2:43, 3:2, 5:3, 5:4, 7A:18, 9:13, 11:1, 11:2  
 Job restructuring, 2:1, 2:33, 7A:9, 7A:10, 11:2  
 Job-related requirements, 1:15, 1:22, 1:23, 5:3  
 Last chance agreements, 4:3  
 Leave policies, 2:1, 2:35, 2:45, 6:6, 8:54  
 Local governments, 7A:18, 9:5, 10:25, 11:3  
 Major life activities, 1:1, 1:2, 1:4, 1:5, 1:9 to 1:15, 1:20 to 1:22, 1:26, 10:43, 11:2, 11:3  
 Marijuana, 6:3, 6:6, 6:7, 6:13  
 Medical examinations, 3:1 to 3:3, 3:5, 3:10, 3:13, 3:14, 3:16, 3:18, 3:19, 3:24 to 3:26, 3:30, 3:32, 3:34 to 3:41, 3:43 to 3:47, 3:49, 4:29, 6:13, 7:3, 7:8, 7A:12, 7A:17, 11:1, 11:2  
 Mental illness, 1:6, 1:10, 1:21, 1:23, 1:26, 2:17, 2:34, 2:35, 3:25, 4:14, 4:19, 5:17, 6:3, 8:13, 11:2, 11:3  
 Mental impairment, 1:1 to 1:9, 1:12, 1:21, 1:22, 2:2, 2:14, 3:1, 3:24, 10:15, 11:1 to 11:3  
 Misconduct, 1:18, 1:23, 2:4, 2:51, 4:3, 4:6, 4:14, 6:8, 8:31, 8:35, 10:30, 11:2, 12:8  
 Modified work schedules, 2:34, 7A:9  
 Multiple sclerosis, 1:4, 1:14, 1:20, 2:17, 2:18, 2:28, 2:34, 2:35, 4:5, 4:14, 4:29  
 Muscular dystrophy, 1:13, 1:14  
 Notice, 2:16, 2:17, 2:20, 2:34, 2:36, 2:51, 3:47, 7:8, 7A:1, 7A:5, 7A:11, 7A:12, 8:10, 8:35, 8:48, 8:54, 9:5, 10:31, 10:41, 11:1, 11:2, 11:4, 12:5, 12:10, 12:14  
 Obesity, 1:7  
 Parties, 1:26, 1:30, 2:17, 2:20, 2:27, 2:48, 3:32, 4:2, 4:10, 5:16, 7:8, 7A:11, 7A:12, 8:54, 9:8, 12:1 to 12:3, 12:6, 12:14  
 Past drug addiction, 6:1, 6:6  
 Physical characteristics, 1:8  
 Physical impairment, 1:4, 1:5, 1:10, 1:20 to 1:22, 11:2, 11:3  
 Postoffer examinations, 3:34

## AMERICANS WITH DISABILITIES ACT

## —Cont'd

Postoffer inquiries, 3:1  
 Preemployment inquiries, 1:28, 3:46, 3:49  
 Pregnancy, 1:10, 7:3, 7A:1, 7A:3 to 7A:5, 7A:8 to 7A:14, 7A:17, 7A:18, 8:13, 8:42, 8:54, 11:2  
 Private employers, 2:32, 7A:18, 11:2  
 Proceedings, 2:47, 6:4, 8:35  
 Public accommodation discrimination, 10:4  
 Public transportation, 2:34, 7A:9, 9:4, 9:5, 10:31, 10:37, 11:1, 11:4  
 Punitive damages, 1:20, 2:35, 12:1, 12:8, 12:12  
 Qualification standards, 3:36, 4:1, 5:1 to 5:9  
 Qualified individuals, 2:1 to 2:3, 2:16, 2:33, 3:2, 4:1, 4:6, 4:29, 5:23, 6:5  
 Reasonable accommodation, 1:2, 1:3, 1:9, 1:13, 1:15, 1:17, 1:18, 1:21 to 1:27, 1:29, 2:1 to 2:4, 2:9 to 2:11, 2:13 to 2:20, 2:23, 2:26 to 2:28, 2:30, 2:32 to 2:38, 2:43, 2:45, 2:47 to 2:49, 2:51, 3:1, 3:2, 3:5, 3:10, 3:36 to 3:39, 3:45, 3:49, 4:1, 4:3, 4:6, 4:11, 4:14, 4:24 to 4:26, 4:29, 5:1, 5:2, 5:4 to 5:6, 5:8, 5:9, 5:18, 5:19, 5:23, 5:24, 5:26, 6:1, 6:8 to 6:11, 7:8, 7A:1, 7A:3 to 7A:5, 7A:7 to 7A:14, 7A:17, 7A:18, 8:54, 9:1, 10:16, 10:20, 10:21, 10:31, 10:43, 11:1, 11:2, 11:4, 12:1, 12:8  
 Reassignment, 2:1, 2:10, 2:20, 2:35 to 2:38, 5:2, 5:19, 7A:9, 7A:10, 7A:18, 8:20, 8:54, 11:2  
 Rehabilitation act, 1:1, 1:4, 1:9, 1:13 to 1:15, 1:18, 1:23, 1:24, 1:26, 1:29, 1:30, 2:17, 2:20, 2:28, 2:35, 2:36, 2:38, 3:19, 3:24, 3:39, 3:46, 4:2, 4:3, 4:19, 4:29, 5:4, 5:5, 5:9, 5:14, 5:17, 5:24, 5:26, 6:4, 6:8, 6:9, 7:11, 8:54, 9:3, 9:5, 9:13, 9:16, 10:16, 10:41, 11:1 to 11:4  
 Relationship to other laws, 7:11, 7A:17  
 Religion, 4:2, 8:54, 11:2  
 Remedies, 2:20, 4:2, 5:23, 7A:14, 7A:17, 8:54, 9:16, 12:1, 12:2, 12:8, 12:10, 12:12, 12:14  
 Request, 1:16, 1:22, 1:26, 2:1, 2:2, 2:4, 2:9, 2:10, 2:13 to 2:15, 2:17 to 2:20, 2:27, 2:34 to 2:36, 2:38, 2:43, 2:49, 3:1, 3:2, 3:10, 3:37, 3:38, 3:40, 3:44, 3:46, 3:47, 3:49, 4:5, 4:24, 4:29, 5:6, 5:9, 5:26, 6:6, 6:9, 7:1, 7:3, 7:8, 7:9, 7:11, 7A:4, 7A:5, 7A:8 to 7A:14, 7A:17, 7A:18, 8:31, 8:35, 8:42, 8:48, 8:53, 9:1, 10:17, 10:23, 10:25, 10:27, 10:43, 11:1, 11:2, 11:4, 12:1, 12:5, 12:6, 12:10  
 Respiratory problems, 10:14  
 Retaliation, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:12 to 7A:14, 8:35, 10:10, 11:2, 11:4, 12:2, 12:5, 12:8, 12:14  
 Risk, 1:10, 1:12, 1:16, 1:22, 1:25, 1:26, 2:20, 2:36, 3:36, 3:38, 4:14, 4:17, 4:20, 4:22, 5:1, 5:5, 5:6, 5:9, 5:14, 5:16 to 5:19, 5:21, 5:24, 6:11, 7:1, 7:3, 7:8, 7A:3, 7A:4, 7A:9 to

**AMERICANS WITH DISABILITIES ACT**

—Cont'd

7A:12, 7A:14, 8:48, 10:12, 10:15, 10:17, 11:1, 11:2, 11:4, 12:8

Selection criteria, 2:15, 4:1, 5:1 to 5:9, 5:11, 5:14, 5:16 to 5:19, 5:21 to 5:26

Service animals, 10:21

Small employers, 11:2

Smoking, 10:14

State governments, 12:8

Stress, 1:6, 1:13, 1:23, 1:26, 2:13, 2:17, 2:33, 2:35, 3:3, 3:38, 4:29, 5:17, 11:2

Stroke, 1:26, 8:13, 11:2

Substance abuse, 2:35, 5:5, 6:1 to 6:11, 6:13, 8:13

Substantially limits, 1:1 to 1:5, 1:9, 1:10, 1:12 to 1:15, 1:19 to 1:22, 2:14, 2:19, 3:37, 5:5, 7A:3, 7A:17, 11:2, 11:3

Subterfuge, 4:1, 4:17 to 4:20, 4:22

Summary judgment, 1:16 to 1:18, 1:23, 1:24, 1:26, 2:9, 2:10, 2:14, 2:17, 2:20, 2:27, 2:28, 2:33 to 2:36, 2:38, 2:47, 3:3, 3:5, 4:2, 4:3, 4:5, 4:14, 4:16, 4:29, 5:2, 5:5, 5:7, 5:21, 6:5, 6:6, 6:8, 6:11, 8:35, 9:4, 9:5, 9:10, 10:4, 10:16, 10:17, 10:41

Technical Assistance Manual, 1:30, 2:2, 4:11, 6:4, 9:8

Threat to self, 5:17, 6:11, 11:2

Threatening behavior, 5:14

Transportation, 1:26, 2:34, 2:48, 4:1, 4:3, 5:5, 5:9, 5:23, 6:1, 6:13, 7A:9, 8:13, 9:2, 9:4, 9:5, 10:31, 10:37, 10:39, 11:1, 11:2, 11:4

Treatment, 1:1, 1:4, 1:9, 1:12, 1:20 to 1:22, 1:26, 2:2, 2:13, 2:14, 2:17, 2:27, 2:28, 2:34 to 2:36, 2:47, 2:49, 2:51, 3:3, 3:19, 3:39, 3:44, 3:45, 4:1 to 4:3, 4:19, 4:20, 4:22, 4:24, 5:5, 5:21, 6:1, 6:3, 6:4, 6:6, 6:8, 6:9, 6:11, 7:3, 7A:3, 7A:4, 7A:9 to 7A:11, 7A:14, 7A:17, 8:10, 8:13, 8:20, 8:35, 8:42, 8:53, 8:54, 10:2, 10:13, 10:15, 10:18, 10:20, 10:25, 10:30, 10:43, 11:2 to 11:4

Undue hardship, 1:10, 1:21, 1:22, 1:25, 1:26, 2:1, 2:2, 2:9, 2:13, 2:14, 2:20, 2:26 to 2:28, 2:30, 2:32 to 2:36, 2:38, 2:47 to 2:49, 2:51, 3:47, 4:1, 4:3, 4:7, 4:10, 4:11, 4:14, 4:24, 4:26, 4:29, 5:6, 5:8, 5:19, 5:23, 7:8, 7A:8 to 7A:14, 7A:17, 7A:18, 8:33, 8:54, 10:29, 10:31, 11:1, 11:2, 11:4

Unions, 2:48, 3:39, 4:25, 4:26, 11:2

Vision impairments, 10:30

Waivers, 5:23

Wellness programs, 7:1, 7:8

Working at home, 2:34

Workplace violence, 1:23

**ANSWERS**

Federal employment, 11:2

General discussion, 11:2

**ANSWERS—Cont'd**

Retaliation, 11:2

**APPOINTMENT**

Federal employment, 11:2

**APPRAISAL**

Performance appraisal, 7A:13, 7A:14

**APPRENTICES**

Defined, 7:8

Notice, 7:8

Review, 7:8

**ARBITRATION**

Age Discrimination in Employment Act, 12:14

Agreements, 12:2, 12:14

Alternative dispute resolution, 12:2

Americans with Disabilities Act, 12:1, 12:2, 12:14

Appeal, 12:2

Awards, 12:14

Binding arbitration, 12:2, 12:14

Civil rights acts, 12:2

Consideration, 12:2

Contracts, 12:2

Costs, 12:1

Evidence, 12:2

Judicial review, 12:14

Jurisdiction, 12:1

Litigation, 12:1, 12:2

Process, 12:1, 12:2

Remedies, 12:1, 12:2, 12:14

Title VII, 12:2, 12:14

Written agreements, 12:2

**ASSIGNMENTS**

Federal employment, 11:2

General discussion, 11:2

**ASSISTANCE**

Federal employment, 11:2

**ATTENDANCE**

Absenteeism, 5:15, 6:9, 8:35

Discipline, 1:26, 4:11, 6:9, 7A:9, 8:35

**ATTENTION DEFICIT HYPERACTIVITY DISORDER**

Americans with Disabilities Act, 1:26, 10:43

**BANKRUPTCY**

Participation, 8:50

Wages, 8:50

**BENEFITS**

Computers, 2:48, 9:5, 11:1

Credit unions, 2:48

General discussion, 11:2

Publications, 11:1

**BENEFITS—Cont'd**

Transportation, **1:26, 2:7, 2:34, 2:48, 4:1, 4:3, 4:27, 7A:9, 8:29, 8:50, 9:5, 10:31, 11:1, 11:2, 11:4**  
 Uniforms, **7A:9**

**BONA FIDE OCCUPATIONAL QUALIFICATIONS**

Business Necessity, **5:5**  
 Evidence, **5:5**  
 Title VII, **5:5**

**BREAKS**

Work rules, **2:13**

**BUSINESS NECESSITY**

Evidence, **1:13, 1:23, 1:24, 1:26, 3:36 to 3:38, 4:1, 4:3, 4:26, 5:5, 5:6, 5:17, 6:11, 7:3, 11:1, 11:2**  
 Summary judgment, **1:23, 1:24, 1:26, 4:3, 5:2, 5:5, 5:7, 6:11**

**CALIFORNIA**

Compensation, **2:47**  
 Complaints, **1:26, 10:21**  
 Conditions, **1:12, 1:26, 2:47**  
 Disabled persons, **10:21**  
 Equipment, **1:26**  
 Evidence, **1:12, 1:17, 1:26**  
 Health, **1:26**  
 Sick leave, **1:26**  
 Terms, **1:12, 2:47**

**CAUSATION**

Rehabilitation Act, **1:23, 4:2, 4:3**  
 Retaliation, **4:2, 4:3, 8:35**  
 Title VII cases, **4:2**

**CIRCUMSTANTIAL EVIDENCE**

Discipline, **4:29**  
 Evidence, **4:3, 4:29**

**CIVIL ACTIONS**

Americans with Disabilities Act, **12:12**

**CIVIL RIGHTS**

Unions, **11:2**

**CIVIL RIGHTS ACT**

Arbitration agreements, **12:2, 12:14**  
 Employment agencies, **7A:18, 11:2**  
 Employment practices, **4:1 to 4:3, 5:5**

**CLOCKS**

Time clocks, **11:4**

**COERCION**

Discrimination, **4:29, 7A:2**

**COLLECTIVE BARGAINING**

Agreement, **1:25, 1:26, 2:28, 2:30, 2:36, 4:26, 5:5, 7A:8, 8:6, 8:12, 8:13, 8:20, 8:31, 8:35, 8:48, 8:54, 8:55**  
 Americans with Disabilities Act, **1:25, 1:26, 2:28, 2:30, 2:36, 4:1, 4:26, 5:5, 7A:8, 8:13, 8:20, 8:31, 8:35, 8:48, 8:54**  
 Disabilities, **1:25, 1:26, 2:28, 2:30, 2:36, 4:1, 4:26, 5:5, 7A:8, 8:13, 8:20, 8:31, 8:35, 8:48, 8:54**  
 Good faith, **8:35**  
 Remedies, **8:54**  
 Unilateral changes, **2:30**  
 Waiver, **8:35**

**COLLECTIVE BARGAINING AGREEMENTS**

Benefits, **4:1, 8:26, 8:54, 8:55**  
 Business, **4:1, 4:26, 8:54**  
 Changes, **2:30, 4:1**  
 Compensation, **4:1, 8:54**  
 Conditions, **8:54, 8:55**  
 Date, **2:30, 4:26**  
 Description, **4:26**  
 Discipline, **4:1**  
 Eligibility, **8:54**  
 Evaluation, **4:1**  
 Evidence, **4:1, 4:26**

**COLORADO**

Appeals, **10:30**  
 Assignments, **2:36**  
 Board, **2:2, 2:36, 9:5**  
 Compensation, **2:2**  
 Conditions, **2:2, 2:36**  
 Disabled persons, **2:36, 9:5, 10:30**  
 Dispute, **2:36, 10:30**  
 Employment practices, **2:2**  
 Evidence, **2:2, 2:36, 10:30**  
 Health, **9:5**  
 Insurance, **9:5**  
 Notice, **2:36, 9:5, 10:31**  
 Permits, **10:30**  
 Privileges of employment, **2:2**  
 Terms, **2:2, 2:36, 9:5**

**COMBINATION**

Unions, **11:2**

**COMPENSATION**

ADEA, **4:2, 8:35**  
 Americans With Disabilities Act, **1:23, 1:29, 1:31, 2:2, 2:17, 2:47, 3:13, 3:36, 3:44, 3:45, 3:49, 4:1, 4:2, 4:5, 4:29, 5:9, 7:11, 7A:7, 7A:9, 7A:17, 8:31, 8:35, 8:42, 8:53, 8:54, 12:2**  
 Disciplinary action, **4:1, 8:35**

## INDEX

### COMPENSATION—Cont'd

Discrimination, 1:23, 1:29, 2:2, 2:17, 2:47, 3:45, 4:1, 4:2, 4:5, 4:29, 5:9, 7:4, 7:11, 8:35, 8:50, 8:53, 8:54, 12:2  
ERISA, 7:11  
Establishment, 8:6  
Family and Medical Leave Act, 7A:9, 8:5, 8:6, 8:22 to 8:25, 8:28, 8:31, 8:35 to 8:38, 8:42, 8:50, 8:53, 8:54  
FMLA, 7A:9, 8:5, 8:6, 8:22 to 8:25, 8:28, 8:31, 8:35 to 8:38, 8:42, 8:50, 8:53, 8:54  
Intent to discriminate, 4:29  
Managers, 2:17, 3:44, 4:29, 7A:17, 8:5, 8:53  
Service, 1:29, 2:17, 3:20, 7:11, 7A:9, 8:5, 8:6, 8:35, 8:36, 8:50, 8:54  
State laws, 8:54, 12:2  
Supervisors, 2:47, 3:44, 4:5, 4:29, 7A:17, 8:53  
Teachers, 8:6  
Title VII, 1:31, 4:1, 4:2, 7:4, 8:5, 8:35, 8:37, 8:54, 12:2

### COMPLAINTS

Americans with Disabilities Act, 1:9, 1:26, 2:28, 4:5, 4:29, 9:2, 9:5, 9:13, 10:21, 11:3, 12:9  
Parties, 1:26  
Relief, 8:36  
Retaliation, 4:29

### COMPLIANCE

Unions, 11:2

### COMPONENTS

Unions, 11:2

### COMPUTERS

Benefits, 2:48, 9:5, 11:1

### CONCILIATION

Enforcement, 12:1, 12:2, 12:5, 12:7, 12:14  
Equal Employment Opportunity Commission, 12:1, 12:2, 12:5, 12:7, 12:14

### CONFIDENTIALITY

Age Discrimination in Employment Act, 11:2  
Equal Employment Opportunity Commission, 3:39, 6:13, 7A:12, 7A:14, 7A:17  
Rehabilitation Act, 3:39, 11:1, 11:2

### CONGRESS

Fair Labor Standards Act, 4:2, 8:5

### CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT

Coverage, 8:24, 8:25, 8:28, 8:54  
Department of Labor, 8:28, 8:54  
Remedies, 8:54

### COST OF LIVING

Overtime pay, 8:30  
Retirement plans, 8:30

### COURTS

Collective bargaining agreements, 4:26  
Labor relations, 8:5, 12:8

### COWORKERS

Retaliation, 4:3, 11:2, 11:4

### CREDIT UNIONS

Benefits, 2:48

### DAMAGES

Accommodation, 2:20, 2:35, 3:2, 4:2, 4:28, 7A:15, 9:2, 9:8, 12:1, 12:8, 12:10  
Age discrimination, 4:2  
Americans with Disabilities Act, 1:20, 2:20, 2:35, 3:2, 4:2, 4:28, 5:21, 9:2, 9:8, 12:1, 12:8, 12:10, 12:12, 12:13  
Benefits, 2:20, 2:35, 4:2, 8:4, 8:50, 12:1, 12:8  
Compensation, 4:2, 8:50  
Defined, 1:20, 4:2, 7:10  
Disability discrimination, 1:20, 5:21, 8:50, 12:1, 12:8  
Emotional distress, 8:50  
Employment discrimination, 2:20, 4:2, 8:50, 12:1, 12:8  
Family and Medical Leave Act, 2:35, 8:4, 8:50  
Fringe benefits, 4:2  
Front pay, 12:1, 12:8  
Good faith efforts, 2:20, 7A:15  
Government employers, 12:8  
Intentional discrimination, 4:2, 12:8  
Liquidated damages, 8:4, 8:50  
Period, 1:20, 2:35, 8:4, 12:10  
Punitive damages, 1:20, 2:35, 7:10, 7A:15, 12:1, 12:8, 12:12  
Rehabilitation Act, 2:20, 2:35, 4:2  
Reinstatement, 2:20, 2:35, 3:2, 7:10, 8:50, 12:1, 12:8  
Remedies, 2:20, 4:2, 7:10, 7A:15, 12:1, 12:8, 12:10, 12:12  
Title VII, 4:2, 7A:15, 12:8  
Total, 8:4, 12:8

### DEDUCTIBLES

Health insurance plans, 4:22

### DEFENSES

Age Discrimination in Employment Act, 5:5  
Age discrimination, 5:5  
Bona Fide Occupational Qualifications, 5:5  
Bona fide occupational qualifications, 5:5  
Business Necessity, 5:5, 6:11  
Qualifications, 5:5  
Undue hardship, 2:36

### DEGREE

Violation, 2:36, 4:3, 11:2, 12:8

**DELAWARE**

Employment practices, 4:16  
 Health, 4:16  
 Life insurance, 4:16  
 Terms, 4:16

**DEPARTMENT OF LABOR**

Employment Standards Administration, 8:51  
 General discussion, 11:2  
 Occupational Safety and Health Administration,  
 11:1, 11:2, 11:4  
 Secretary of Labor, 8:4, 8:51, 8:52  
 Solicitor of Labor, 8:52

**DISABILITIES**

Accessibility, 2:1, 2:2, 2:32, 4:10, 9:2, 9:5, 9:13,  
 9:16, 10:30, 10:31, 10:35, 10:36, 10:38  
 Accommodations, 1:1, 1:10, 1:12, 1:13, 1:22 to  
 1:27, 1:31, 2:1 to 2:5, 2:7, 2:9 to 2:11, 2:13  
 to 2:17, 2:20, 2:23, 2:26 to 2:28, 2:32, 2:35  
 to 2:40, 2:42 to 2:45, 2:47, 2:48, 2:50, 2:51,  
 3:1, 3:5, 3:9, 3:37, 3:39, 3:44, 3:45, 3:47 to  
 3:49, 4:3, 4:9, 4:10, 4:20, 4:24, 4:27, 4:29,  
 5:1, 5:8, 5:9, 5:21, 5:27, 6:9, 6:11, 6:13,  
 7:8, 7A:1, 7A:3 to 7A:5, 7A:9 to 7A:14,  
 7A:17, 7A:18, 8:53, 8:54, 9:1 to 9:6, 9:8 to  
 9:11, 9:13 to 9:16, 10:1 to 10:7, 10:9 to  
 10:25, 10:27, 10:29 to 10:45, 11:1 to 11:4,  
 12:1, 12:8, 12:10  
 Age, 1:12, 4:2, 5:5, 7:3, 8:15, 8:35, 8:54, 10:16,  
 10:17, 10:43, 11:1, 11:2, 11:4, 12:14  
 Alcohol use, 6:2, 6:4, 6:8, 6:10  
 Alter ego, 12:3  
 Americans with Disabilities Act, 1:1 to 1:32, 2:1  
 to 2:4, 2:9 to 2:11, 2:13 to 2:20, 2:23, 2:26  
 to 2:28, 2:30, 2:32 to 2:38, 2:43, 2:45, 2:47  
 to 2:49, 2:51, 3:1 to 3:3, 3:5, 3:10, 3:13,  
 3:14, 3:16, 3:18, 3:19, 3:24 to 3:26, 3:30,  
 3:32, 3:34 to 3:41, 3:43 to 3:47, 3:49, 4:1  
 to 4:7, 4:10, 4:11, 4:14, 4:16 to 4:20, 4:22,  
 4:24 to 4:26, 4:28, 4:29, 5:1 to 5:9, 5:11,  
 5:14, 5:16 to 5:19, 5:21 to 5:26, 6:1 to  
 6:11, 6:13, 7:1 to 7:3, 7:8, 7:9, 7:11, 7:12,  
 7A:1, 7A:3 to 7A:5, 7A:7 to 7A:14, 7A:17,  
 7A:18, 8:1, 8:10, 8:13, 8:20, 8:31, 8:33,  
 8:35, 8:42, 8:48, 8:53, 8:54, 9:1 to 9:6, 9:8  
 to 9:10, 9:13 to 9:16, 10:2 to 10:5, 10:10,  
 10:12 to 10:18, 10:20, 10:21, 10:23, 10:25,  
 10:27, 10:29 to 10:34, 10:36 to 10:39,  
 10:41 to 10:43, 11:1 to 11:4, 12:1 to 12:3,  
 12:5, 12:6, 12:8 to 12:14  
 Arbitration, 12:1, 12:2, 12:14  
 Assessment, 1:4, 1:12, 1:14, 1:15, 1:26, 2:19,  
 2:20, 2:35, 3:2, 3:5, 3:36, 4:14, 4:17, 5:9,  
 5:11, 5:16, 5:17, 5:21, 5:24, 6:11, 7:1, 7:8,  
 7A:9, 7A:11, 8:13, 10:4, 10:12, 10:17,  
 10:25, 10:37, 11:1 to 11:3  
 Associational discrimination, 4:5

**DISABILITIES—Cont'd**

Attendance, 1:2, 1:22, 1:26, 2:34, 2:49, 3:38,  
 3:45, 3:49, 4:11, 6:9, 7A:9, 8:35  
 Awards, 12:8, 12:14  
 Back pay, 12:1, 12:8  
 Benefits, 1:23, 1:26, 1:30, 1:31, 2:1, 2:2, 2:4,  
 2:7, 2:9, 2:13 to 2:15, 2:20, 2:26, 2:34 to  
 2:39, 2:48, 3:5, 3:38, 3:46, 4:1 to 4:3, 4:17  
 to 4:20, 4:22, 4:25, 4:27, 7:1, 7:8, 7:11,  
 7A:5, 7A:9, 7A:13, 8:20, 8:28, 8:31, 8:35,  
 8:42, 8:53, 8:54, 9:5, 10:1 to 10:5, 10:7,  
 10:13, 10:30, 10:31, 11:1, 11:2, 11:4, 12:1,  
 12:2, 12:8  
 Burden of proof, 1:22, 1:24, 3:36, 4:1, 4:3, 5:5,  
 5:21, 9:15, 10:7, 10:31  
 Business necessity, 1:13, 1:23, 1:24, 1:26, 2:19,  
 2:51, 3:26, 3:30, 3:35 to 3:38, 4:1, 4:3,  
 4:26, 5:1 to 5:9, 5:17, 5:23, 5:25, 5:26, 6:1,  
 6:11, 7:3, 7A:12, 7A:17, 8:48, 8:54, 11:1,  
 11:2  
 Causation, 1:23, 4:2, 4:3, 8:35  
 Certificates, 1:23  
 Certification requirements, 7:8, 8:42  
 Choosing, 7A:4, 7A:9, 7A:13, 10:25, 11:2, 11:4  
 Collective bargaining agreements, 2:30, 4:1,  
 4:26, 8:54  
 Compensatory damages, 2:35, 12:8, 12:12  
 Confidentiality, 3:39 to 3:41, 3:43, 3:44, 6:13,  
 7:9, 7A:12, 7A:14, 7A:17, 8:1, 8:53, 11:1,  
 11:2  
 Costs, 1:22, 2:3, 2:9, 2:13, 2:19, 2:26, 3:45, 4:2,  
 4:5, 4:16, 4:22, 4:28, 5:9, 7:3, 7A:7, 7A:11,  
 8:28, 8:33, 8:48, 9:2, 9:8, 10:30, 10:40,  
 10:43, 11:2, 12:1, 12:8, 12:10, 12:12, 12:13  
 Declaratory relief, 4:2  
 Defenses, 2:36, 5:5, 6:11  
 Direct threat, 1:13, 1:26, 2:38, 3:36, 4:6, 4:14,  
 5:1, 5:5, 5:6, 5:9, 5:11, 5:14, 5:16 to 5:19,  
 5:21, 5:24, 6:11, 10:1, 10:12, 10:45, 11:1,  
 11:2  
 Drug use, 1:2, 1:21, 1:26, 1:32, 3:14, 3:30, 6:1,  
 6:3 to 6:7, 6:11, 6:13, 7:3, 10:13  
 Episodic impairments, 1:20  
 Estoppel, 1:23, 8:13  
 Evidence, 1:4, 1:9, 1:12, 1:13, 1:16, 1:17, 1:23  
 to 1:26, 1:29, 2:2, 2:17, 2:20, 2:27, 2:33 to  
 2:39, 3:1, 3:3, 3:9, 3:25, 3:36 to 3:38, 4:1  
 to 4:3, 4:5, 4:14, 4:22, 4:26, 4:29, 5:5, 5:6,  
 5:11, 5:14, 5:16, 5:17, 5:21, 6:6, 6:11, 7:3,  
 7A:8, 7A:9, 7A:11, 7A:13, 8:13, 8:35, 9:15,  
 10:4, 10:12, 10:30, 10:37, 10:43, 11:1, 11:2,  
 11:4, 12:2, 12:6  
 Examinations, 1:26, 2:13, 2:42, 2:43, 3:1 to 3:3,  
 3:5, 3:6, 3:9 to 3:11, 3:13, 3:14, 3:16, 3:18,  
 3:19, 3:24 to 3:26, 3:30, 3:32, 3:34 to 3:41,  
 3:43 to 3:49, 4:29, 6:1, 6:13, 7:3, 7:8, 7A:9,  
 7A:10, 7A:12, 7A:17, 8:13, 9:3, 10:1,  
 10:24, 10:41 to 10:45, 11:1, 11:2, 12:12

**DISABILITIES—Cont'd**

Exclusions, 4:19, 5:1, 5:9, 10:12 to 10:15  
 Failure to provide accommodation, 7A:14  
 Family and Medical Leave Act, 2:15, 2:35, 3:39, 7:1, 7:8, 7:9, 7A:1, 7A:9, 7A:10, 7A:18, 8:1, 8:10, 8:13, 8:15, 8:20, 8:28, 8:31, 8:33, 8:35, 8:42, 8:48, 8:53, 8:54, 11:1, 11:2  
 Flexible leave, 2:1, 2:35  
 Front pay, 12:1, 12:8  
 General discussion, 11:2  
 Harassment, 1:22, 2:51, 4:3, 7:1, 7A:14, 8:35, 11:2  
 Health insurance, 1:21, 3:44, 4:1, 4:5, 4:16 to 4:20, 4:22, 7:1, 7:3, 7:8, 7:9, 7:11, 7A:7, 7A:9, 8:28, 8:54, 10:15, 11:2  
 Hearings, 4:1, 12:8  
 Immunity, 8:35, 12:8  
 Impairment, 1:1 to 1:10, 1:12 to 1:17, 1:19 to 1:25, 2:2, 2:3, 2:13, 2:14, 2:18, 2:19, 2:27, 2:32, 2:33, 2:35, 3:1, 3:3, 3:6, 3:9, 3:13, 3:24, 3:25, 3:30, 3:32, 4:3, 4:9, 4:25, 4:29, 5:3, 5:5, 5:8, 5:11, 5:21, 5:23, 5:26, 6:7 to 7:8, 7A:3, 7A:10, 7A:12, 8:13, 8:48, 10:13, 10:15, 10:41, 11:1 to 11:3  
 Injunctive relief, 4:2, 10:30, 12:1, 12:8, 12:10, 12:14  
 Inquiries, 1:12, 1:16, 1:28, 2:26, 3:1 to 3:3, 3:5, 3:6, 3:9 to 3:11, 3:13, 3:14, 3:16, 3:18, 3:19, 3:24 to 3:26, 3:30, 3:32, 3:34 to 3:41, 3:43 to 3:49, 5:9, 6:1, 7:8, 7A:12, 7A:17, 8:35, 10:18, 11:1, 11:2  
 Insurance, 1:2, 1:21 to 1:23, 1:30, 2:17, 2:34, 2:41, 3:44, 3:45, 4:1, 4:2, 4:5, 4:16 to 4:20, 4:22, 5:9, 7:1, 7:3, 7:8, 7:9, 7:11, 7A:7, 7A:9, 7A:11, 7A:17, 8:28, 8:54, 9:4, 9:5, 10:1, 10:4, 10:15, 11:2, 12:2  
 Interactive process, 2:17, 2:19, 2:20, 2:23, 2:27, 2:36, 3:2, 3:37, 3:39, 4:29, 7A:1, 7A:9, 7A:12, 7A:13, 7A:18, 11:2  
 Interest, 1:23, 1:29, 10:33, 12:12  
 Interference, 2:27, 4:29, 7A:14, 8:35, 9:14, 10:10, 11:2  
 Investigations, 12:11  
 Job restructuring, 2:1, 2:33, 7A:9, 7A:10, 11:2  
 Judicial estoppel, 8:13  
 Learning disabilities, 1:6, 1:9, 1:12, 2:44, 3:48, 4:9, 5:27, 10:41  
 Leave of absence, 1:10, 2:17, 2:20, 2:35, 3:38, 4:2, 5:5, 6:9  
 Light duty jobs, 2:38  
 Major life activity, 1:1 to 1:3, 1:7 to 1:22, 2:10, 2:14, 2:19, 3:6, 3:37, 4:20, 6:6, 6:8, 7A:3, 7A:12, 10:43, 11:2, 11:3  
 Mental disabilities, 1:1, 2:20, 3:48, 9:16  
 Notices, 1:28, 2:16, 3:39, 8:53, 10:25  
 Perceived disability, 1:16, 1:22, 4:3  
 Physical requirements, 1:26, 4:26

**DISABILITIES—Cont'd**

Postoffer medical examination, 3:35, 3:36, 3:39  
 Preemployment inquiries, 1:28, 3:46, 3:49  
 Procedure, 1:30, 3:1, 3:25, 3:26, 3:35, 4:19, 5:5, 7A:3, 7A:9, 7A:12, 7A:14, 7A:17, 11:1, 12:1, 12:12  
 Production standards, 1:26, 4:11, 4:14, 5:2, 5:4, 7A:9  
 Prohibited practices, 7A:13  
 Punitive damages, 1:20, 2:35, 12:1, 12:8, 12:12  
 Qualification standards, 3:36, 4:1, 5:1 to 5:9  
 Reasonable accommodation, 1:2, 1:3, 1:9, 1:13, 1:15, 1:17, 1:18, 1:21 to 1:27, 1:29, 2:1 to 2:5, 2:7, 2:9 to 2:11, 2:13 to 2:20, 2:23, 2:26 to 2:28, 2:30, 2:32 to 2:45, 2:47 to 2:51, 3:1, 3:2, 3:5, 3:9, 3:10, 3:36 to 3:39, 3:45, 3:48, 3:49, 4:1, 4:3, 4:6, 4:8, 4:9, 4:11, 4:14, 4:24 to 4:27, 4:29, 5:1, 5:2, 5:4 to 5:6, 5:8, 5:9, 5:18, 5:19, 5:23, 5:24, 5:26, 5:27, 6:1, 6:8 to 6:11, 7:8, 7A:1, 7A:3 to 7A:5, 7A:7 to 7A:14, 7A:17, 7A:18, 8:54, 9:1, 10:16, 10:20, 10:21, 10:31, 10:43, 11:1, 11:2, 11:4, 12:1, 12:8  
 Reassignment, 2:1, 2:10, 2:20, 2:35 to 2:38, 5:2, 5:19, 7A:9, 7A:10, 7A:18, 8:20, 8:54, 11:2  
 Record of disability, 1:21, 1:22, 11:2  
 Regulations and interpretations, 10:31  
 Rehabilitation Act, 1:1, 1:4, 1:9, 1:13 to 1:15, 1:18, 1:23, 1:24, 1:26, 1:29, 1:30, 2:17, 2:20, 2:28, 2:35, 2:36, 2:38, 3:19, 3:24, 3:39, 3:46, 4:2, 4:3, 4:19, 4:29, 5:4, 5:5, 5:9, 5:14, 5:17, 5:24, 5:26, 6:4, 6:8, 6:9, 7:11, 8:54, 9:3, 9:5, 9:13, 9:16, 10:16, 10:41, 11:1 to 11:4  
 Rehabilitation services, 2:35, 10:1  
 Reinstatement, 1:24, 2:20, 2:35, 3:2, 8:20, 8:31, 8:33, 8:35, 8:48, 8:54, 12:1, 12:8  
 Remedies, 2:20, 4:2, 5:23, 7A:14, 7A:17, 8:54, 9:16, 12:1, 12:2, 12:8, 12:10, 12:12, 12:14  
 Remission, 1:1, 1:4, 1:8, 1:12, 1:14, 1:20, 1:21, 11:2  
 Request for accommodation, 2:5, 2:15, 2:17, 2:20, 4:29, 7A:13, 7A:17, 11:2  
 Retaliation, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:12 to 7A:14, 8:35, 10:10, 11:2, 11:4, 12:2, 12:5, 12:8, 12:14  
 Rotating shifts, 1:26  
 Seniority, 1:26, 2:2, 2:28, 2:30, 2:36, 2:37, 4:1, 4:2, 4:14, 4:26, 8:54  
 Serious health condition, 7:1, 7:8, 7A:1, 7A:12, 8:1, 8:10, 8:13, 8:15, 8:20, 8:28, 8:31, 8:35, 8:42, 8:48, 8:54  
 Substantially limits, 1:1 to 1:5, 1:9, 1:10, 1:12 to 1:15, 1:19 to 1:22, 2:14, 2:19, 3:6, 3:37, 5:5, 7A:3, 7A:17, 11:2, 11:3  
 Undue hardship, 1:10, 1:21, 1:22, 1:25, 1:26, 2:1, 2:2, 2:5, 2:9, 2:13, 2:14, 2:20, 2:26 to 2:28, 2:30, 2:32 to 2:36, 2:38, 2:47 to 2:49,

**DISABILITIES—Cont'd**

2:51, 3:47, 4:1, 4:3, 4:7, 4:8, 4:10, 4:11,  
4:14, 4:24, 4:26, 4:29, 5:6, 5:8, 5:19, 5:23,  
7:8, 7A:8 to 7A:14, 7A:17, 7A:18, 8:33,  
8:54, 10:29, 10:31, 11:1, 11:2, 11:4

Waiver, 2:20, 5:23, 7:8, 7A:14, 8:35, 8:42,  
10:16, 11:2

**DISABILITY BENEFITS**

Americans with Disabilities Act, 1:23, 3:5, 8:54  
Compensation, 1:23, 8:54

**DISCIPLINE**

Burden of proof, 4:1  
Compensation, 1:23, 4:1, 4:29, 7:4, 7A:9, 8:23,  
8:35, 12:2  
Customers, 1:23, 11:2  
Evidence, 1:23, 1:26, 4:1, 4:14, 4:29, 7A:9,  
8:35, 11:2, 12:2  
Fighting, 1:23  
General discussion, 11:2  
Harassment, 2:51, 7A:14, 8:35, 11:2  
Insubordination, 4:14, 4:29, 8:35  
Intent to discriminate, 4:29  
Iowa, 1:23  
Performance standards, 6:1, 6:10  
Prima facie case, 4:1, 4:29, 8:35  
Remedies, 7A:14, 12:2  
Retaliation, 4:29, 7A:9, 7A:14, 8:35, 11:2, 12:2  
State law, 4:14, 8:23

**DISCLOSURES**

Age Discrimination in Employment Act, 11:2  
Americans with Disabilities Act, 7:1, 11:2  
General discussion, 11:2  
Rehabilitation Act, 11:2  
Title VII, 11:2

**DISCRIMINATION**

California, 1:12, 1:26, 2:47  
Colorado, 2:2, 9:5, 10:30  
Delaware, 4:16  
District of Columbia, 4:19  
Florida, 1:26, 4:2, 9:5  
Illinois, 1:26, 2:20, 8:50  
Indiana, 2:9, 4:3  
Iowa, 1:23  
Kansas, 5:9  
Kentucky, 1:1, 4:20  
Louisiana, 9:5  
Maryland, 1:26  
Michigan, 4:29  
Minnesota, 4:1, 4:3  
Missouri, 2:17, 4:3  
Nebraska, 5:24  
New York, 1:12, 1:26, 6:6, 7:10, 10:30  
North Carolina, 9:5  
Ohio, 5:9, 8:35, 9:5, 10:20

**DISCRIMINATION—Cont'd**

Pennsylvania, 4:3, 5:5, 12:2  
Tennessee, 1:23, 6:8  
Texas, 4:1, 4:2, 8:35, 9:4, 9:5, 10:14  
Vermont, 5:21  
Virginia, 2:15, 8:35  
West Virginia, 8:35  
Wisconsin, 2:20, 4:3

**DISCRIMINATORY DISCHARGE**

Intent, 4:3  
Retaliation, 4:3

**DISPARATE IMPACT**

Adverse employment action, 4:2, 11:2  
Civil Rights Act, 4:2, 5:5, 7:5, 11:2  
Disability discrimination, 11:2  
Exclusionary effect, 5:5  
Harassment, 11:2  
Insurance, 4:2, 11:2  
Performance, 5:5, 11:2  
Pretext, 4:2  
Recruiting, 4:2  
Rehabilitation Act, 4:2, 5:5, 11:2  
Remedies, 4:2  
Retaliation, 4:2, 11:2  
Sexual orientation, 11:2  
Tenure, 4:2  
Tests, 5:5, 7:5, 11:2

**DISPARATE TREATMENT**

Age discrimination, 4:2, 11:2  
Civil Rights Act, 4:1 to 4:3, 11:2  
Comparators, 4:3  
Damages, 4:2  
Direct evidence of discrimination, 4:3  
Disability discrimination, 4:1, 4:3, 11:2  
Discriminatory animus, 4:3  
Harassment, 4:3, 11:2  
Hiring, 2:47, 4:1 to 4:3, 11:2  
Intentional discrimination, 2:47, 4:2, 4:3  
Mixed motives, 4:3  
Pretext, 4:1 to 4:3  
Prima facie case, 4:1 to 4:3  
Protected class, 4:1  
Recruiting, 4:2, 4:22  
Rehabilitation Act, 4:2 to 11:2  
Religious discrimination, 11:2  
Remedies, 4:2  
Retaliation, 4:2 to 11:2  
Sexual orientation, 11:2  
Strength, 4:2

**DISTRICT OF COLUMBIA**

Compensation, 8:5  
Employment practices, 4:19  
Evidence, 1:16

**DISTRICT OF COLUMBIA—Cont'd**

Handicapped persons, 4:19  
 Health, 1:16, 4:19, 5:13, 8:5  
 Health insurance, 4:19  
 Notice, 8:5  
 Permits, 4:19  
 Terms, 8:5

**DRUGS**

Testing, 3:30, 5:16, 6:1, 6:8, 6:13, 7:3, 10:13, 11:2

**DURATION**

Collective bargaining agreements, 8:26, 8:55

**EFFECTIVE DATE**

Collective bargaining agreements, 2:30, 4:26

**EMPLOYEE BENEFITS**

Actuarial assumptions, 4:22  
 Exclusions, 4:19  
 Limitations, 2:36, 4:17, 4:19  
 Nondiscrimination, 4:3, 4:17, 4:19, 4:20, 4:22, 9:5  
 Tax, 9:5

**EMPLOYEE RETIREMENT INCOME**

**SECURITY ACT**

Discrimination, 7:11  
 Employee benefit plan, 8:30  
 Employees, 7:11, 8:30  
 Plan, 7:11, 8:30

**EMPLOYMENT AGENCIES**

Age Discrimination in Employment Act, 11:2  
 Americans with Disabilities Act, 4:25, 7:1, 7A:18, 11:2  
 Employer, 4:25, 7:1, 7:6, 7A:18, 11:2, 12:4  
 Equal Employment Opportunity Commission, 7:1, 12:4  
 General discussion, 11:2  
 Genetic Information Nondiscrimination Act, 7:1, 7:6, 11:2  
 Hiring, 7:1, 7:6, 11:2, 12:4  
 Title VII, 7A:18, 11:2

**EMPLOYMENT DISCRIMINATION**

Affirmative defense, 11:2  
 After acquired evidence, 1:23  
 Age, 4:2, 11:2, 12:4, 12:14  
 Age discrimination in Employment Act, 4:2, 11:2, 12:14  
 Americans with Disabilities Act, 1:23, 2:2, 2:20, 4:2, 4:3, 4:29, 5:26, 9:16, 11:2, 11:3, 12:1, 12:2, 12:6, 12:8, 12:14  
 Arbitration, 12:1, 12:2, 12:14  
 Back pay, 12:1, 12:8  
 Burden of proof, 4:3  
 Causation, 1:23, 4:2, 4:3

**EMPLOYMENT DISCRIMINATION—Cont'd**

Citizenship, 11:2  
 Civil Rights Act, 4:2 to 11:2, 12:2, 12:8, 12:14  
 Compensatory damages, 12:8  
 Current employees, 11:2  
 Direct evidence, 4:3, 4:29  
 Disability, 1:23, 2:2, 2:20, 4:2, 4:3, 4:29, 5:26, 8:50, 11:2, 11:3, 12:1, 12:2, 12:4, 12:8  
 Disparate impact, 4:2, 11:2  
 Disparate treatment, 4:2 to 11:2  
 Equitable tolling, 12:4  
 Evidence, 1:23, 2:2, 2:20, 4:2, 4:3, 4:29, 11:2, 12:2, 12:4, 12:6  
 Executive, 9:16  
 Former employees, 11:2  
 Forum, 12:14  
 Front pay, 12:1, 12:8  
 Gender identity, 11:2  
 Harassment, 4:3, 11:2  
 Hostile work environment, 4:3  
 Immigration status, 11:2  
 Injunctive relief, 4:2, 12:1, 12:8, 12:14  
 Liability, 2:2, 2:20, 4:2, 4:3, 12:8  
 Liquidated damages, 8:50  
 Mixed motive, 4:2, 4:3  
 National origin, 4:2, 11:2, 12:4  
 Pattern or practice, 12:1  
 Pregnancy, 11:2  
 Pretext, 2:2, 4:2, 4:3, 8:50  
 Procedure, 12:1  
 Protected activity, 4:2, 4:29, 11:2, 12:14  
 Punitive damages, 12:1, 12:8  
 Race, 4:2, 11:2, 12:4  
 Reasonable accommodation, 1:23, 2:2, 2:20, 4:3, 4:29, 5:26, 11:2, 12:1, 12:8  
 Reasonable belief, 4:29, 11:2  
 Rehabilitation Act, 1:23, 2:20, 4:2, 4:3, 4:29, 5:26, 9:16, 11:2, 11:3  
 Relief, 2:20, 4:2, 8:50, 12:1, 12:2, 12:6, 12:8, 12:14  
 Religion, 4:2, 11:2, 12:4  
 Retaliation, 4:2, 4:3, 4:29, 11:2, 12:2, 12:4, 12:8, 12:14  
 Retirement, 4:29  
 Sex, 4:2 to 8:3, 11:2, 12:4  
 Sexual orientation, 11:2  
 Temporal proximity, 4:2, 4:29  
 Waiver, 2:20, 11:2

**EMPLOYMENT PRACTICES**

Business necessity, 4:1, 4:3, 4:13, 4:26, 5:5  
 Exceptions, 4:14  
 Fringe benefits, 4:1, 4:2, 4:25  
 Intentional discrimination, 4:2, 4:3, 4:20  
 Number of employees, 12:4

**EMPLOYMENT PRACTICES—Cont'd**

Person, 2:2, 4:1 to 4:3, 4:5, 4:6, 4:20, 4:29, 4:30, 5:5, 12:4  
 Remedies, 4:2  
 Supervisors, 4:3, 4:5, 4:7, 4:29  
 Third parties, 4:2  
 Whole, 4:2, 4:5

**EMPLOYMENT RELATIONSHIP**

Retaliation, 12:2

**EMPLOYMENT STANDARDS**

**ADMINISTRATION**

Department of Labor, 8:51

**ENFORCEMENT**

Access to information, 9:5  
 Arbitration, 12:1, 12:2, 12:14  
 Cause of action, 4:3, 8:35, 9:5, 12:8  
 ERISA, 7:11  
 Injunction, 12:10  
 Maryland, 1:26, 2:35  
 Settlement, 7:10, 8:35, 12:1, 12:6, 12:13, 12:14

**EQUAL EMPLOYMENT OPPORTUNITY**

**COMMISSION**

Adverse employment action, 2:2, 3:38, 4:3, 4:29  
 Adverse impact, 2:28, 5:5  
 Americans with Disabilities Act, 1:1, 1:3 to 1:6, 1:9, 1:11 to 1:14, 1:16, 1:17, 1:20 to 1:22, 1:30, 1:31, 2:1 to 2:3, 2:11, 2:13 to 2:20, 2:27, 2:28, 2:34 to 2:36, 2:38, 2:48, 2:49, 2:51, 3:2, 3:24, 3:25, 3:32, 3:36 to 3:39, 4:3, 4:11, 4:17, 4:19, 4:20, 4:22, 4:29, 5:5, 5:11, 5:17, 5:21, 6:4, 6:9, 6:13, 7:1, 7:2, 7A:5, 7A:7 to 7A:14, 7A:17, 10:39, 11:3, 11:4, 12:1 to 12:3, 12:5, 12:6, 12:8, 12:14  
 Appeals, 1:20, 2:13, 2:34, 2:38, 3:39  
 Burdensome, 2:11, 5:5  
 Causation, 4:3  
 Charges of discrimination, 12:1, 12:2  
 Commencement, 3:24  
 Commissioners, 2:2, 4:19, 12:2  
 Complaints, 1:9, 2:28, 4:29, 11:3  
 Compliance Manual, 1:9, 1:22  
 Conciliation, 12:1, 12:2, 12:5, 12:7, 12:14  
 Confidentiality, 3:39, 6:13, 7A:12, 7A:14, 7A:17  
 Coverage, 1:1, 1:3, 1:4, 1:9, 1:12, 1:13, 1:20, 1:22, 1:31, 2:14, 2:28, 2:35, 4:17, 4:19, 4:20, 4:22, 7A:9, 7A:11, 7A:13, 7A:17, 12:2  
 Delays, 2:20  
 Disability discrimination, 1:20, 1:21, 2:15, 2:17, 4:3, 4:29, 5:21, 12:1, 12:3 to 12:5, 12:8  
 District, 1:11, 1:16, 1:17, 1:20, 2:2, 2:14, 2:15, 2:17, 2:19, 2:20, 2:28, 2:35, 2:36, 2:38, 4:19, 4:20, 4:29, 5:5, 5:21, 6:9, 7:10, 7A:9, 12:4, 12:7

**EQUAL EMPLOYMENT OPPORTUNITY**

**COMMISSION—Cont'd**

Employers, 1:12, 1:16, 1:17, 1:20, 1:21, 1:30, 1:31, 2:1, 2:2, 2:5, 2:11, 2:13, 2:16 to 2:20, 2:27, 2:28, 2:34 to 2:36, 2:38, 2:48, 2:49, 2:51, 3:2, 3:9, 3:24, 3:32, 3:36 to 3:39, 4:3, 4:11, 4:17, 4:22, 5:5, 5:17, 5:21, 6:13, 7:1, 7:10, 7A:9, 7A:11 to 7A:14, 7A:17, 11:4, 12:1, 12:2, 12:5, 12:6, 12:8  
 Employment agencies, 7:1, 12:4  
 Enforcement guidance, 2:1, 2:35, 2:36, 3:2, 4:3, 4:29, 12:2  
 Evidence, 1:4, 1:9, 1:12, 1:13, 1:16, 1:17, 2:2, 2:17, 2:20, 2:27, 2:34 to 2:36, 2:38, 3:9, 3:25, 3:36 to 3:38, 4:3, 4:22, 4:29, 5:5, 5:11, 5:17, 5:21, 7A:8, 7A:9, 7A:11, 7A:13, 11:4, 12:2, 12:4, 12:6  
 General counsel, 7:10  
 Investigation, 4:3, 4:29, 7:1, 7A:14, 12:1, 12:2, 12:4 to 12:7  
 Jurisdiction, 7A:17, 11:4, 12:1, 12:4  
 Medical examinations, 3:2, 3:9, 3:24, 3:25, 3:32, 3:36 to 3:39, 4:29, 6:13, 7A:12, 7A:17  
 Objections, 12:8  
 Parties, 1:30, 2:17, 2:20, 2:27, 2:48, 3:32, 7A:11, 7A:12, 12:1 to 12:3, 12:6, 12:14  
 Questioning, 3:2  
 Reasonable accommodation, 1:3, 1:9, 1:13, 1:17, 1:21, 1:22, 2:1 to 2:3, 2:5, 2:11, 2:13 to 2:20, 2:27 to 2:29, 2:34 to 2:36, 2:38, 2:48, 2:49, 2:51, 3:2, 3:9, 3:36 to 3:39, 4:3, 4:11, 4:29, 5:5, 6:9, 7A:5, 7A:7 to 7A:15, 7A:17, 11:4, 12:1, 12:8  
 Records, 1:21, 2:18 to 2:20, 2:35, 3:38, 5:5, 7A:17, 11:4, 12:2, 12:4, 12:6  
 Remedies, 2:20, 7:10, 7A:14, 7A:15, 7A:17, 12:1, 12:2, 12:7, 12:8, 12:14  
 Retaliation, 2:35, 4:3, 4:29, 7A:9, 7A:12 to 7A:14, 11:4, 12:2, 12:4, 12:5, 12:8, 12:14  
 Sexual harassment, 4:3  
 Tolling, 12:4  
 Undue hardship, 1:21, 1:22, 2:1, 2:2, 2:5, 2:13, 2:14, 2:20, 2:27 to 2:29, 2:34 to 2:36, 2:38, 2:48, 2:49, 2:51, 4:3, 4:11, 4:29, 7A:8 to 7A:15, 7A:17, 11:4  
 Unions, 2:48, 3:39

**ERISA**  
 Enforcement, 7:11  
 HIPAA, 7:11

**ESSENTIAL FUNCTIONS**  
 Job descriptions, 1:25, 7A:8

**EVIDENCE**  
 Authentication, 8:41, 8:43  
 Burden of establishing, 4:1, 5:21  
 Burden of Proof, 1:24, 3:36, 4:1, 4:3, 5:5, 5:21, 9:15

**EVIDENCE—Cont'd**

Business necessity, 1:13, 1:23, 1:24, 1:26, 3:36 to 3:38, 4:1, 4:3, 4:26, 5:5, 5:6, 5:17, 6:11, 7:3, 11:1, 11:2

Comparators, 4:3

Compromise, 1:26

Cross-examination, 2:17

Damages, 2:20, 2:35, 4:2, 5:21

Defenses, 2:36, 5:5, 6:11

Direct evidence, 1:24, 4:3, 4:29, 8:35

Disparate treatment, 4:1 to 4:3, 4:22, 11:2

Education, 1:4, 1:9, 1:12, 1:13, 1:23, 4:1, 7:3, 10:43

Employment agency, 7A:9, 7A:13, 12:2, 12:6

Employment history, 1:24

Expert testimony, 1:9, 1:12, 1:16, 8:13

General discussion, 11:2

Legitimate, 1:23, 1:25, 1:26, 2:33, 2:36, 3:38, 4:1, 4:3, 4:5, 4:22, 5:6, 5:12, 7A:9, 8:35, 10:12, 11:2

Mixed motives, 4:3

Objections, 11:2

Plaintiff, 1:4, 1:9, 1:12, 1:13, 1:16, 1:17, 1:23, 1:24, 1:26, 1:29, 2:2, 2:17, 2:20, 2:27, 2:33 to 2:36, 2:38, 2:39, 3:3, 3:37, 3:38, 4:1 to 4:3, 4:5, 4:14, 4:29, 5:5, 5:11, 5:14, 5:16, 5:17, 5:20, 5:21, 6:11, 8:13, 8:35, 8:37, 9:15, 10:4, 10:30, 10:43, 12:4

Pretext, 1:26, 2:2, 4:1 to 4:3, 4:5, 5:21, 8:35

Prima facie case, 2:36, 3:3, 4:1 to 4:3, 4:29, 8:35

Privileges, 2:2, 2:20, 4:1, 7A:9, 7A:13, 11:1, 11:2

Proffer, 1:23

Remarks, 4:3, 11:2

Retaliation, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:13, 8:35, 8:37, 11:2, 11:4, 12:2, 12:4

Scientific evidence, 4:22

Similarly situated employees, 2:35, 4:1, 4:14, 7A:9

State law, 2:17, 4:14, 8:13

Statistical evidence, 1:12

Stray remarks, 4:3

Summary judgment, 1:16, 1:17, 1:23, 1:24, 1:26, 2:17, 2:20, 2:27, 2:33 to 2:36, 2:38, 2:39, 3:3, 4:2, 4:3, 4:5, 4:14, 4:29, 5:5, 5:12, 5:21, 6:6, 6:11, 8:35, 10:4

Testimonial evidence, 5:16

Title VII, 4:1 to 4:3, 5:5, 7A:11, 8:35, 8:37, 11:1, 11:2, 11:4, 12:2

Types of evidence, 1:25, 4:22, 4:26

Weight, 1:23, 1:24, 1:26, 5:5, 8:35, 10:12, 10:43, 12:4

Witnesses, 11:2, 12:4, 12:6

Work history, 5:12

**EXAMINATION**

Federal employment, 11:2

**EXPERT**

Costs, 8:4, 8:50, 10:43, 12:8, 12:13

Fair Labor Standards Act, 8:4

Selection, 5:3, 5:5, 5:13, 5:20

Witness, 8:4, 8:50, 10:4, 12:8, 12:13

**EXTENT**

Federal employment, 11:2, 12:14

Unions, 11:2

**FACTORS**

Federal employment, 11:2

**FAILURE TO PROVIDE CERTIFICATION**

Family and Medical Leave Act, 8:41

**FAIR LABOR STANDARDS ACT**

Approval, 8:5

Assignments, 4:2

Commerce, 8:5

Common law, 8:5

Common ownership, 8:5

Compensatory time off, 8:23

Congress, 4:2, 8:5

Costs, 4:2, 8:4

Coverage, 8:4 to 8:6

Damages, 4:2, 8:4

Date, 8:6, 8:23, 8:32, 8:53

Department of Labor, 8:4, 8:6, 8:23, 8:32, 8:53

Discrimination, 4:2, 8:53

Duties test, 8:22

Employ, 8:5

Employee, 4:2, 8:4 to 8:6, 8:22, 8:23, 8:32, 8:53

Employer, 4:2, 8:4 to 8:6, 8:22, 8:23, 8:32, 8:53

Enforcement, 4:2, 8:23, 8:53

Evidence, 4:2

Exceptions, 8:6

Family members, 8:53

Government officials, 8:53

Joint employers, 8:5

Jurisdiction, 8:5

Knowledge, 8:5

Legislative history, 4:2

Liquidated damages, 8:4

Minimum wage, 8:22, 8:32, 8:53

Notice, 8:5, 8:6, 8:23, 8:32

Overtime, 8:22, 8:23, 8:32, 8:53

Parts, 4:2, 8:5

Prima facie case, 4:2

Public agencies, 8:4, 8:5

Recordkeeping, 8:6, 8:53

Regulations, 8:5, 8:6, 8:22, 8:53

Reimbursement, 8:4

Related activities, 4:2

Remedies, 4:2

Retaliation, 4:2

Salary basis, 8:22, 8:32

**FAIR LABOR STANDARDS ACT—Cont'd**

Schools, 8:5  
 Secretary of Labor, 8:4  
 Sex, 4:2  
 Suffer or permit to work, 8:5  
 Summary judgment, 4:2, 8:4  
 United States, 8:5  
 Workweek, 8:4, 8:5, 8:22

**FAMILY AND MEDICAL LEAVE ACT**

50 employees, 8:4 to 8:7, 8:36, 8:55  
 Adoption, 8:2 to 8:5, 8:8, 8:9, 8:13, 8:15 to 8:18, 8:20, 8:35, 8:38, 8:40, 8:55  
 Benefits, 2:15, 2:35, 7:1, 7:8, 7A:9, 8:4 to 8:6, 8:12, 8:14, 8:18, 8:20, 8:23 to 8:32, 8:34 to 8:37, 8:42, 8:43, 8:47, 8:50, 8:53 to 8:55, 11:1, 11:2  
 Birth, 7A:9, 7A:10, 8:2 to 8:5, 8:8, 8:9, 8:13, 8:15 to 8:18, 8:20, 8:24, 8:35, 8:38, 8:55  
 Certification, 7:1, 7:8, 7:9, 8:1, 8:5, 8:10 to 8:13, 8:17, 8:18, 8:28, 8:36 to 8:38, 8:40 to 8:46, 8:48, 8:49, 8:55  
 Civil service employees, 8:4  
 Collective bargaining agreements, 8:26, 8:54, 8:55  
 Colleges, 8:55  
 Compensation, 7A:9, 8:5, 8:6, 8:22 to 8:25, 8:28, 8:31, 8:35 to 8:38, 8:42, 8:50, 8:53, 8:54  
 Conditions of employment, 8:4, 8:29 to 8:31, 8:55  
 Coverage, 2:35, 7A:9, 7A:18, 8:4 to 8:7, 8:9, 8:13, 8:24 to 8:28, 8:30, 8:36, 8:40, 8:49, 8:54, 8:55, 11:2  
 Damages, 2:35, 8:4, 8:50  
 Daughter, 7:8, 8:2 to 8:5, 8:8, 8:9, 8:13 to 8:18, 8:20, 8:37, 8:55  
 Department of Labor, 7A:18, 8:4, 8:6, 8:14, 8:15, 8:17, 8:21, 8:23, 8:28, 8:32, 8:35, 8:37, 8:42, 8:45, 8:46, 8:51 to 8:54, 11:1, 11:2  
 Designation notice, 8:36, 8:48  
 Disability, 2:15, 2:35, 3:39, 7:8, 7A:1, 7A:9, 7A:10, 7A:18, 8:1, 8:9, 8:13 to 8:15, 8:23, 8:28 to 8:30, 8:35 to 8:37, 8:41 to 8:43, 8:46, 8:48, 8:50, 8:54, 11:1, 11:2  
 Discrimination, 2:15, 7:1, 7:8, 7:9, 7A:1, 7A:18, 8:3, 8:35, 8:50, 8:53, 8:54, 11:1, 11:2  
 Duration, 2:15, 2:35, 8:14, 8:18, 8:26, 8:38, 8:39, 8:41, 8:42, 8:44 to 8:46, 8:55, 11:1, 11:2  
 Educational agencies, 8:55  
 Educational institutions, 8:7, 8:55  
 Employees, 2:35, 3:39, 7:1, 7:8, 7A:1, 7A:9, 7A:10, 7A:18, 8:2 to 8:8, 8:13 to 8:15, 8:17, 8:19, 8:20, 8:22 to 8:25, 8:30 to 8:32, 8:35 to 8:40, 8:48, 8:49, 8:53 to 8:55, 11:1, 11:2

**FAMILY AND MEDICAL LEAVE ACT  
—Cont'd**

Employees covered, 8:4, 8:5  
 Employers, 2:35, 3:39, 7:1, 7:8, 7A:1, 7A:9, 7A:18, 8:2 to 8:8, 8:13, 8:15, 8:17 to 8:19, 8:23, 8:24, 8:26, 8:28, 8:30, 8:35 to 8:38, 8:43, 8:46, 8:53, 8:54, 11:1, 11:2  
 Employers covered, 8:4, 8:5, 8:8, 8:24, 8:54, 11:2  
 Enforcement, 2:35, 7:1, 7:8, 8:23, 8:35, 8:50 to 8:54, 11:1, 11:2  
 Equivalent benefits, 8:28 to 8:30  
 Equivalent pay, 8:5, 8:18, 8:20, 8:30, 8:54, 8:55  
 Equivalent position, 2:35, 8:5, 8:21, 8:29 to 8:31, 8:33, 8:35, 8:54, 8:55  
 Evidence, 2:35, 7A:9, 8:13, 8:35, 8:37, 8:41, 8:43, 11:1, 11:2  
 Failure to provide certification, 8:41  
 Family member, 7:1, 7:8 to 7A:9, 8:5, 8:8, 8:9, 8:11 to 8:15, 8:18, 8:20, 8:24, 8:28, 8:38, 8:39, 8:41 to 8:43, 8:46, 8:55, 11:2  
 Federal government, 8:5, 8:35, 8:51, 8:54, 11:2  
 Foreseeable leave, 8:38, 8:40, 8:49  
 General discussion, 11:2  
 Group health plan, 7:8, 8:6, 8:12, 8:24 to 8:27, 8:31, 8:54  
 Health benefits, 8:5, 8:24, 8:31, 8:34 to 8:36, 8:43, 8:47, 8:54  
 Health conditions, 7:8, 8:12, 8:13, 11:2  
 Immunity, 8:35  
 Insurance premiums, 8:28, 8:36  
 Intermittent leave, 8:8, 8:11, 8:13, 8:18 to 8:22, 8:36, 8:38, 8:55  
 Involuntary leave, 11:2  
 Job restoration, 8:5, 8:31, 8:32  
 Joint employers, 8:5  
 Key employees, 8:31, 8:32  
 Litigation, 7:8  
 Local governments, 7A:18  
 Maternity leave, 7A:9, 8:54  
 Medical certifications, 8:41  
 Multi-employer, 8:26  
 Notice, 7:8, 7A:1, 8:5, 8:6, 8:9, 8:10, 8:14, 8:15, 8:17, 8:18, 8:21, 8:23 to 8:27, 8:29, 8:32, 8:34 to 8:41, 8:47 to 8:50, 8:52, 8:54, 8:55, 11:1, 11:2  
 Notices, 3:39, 8:5, 8:36, 8:41, 8:53  
 Overtime, 7A:9, 8:21 to 8:23, 8:30 to 8:32, 8:53, 11:2  
 Paid leave, 2:35, 7A:9, 7A:10, 8:4, 8:5, 8:23, 8:25, 8:28, 8:32, 8:36, 8:37, 8:42, 8:54  
 Part-time employees, 8:5, 8:20, 8:54  
 Poster, 8:36  
 Pregnant employees, 7A:1, 8:13, 11:2  
 Prohibited acts, 8:5, 8:20  
 Purpose, 7:8, 8:3, 8:7, 8:9, 8:13 to 8:15, 8:30, 8:35, 8:43, 8:45, 8:46, 8:54, 11:1, 11:2

**FAMILY AND MEDICAL LEAVE ACT****—Cont'd**

Qualifying exigency leave, 8:14, 8:18, 8:45  
 Recertification, 8:41, 8:43, 8:44, 8:46, 8:49  
 Recordkeeping, 8:6, 8:53, 11:2  
 Recordkeeping requirements, 8:53  
 Reduced schedule, 8:13, 8:18 to 8:22, 8:36, 8:38, 8:42, 8:44 to 8:46, 8:48, 8:55  
 Reemployment rights, 8:6, 8:54  
 Regulations, 7:1, 7:8 to 7A:9, 8:5, 8:6, 8:10, 8:13 to 8:15, 8:18, 8:19, 8:21, 8:22, 8:28, 8:35 to 8:37, 8:41 to 8:43, 8:45, 8:46, 8:53, 8:54, 11:1, 11:2  
 Reinstatement, 2:35, 8:20, 8:24, 8:27, 8:29, 8:31, 8:33 to 8:37, 8:48 to 8:50, 8:54  
 Remedies, 8:37, 8:54  
 Requirements, 2:35, 7:1, 7:8 to 7A:9, 8:1, 8:5, 8:6, 8:13, 8:17, 8:18, 8:22 to 8:24, 8:27, 8:29, 8:31, 8:32, 8:36 to 8:40, 8:42, 8:43, 8:47, 8:48, 8:53, 8:55, 11:1, 11:2  
 Restoration rights, 8:55  
 Retaliation, 2:35, 7A:9, 8:29, 8:35, 8:37, 11:2  
 Retroactive designation, 8:37  
 Same or equivalent position, 8:21  
 Schools, 8:5, 8:35, 8:55, 11:1  
 Secondary schools, 8:5, 8:55  
 Serious health condition, 7:1, 7:8, 7A:1, 8:1 to 8:5, 8:8 to 8:13, 8:15 to 8:18, 8:20, 8:21, 8:23, 8:28, 8:31, 8:35 to 8:38, 8:41 to 8:44, 8:48, 8:49, 8:54, 8:55  
 Serious health conditions, 8:13  
 Sick leave, 7A:10, 8:4, 8:23, 8:30, 8:35  
 State laws, 8:54  
 Substance abuse, 2:35, 8:13, 8:24  
 Teachers, 8:6, 8:55  
 Types of leave, 8:18  
 Universities, 8:55  
 Vacation leave, 8:20, 8:30, 8:37  
 Waiver, 7:8, 8:35, 8:40, 8:42, 11:2

**FEDERAL EMPLOYMENT**

Accommodations, 11:2  
 Agencies, 11:2, 12:14  
 Applicability, 11:2  
 Arbitration, 12:14  
 Availability, 11:2  
 Awards, 12:14  
 Binding arbitration, 12:14  
 Charges, 11:2  
 Compliance, 11:2  
 Conflict, 11:2  
 Costs, 11:2  
 Courts, 11:2, 12:14  
 Date, 11:2  
 Decisions, 11:2  
 Determinations, 11:2

**FEDERAL EMPLOYMENT—Cont'd**

Disclosures, 11:2  
 Discrimination, 11:2, 12:14  
 Duties, 11:2  
 Eligibility, 11:2  
 Enforcement, 11:2, 12:14  
 Equal Employment Opportunity Commission, 12:14  
 Evidence, 11:2  
 Exceptions, 11:2  
 Factors, 11:2  
 Filing, 11:2  
 General discussion, 11:2  
 Guidance, 11:2  
 Inquiries, 11:2  
 Issues, 11:2  
 Management officials, 11:2  
 Members, 11:2  
 Nature, 11:2  
 Negotiations, 12:14  
 Notice, 11:2, 12:14  
 Number of employees, 11:2  
 Objections, 11:2  
 Occupational Safety and Health Act, 11:2  
 Officials, 11:2  
 Orders, 11:2  
 Parties, 12:14  
 Prohibition, 11:2  
 Protection, 11:2  
 Recommendations, 11:2  
 Record, 11:2  
 Regulation, 11:2  
 Regulations, 11:2  
 Remedies, 12:14  
 Requests, 11:2  
 Responsibilities, 11:2  
 Retaliation, 11:2, 12:14  
 Review, 11:2, 12:14  
 Rights, 11:2, 12:14  
 Rules, 11:2  
 Scope, 11:2  
 Service, 12:14  
 Standards, 11:2  
 Statements, 11:2  
 Supervisors, 11:2  
 Unions, 11:2  
 Violations, 11:2

**FEDERAL STATUTES**

Americans with Disabilities Act, 1:1, 9:2  
 Rehabilitation Act, 1:1

**FIGHTING**

Discipline, 1:23  
 Work rules, 1:23

**FLORIDA**

Age Discrimination in Employment Act, **4:2**  
 Age discrimination, **4:2**  
 Assignments, **4:2**  
 Compensation, **4:2**  
 Complaints, **1:26, 9:5**  
 Employment practices, **4:2**  
 Evidence, **1:26, 4:2, 8:13**  
 Fringe benefits, **4:2**  
 Health, **1:26, 8:13, 9:5**  
 Notice, **9:5**  
 Remedies, **4:2**  
 Terms, **8:13, 9:5**

**FORMER EMPLOYEES**

Retaliation, **11:2**

**FORMS**

Unions, **11:2**

**FRINGE BENEFITS**

Age Discrimination in Employment Act, **4:2**  
 Americans with Disabilities Act, **4:1, 4:2, 4:25, 7:1**  
 Employment practices, **4:1, 4:2, 4:25**  
 Rehabilitation Act, **4:2**  
 Title VII, **4:1, 4:2**

**FRONT PAY**

Compensatory damages, **12:8**  
 Reinstatement, **12:1, 12:8**

**GENERAL DUTY CLAUSE**

OSHA, **11:4**

**GENETIC INFORMATION  
 NONDISCRIMINATION ACT**

Wellness programs, **7:1, 7:8**

**GEORGIA**

Notice, **2:36**  
 Terms, **2:36**

**GOOD FAITH**

Civil penalties, **12:8, 12:12**  
 Retaliation, **4:3, 4:29, 8:35, 11:2, 12:8**

**GROUP INSURANCE**

Coverage, **4:16**  
 Health insurance, **4:16**  
 Life insurance, **4:16**  
 Premiums, **4:16**

**GUIDANCE**

Federal employment, **11:2**

**HEALTH CARE**

Industry, **9:2, 11:1**  
 Unions, **11:2**

**HEALTH INSURANCE PORTABILITY AND  
 ACCOUNTABILITY ACT**

Coverage, **7:11**  
 Discrimination, **7:8, 7:9, 7:11**  
 Eligibility, **7:11**  
 Notice, **7:8**  
 Premiums, **7:11**  
 Privacy, **7:9, 8:43**

**HEARINGS**

Collective bargaining agreements, **4:1**

**HEPATITIS B VIRUS**

Exposure, **5:20**

**HIRING**

Advertising, **4:1, 4:2, 5:17**  
 Affirmative action, **2:36**  
 Age discrimination, **4:2, 5:5, 8:35, 11:2**  
 Agencies, **7:1, 7:6, 11:1, 11:2, 12:4**  
 Apprenticeship programs, **7:1**  
 Business necessity, **3:8, 3:30, 3:35, 4:1, 4:3, 5:2, 5:5, 5:17, 11:1, 11:2**  
 Citizenship status, **11:2**  
 Comparators, **4:3**  
 Defenses, **2:36, 5:5**  
 Employment agencies, **7:1, 7:6, 11:2, 12:4**  
 Employment agency, **7:4, 7:6, 7A:13**  
 Evidence, **2:2, 2:36, 3:1, 3:9, 4:1 to 4:3, 5:5, 5:17, 7A:13, 8:35, 11:1, 11:2, 12:4**  
 Experience requirements, **5:2, 5:5**  
 General discussion, **11:2**  
 Genetic Information Nondiscrimination Act, **7:1, 7:4, 7:6, 7:10, 11:2**  
 Genetic testing, **7:1**  
 Immigration status, **11:2**  
 Impairments, **2:47, 3:6, 3:28, 11:1, 11:2**  
 Insurance, **1:30, 4:1 to 7:1, 8:36, 11:2**  
 Internet, **11:2**  
 Interviews, **2:47**  
 Medical examinations, **3:1, 3:6 to 3:9, 3:12, 3:24, 3:28, 3:30, 3:31, 3:35, 3:39, 11:1, 11:2**  
 Physical condition, **3:9**  
 Pre-employment, **3:24, 7:10, 11:1, 11:2, 12:8**  
 Preemployment inquiries, **1:28, 3:28**  
 Prima facie case, **2:36, 4:1 to 4:3, 8:35**  
 Qualification standards, **4:1, 5:2, 5:5**  
 Reasonable accommodation, **2:2, 2:3, 2:14, 2:36, 2:47, 3:1, 3:8, 3:9, 3:39, 4:1, 4:3, 5:2, 5:5, 7A:13, 8:36, 11:1 to 12:1, 12:8**  
 Recruitment, **1:28, 4:1**  
 Reinstatement, **7:10, 8:35, 8:36, 12:1, 12:8**  
 Remedies, **4:2, 7:10, 12:1, 12:8**  
 Scope of protection, **4:2**  
 Sex discrimination, **11:2, 12:4**  
 Sexual orientation, **11:2**

**HIRING—Cont'd**

Standing, 3:7, 4:2, 4:3, 7A:13  
 Tenure, 4:1, 4:2  
 Testimony, 12:4  
 Title VII, 4:1 to 4:3, 5:5, 7:4, 8:35, 11:1, 11:2,  
 12:8  
 Vacant job, 2:36

**HIV**

Alcohol, 3:38, 6:13, 7:3  
 Amendment, 9:5  
 Americans with Disabilities Act, 1:9, 1:10, 2:35,  
 3:38, 4:4, 4:7, 4:16, 4:20, 5:14, 5:19, 6:13,  
 7:3, 8:48, 9:5, 10:12, 11:1  
 Analysis, 1:9, 2:35, 7:3  
 Assessment, 2:35, 10:12, 11:1  
 Assistance, 11:1  
 Attendance, 3:38  
 Availability, 11:1  
 Banks, 9:5  
 Bargaining, 8:48  
 Behavior, 3:38, 5:14  
 Benefits, 2:35, 3:38, 4:20, 9:5, 11:1  
 Breaks, 2:35  
 Building, 9:5, 10:9  
 Business, 2:35, 3:38, 4:20, 6:13, 7:3, 8:48, 9:5,  
 11:1  
 Care, 1:9, 2:35, 4:4, 4:16, 5:13, 5:14, 5:20, 7:3,  
 8:48, 10:9, 11:1  
 Centers, 5:19, 5:20, 10:12, 11:1  
 Certification, 6:13, 8:48  
 Change, 2:35, 4:16, 11:1  
 Characteristics, 1:9, 5:20  
 Charts, 9:5  
 Claims, 4:4, 4:20, 5:20, 6:13, 9:5  
 Classification, 4:7, 4:20  
 Collective bargaining, 8:48  
 Complaints, 1:9, 9:5  
 Compliance, 1:9, 2:35, 3:38, 4:4, 5:20, 6:13, 9:5,  
 11:1  
 Computers, 9:5, 11:1  
 Concerns, 3:38, 4:16, 7:3, 8:48, 10:12  
 Conditions, 1:9, 1:10, 2:35, 3:38, 4:16, 4:20, 7:3,  
 8:48, 11:1  
 Conducting, 2:35, 4:20, 11:1  
 Coordination, 1:9  
 Costs, 4:16, 7:3, 8:48  
 Counsel, 5:20  
 Coverage, 1:9, 2:35, 4:16, 4:20, 9:5  
 Current employees, 3:38  
 Data, 2:35  
 Day care, 1:9, 2:35, 10:9  
 Dealing with, 5:14  
 Death, 5:13  
 Definitions, 7:3, 11:1  
 Denial, 2:35, 4:7, 4:16

**HIV—Cont'd**

Dependents, 11:1  
 Design, 9:5  
 Designation notice, 8:48  
 Discipline, 6:13  
 Discrimination, 4:4, 4:16, 4:20, 7:3, 9:5, 10:9,  
 10:12, 11:1  
 Discussions, 11:1  
 Diseases, 4:20, 5:13, 5:19, 7:3  
 Documents, 9:5  
 Drivers, 6:13  
 Drugs, 6:13, 7:3  
 Duration, 1:9, 2:35, 5:14, 10:12, 11:1  
 E-mail, 11:1  
 Emergency, 5:13, 11:1  
 Encouraging, 6:13, 11:1  
 Enforcement, 2:35, 9:5, 11:1  
 Engineers, 6:13  
 Ensuring, 9:5  
 Entertainment, 2:35, 11:1  
 Equal Employment Opportunity Commission,  
 1:9, 2:35, 3:38, 4:20, 6:13  
 Equal employment opportunity, 1:9, 2:35, 3:38,  
 4:20, 6:13, 11:1  
 Essential functions, 1:9, 2:35, 3:38, 4:7, 8:48,  
 11:1  
 Establishing, 1:9  
 Evaluation, 3:38, 4:7, 4:16, 5:14  
 Evidence, 1:9, 2:35, 3:38, 5:14, 5:20, 7:3, 10:12,  
 11:1  
 Examination, 2:35, 3:38, 7:3, 8:48, 11:1  
 Exclusions, 10:12  
 Experience, 4:20, 11:1  
 Exposure, 5:20, 11:1  
 Facilities, 9:5  
 Factors, 2:35, 5:14, 5:20, 11:1  
 Facts, 1:10, 2:35, 4:7, 4:16, 5:20, 9:5, 11:1  
 Fair, 1:10, 3:38, 5:13  
 Fairness, 1:10  
 Family, 2:35, 3:38, 4:16, 7:3, 8:48, 11:1  
 Family and Medical Leave Act, 2:35, 8:48, 11:1  
 Family and medical leave, 2:35, 8:48, 11:1  
 Features, 9:5  
 Fees, 9:5  
 Files, 11:1  
 Filing, 9:5  
 Fitness, 3:38, 8:48, 11:1  
 Fmla, 2:35, 8:48, 11:1  
 Follow-up, 3:38, 6:13  
 Food, 5:19, 7:3, 9:5  
 Forms, 9:5, 11:1  
 Frequency, 3:38  
 Guards, 9:5  
 Guidelines, 3:38, 9:5  
 Handling, 5:19, 7:3

**HIV—Cont'd**

Health, 3:38, 4:4, 4:16, 4:20, 5:13, 5:14, 5:19, 5:20, 7:3, 8:48, 9:5, 10:12, 11:1  
 Health care, 4:16, 5:14, 5:20, 7:3, 8:48, 11:1  
 Heart disease, 2:35  
 Hiv/AIDS, 11:1  
 Hospitals, 9:5  
 Hours, 2:35, 6:13  
 Illnesses, 4:20, 9:5, 11:1  
 Importance, 1:9, 1:10  
 In-house, 2:35, 4:7  
 Incidents, 3:38  
 Information, 3:38, 5:19, 6:13, 7:3, 8:48, 9:5, 11:1  
 Inquiry, 2:35, 3:38, 8:48, 10:12, 11:1  
 Insurance, 4:16, 4:20, 7:3, 9:5  
 Issues, 2:35, 8:48, 11:1  
 Job classification, 4:7  
 Keeping, 11:1  
 Laws, 1:9, 6:13, 7:3, 11:1  
 Leaves of absence, 2:35  
 Legal, 6:13, 9:5  
 Liability, 5:13, 6:13  
 Life insurance, 4:16  
 Lodging, 9:5  
 Making, 2:35, 3:38, 6:13, 7:3, 10:12, 11:1  
 Management, 4:7, 9:5, 11:1  
 Managers, 1:9, 4:7  
 Manufacturing, 1:9  
 Marijuana, 6:13  
 Marriage, 7:3  
 Mcdonnell Douglas, 3:38  
 Medical records, 3:38  
 Meetings, 4:7, 11:1  
 Merit, 1:10  
 Minimum, 3:38  
 Monitoring, 7:3  
 Needs, 2:35, 11:1  
 Noncompliance, 9:5  
 Notice, 8:48, 9:5, 11:1  
 Number, 2:35, 3:38, 9:5  
 Occupational Safety and Health Administration, 11:1  
 Operation, 1:9, 2:35, 11:1  
 Organizations, 9:5, 11:1  
 Osha, 11:1  
 Paid, 2:35, 4:20, 8:48  
 Part-time, 2:35, 3:38  
 Participation, 4:7, 7:3, 10:12  
 Pay, 2:35, 3:38, 4:16  
 Payment, 4:16  
 Performance, 1:9, 2:35, 3:38, 4:16, 5:13  
 Personal protective equipment, 11:1  
 Place, 2:35, 4:7, 4:20, 5:20, 9:5  
 Planning, 11:1

**HIV—Cont'd**

Plans, 4:16  
 Points, 6:13  
 Policies, 2:35, 4:20, 9:5, 10:12  
 Practices, 4:4, 4:7, 4:16, 4:20, 10:12, 11:1  
 Preparation, 11:1  
 Prevention, 11:1  
 Productivity, 2:35  
 Programs, 9:5  
 Protection, 1:9, 5:19  
 Publications, 11:1  
 Punishment, 2:35  
 Questions, 6:13, 11:1  
 Radio, 9:5  
 Rates, 7:3  
 Rationale, 1:9  
 Recommendations, 5:20, 11:1  
 Records, 2:35, 3:38  
 Reduction, 2:35, 4:16  
 References, 9:5  
 Regulation, 1:9, 7:3, 9:5  
 Rehabilitation, 1:9, 2:35, 5:14, 5:20, 9:5, 11:1  
 Reimbursement, 4:20, 9:5  
 Requests, 2:35, 7:3, 11:1  
 Response, 4:16, 4:20, 9:5, 11:1  
 Responsibilities, 5:20, 11:1  
 Restaurants, 9:5  
 Restrictions, 11:1  
 Retail stores, 9:5  
 Retention, 2:35  
 Rights, 1:9, 9:5, 11:1  
 Rules, 1:9, 2:35, 4:7, 4:16, 6:13, 9:5  
 Safety, 3:38, 5:13, 5:14, 5:20, 8:48, 9:5, 10:12, 11:1  
 Salary, 2:35  
 Sales, 2:35, 9:5  
 Schedules, 2:35, 9:5  
 Schools, 11:1  
 Screening, 7:3, 9:5  
 Selection, 5:13, 5:14, 5:19, 5:20  
 Services, 1:9, 2:35, 4:20, 5:19, 7:3, 9:5, 10:12, 11:1  
 Setting, 9:5  
 Short, 2:35  
 Significance, 5:14  
 Sleeping, 1:9  
 Standards, 1:9, 5:13, 5:14, 5:19, 5:20, 6:13, 9:5, 11:1  
 State, 1:9, 1:10, 2:35, 4:20, 6:13, 8:48, 9:5, 11:1  
 Statements, 5:20  
 Statutes, 2:35  
 Stores, 1:9, 9:5  
 Strategies, 11:1  
 Stress, 2:35, 3:38  
 Substance abuse, 2:35, 6:13

## INDEX

### **HIV—Cont'd**

Supervisors, 4:7  
Support, 1:9, 5:14, 11:1  
Systems, 1:9, 2:35, 9:5, 11:1  
Task force, 5:20  
Television, 9:5  
Termination, 4:16, 5:14  
Time, 1:9, 2:35, 3:38, 5:19, 6:13, 8:48, 11:1  
Time off, 2:35, 5:19  
Tools, 7:3, 9:5  
Training, 2:35, 4:7, 7:3, 9:5  
Transportation, 6:13, 9:5, 11:1  
Types, 1:9, 2:35, 3:38, 4:4, 4:20, 11:1  
Use, 2:35, 5:20, 6:13, 7:3, 8:48, 9:5, 11:1  
Veterans, 9:5  
Videos, 9:5  
Voluntary, 3:38  
Women, 11:1  
Workplace safety, 11:1

### **HOSTILE WORK ENVIRONMENT**

Harassment, 4:3, 8:35

### **HOURS**

Unions, 11:2

### **ILLINOIS**

Compensation, 8:23, 8:50  
Health, 1:26, 8:23  
Notice, 2:20, 8:23, 8:50  
Permits, 8:23  
Privileges of employment, 2:4, 2:20  
Remedies, 2:20  
Terms, 2:20, 8:23

### **IMMIGRATION AND NATIONALITY ACT**

Employment agencies, 11:2

### **INDIANA**

Assignments, 2:36  
Conditions of employment, 4:3  
Employment practices, 4:3  
Evidence, 2:36, 4:3  
Harassment, 4:3  
Health, 4:3  
Notice, 2:36  
Promotions, 2:9  
Retaliation, 4:3  
Terms, 2:9, 2:36, 4:3

### **INFLUENZA PANDEMIC**

Workplace safety, 11:1

### **INSTRUCTIONS**

Unions, 11:2

### **INSUBORDINATION**

Discipline, 4:14, 4:29, 8:35

### **INSURANCE**

Discrimination claims, 4:2, 11:2, 12:2  
Notice requirements, 8:36  
Unions, 11:2

### **INTENT**

Age Discrimination in Employment Act, 4:2, 11:2, 12:14  
Harassment, 1:22, 4:3, 7:1, 8:35, 11:2  
Rehabilitation Act, 1:1, 1:4, 1:9, 1:13, 1:30, 2:20, 2:36, 4:2, 4:3, 4:29, 5:4, 6:4, 11:2  
Summary judgment, 2:20, 2:36, 4:2, 4:3, 4:29, 5:21, 8:35  
Title VII, 1:1, 4:1 to 4:3, 7:4, 7A:11, 8:35, 11:2, 12:14

### **INTERFERENCE**

Federal employment, 11:2

### **INTERVENTION**

Substance abuse, 8:13

### **IOWA**

Certificates, 1:23  
Compensation, 1:23, 8:37  
Dispute, 1:23, 8:37  
Evidence, 1:23, 8:37  
Health, 1:23, 8:37  
Notice, 8:37  
Remedies, 8:37  
Retaliation, 8:37

### **JOINT EMPLOYERS**

Family and Medical Leave Act, 8:5

### **JURISDICTION**

Arbitration, 12:1  
Investigation, 12:1, 12:4

### **KANSAS**

Compensation, 5:9  
Credits, 2:35  
Dispute, 2:36  
Evidence, 2:35 to 3:37  
Health, 5:9  
Illness, 2:35, 3:37  
Notice, 2:36  
Permits, 3:37  
Retaliation, 2:35  
Terms, 2:35, 2:36

### **KENTUCKY**

Employment practices, 4:20  
Evidence, 1:9  
Health, 4:20  
Permits, 4:20  
Terms, 1:1, 1:9

### **LABOR RELATIONS**

Coverage, 8:5

**LAYOFFS AND RECALLS**

Title VII, 5:5

**LEGISLATIVE HISTORY**

Fair Labor Standards Act, 4:2

**LIFE INSURANCE**

Employee Retirement Income Security Act, 8:30

Payments, 8:28, 8:30

Premiums, 4:16, 8:28, 8:30

Retirement plans, 8:30

**LIKELIHOOD**

Statistics, 6:11

**LITIGATION**

Accountant, 4:3, 10:25

Limitations period, 12:10

Physician, 2:20, 4:3

Plaintiff, 2:20, 4:3, 10:25, 10:30, 12:1, 12:10,  
12:12, 12:13

Remedies, 2:20, 12:1, 12:2, 12:7, 12:10, 12:12

Supervisor, 4:3, 7:8, 7A:11

Trial, 2:20, 12:10, 12:12

**LOCAL GOVERNMENTS**

Americans with Disabilities Act, 7A:18, 9:5,  
10:25, 11:3

Family and Medical Leave Act, 7A:18

Title VII, 7A:18

**LOUISIANA**

Complaints, 9:5

Health, 9:5

Notice, 9:5

Terms, 9:5

**MAINE**

Health, 10:18

**MANAGEMENT**

Federal employment, 11:2

**MANAGERS**

Compensation, 2:17, 3:44, 4:29, 7A:17, 8:5, 8:53

**MARYLAND**

Assignments, 2:28

Credits, 2:27, 2:35

Employment practices, 4:27

Evidence, 1:26, 2:27, 2:35, 5:20

Health, 1:26, 4:27, 5:20, 10:25

Privileges of employment, 4:27

Seniority systems, 2:28

Terms, 2:27, 2:28, 2:35

**MASSACHUSETTS**

Appeals, 2:34

Assignments, 2:34

Evidence, 2:34

Health, 2:34, 8:12

**MASSACHUSETTS—Cont'd**

Notice, 2:34

Time off, 2:34

**MICHIGAN**

Assignments, 4:29

Compensation, 4:29

Employment practices, 4:29

Health, 10:16

Medical examinations, 4:29

**MILITARY SERVICE**

Compensation, 8:6, 8:54

**MINNESOTA**

Assignments, 4:1

Compensation, 4:1

Conditions of employment, 4:3

Employment practices, 4:1, 4:3

Evidence, 3:25, 4:1, 4:3

Harassment, 4:3

Health, 3:25, 4:1, 4:3

Health insurance, 4:1

Hiring, 4:1, 4:3

Privileges of employment, 4:1

Retaliation, 4:3

Sick leave, 4:1

Terms, 4:3

**MISCONDUCT**

Employment practices, 4:3, 4:6, 4:14

Front pay, 12:8

**MISSOURI**

Compensation, 2:17

Conditions of employment, 4:3

Employment practices, 4:3

Evidence, 2:17, 4:3

Harassment, 4:3

Health, 2:17, 4:3, 10:16

Life insurance, 2:17

Notice, 2:17

Terms, 2:17, 4:3

**MIXED MOTIVES**

Disparate treatment, 4:3

**MOTIVE**

Summary judgment, 4:2, 4:3, 4:29, 8:35

**NEBRASKA**

Health, 5:24

**NEW JERSEY**

Assignments, 8:7

**NEW YORK**

Appeals, 1:26, 10:30

Assignments, 8:7

Employment practices, 4:17, 4:22

## INDEX

### NEW YORK—Cont'd

Evidence, **1:12, 1:26, 2:39, 4:22, 6:6, 6:11, 10:30, 10:43**  
Health, **1:26, 4:17, 4:22, 6:11, 10:43**  
Health insurance, **4:17, 4:22**  
Notice, **7:10**  
Permits, **10:30**  
Rehabilitation programs, **6:6**  
Remedies, **7:10**  
Reports, **8:7**  
Rest breaks, **2:39**  
Technical assistance, **2:39**  
Terms, **1:12**  
Time off, **6:6**

### NONEMPLOYEES

Unions, **11:2**

### NORTH CAROLINA

Health, **9:5**  
Notice, **9:5**  
Students, **9:5**  
Terms, **9:5**

### NOTICE

Advance notice, **3:47, 8:5, 8:38 to 8:40, 10:41**  
Americans with Disabilities Act, **2:16, 2:17, 2:20, 2:34, 2:36, 2:51, 3:47, 7:8, 7A:1, 7A:5, 7A:11, 7A:12, 8:10, 8:35, 8:48, 8:54, 9:5, 10:31, 10:41, 11:1, 11:2, 11:4, 12:5, 12:10, 12:14**  
Disabled workers, **2:34**  
Family and Medical Leave Act, **7:8, 7A:1, 8:5, 8:6, 8:9, 8:10, 8:14, 8:15, 8:17, 8:18, 8:21, 8:23 to 8:27, 8:29, 8:32, 8:34 to 8:41, 8:47 to 8:50, 8:52, 8:54, 8:55, 11:1, 11:2**  
General discussion, **11:2**  
Overtime, **8:21, 8:23, 8:32, 11:2**  
Uniformed Services Employment and Reemployment Rights Act, **8:6, 8:54**  
Violation, **2:17, 2:36, 2:51, 7:8, 7:10, 7A:12, 8:27, 8:35 to 8:37, 8:41, 8:50, 8:52, 11:2, 12:10**

### OBLIGATIONS

Benefits, **2:2, 2:34, 2:35, 2:48, 4:2, 7:11, 8:27, 8:29, 8:31, 8:36, 8:47, 8:53, 8:54, 10:1 to 10:5, 10:7, 10:13, 10:30, 10:31, 11:2, 11:4**  
Department of Transportation, **5:9, 9:4, 10:39**  
Direct threat, **5:9, 10:1, 10:12, 10:45, 11:2**  
Enforcement, **2:35, 3:2, 4:2, 5:9, 7:11, 8:53, 8:54, 9:4, 9:16, 11:2, 11:4, 12:10, 12:12**  
Medical records, **8:53**  
Mental impairments, **1:1, 10:1, 10:25, 11:2**  
Physical impairments, **3:2**  
Pregnancy, **8:54, 11:2**  
Safety standards, **5:22**  
Substance abuse, **2:35, 6:2**

### OBLIGATIONS—Cont'd

Substantial limitations, **1:9, 1:12**  
Tests, **3:2, 5:2, 5:9, 5:26, 6:2, 10:41, 10:43, 11:2**

### OCCUPATIONAL SAFETY AND HEALTH

Workplace safety and health, **7:11, 11:4**

### OCCUPATIONAL SAFETY AND HEALTH ACT

Federal employment, **11:2**

### OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Department of Labor, **11:1, 11:2, 11:4**

### OHIO

Age discrimination, **8:35**  
Assignments, **8:7**  
Compensation, **5:9, 8:35**  
Complaints, **9:5**  
Costs, **5:9**  
Credits, **2:35**  
Evidence, **1:25, 2:35, 8:13, 8:35**  
Harassment, **8:35**  
Health, **5:7, 5:9, 8:13, 8:35, 9:5, 10:20**  
Machinery, **5:9**  
Notice, **8:35, 9:5**  
Permits, **8:13**  
Physical fitness, **5:7**  
Reports, **8:7**  
Students, **9:5, 10:20**  
Terms, **1:25, 2:35, 8:13, 9:5**  
Tools, **9:5**

### ORGANIZING

Access, **9:5**  
Discrimination, **9:5**  
Enforcement, **9:5**  
Guards, **9:5**  
Retail stores, **9:5**  
Safety, **9:5**

### OVERTIME PAY

Bonuses, **8:30**  
Family and Medical Leave Act, **8:30**  
Sick leave, **8:30**  
Vacation, **8:30**

### PART-TIME EMPLOYEES

Family and Medical Leave Act, **8:5, 8:20, 8:54**

### PARTICIPATION

Retaliation, **7A:9, 8:35**

### PARTIES

Age Discrimination in Employment Act, **4:2, 12:14**  
Complaints, **1:26**

**PATTERNS**

Unions, **11:2**

**PENALTIES**

Family and Medical Leave Act, **7A:9, 8:52, 11:2**  
 Federal employment, **11:2**

**PENNSYLVANIA**

Age Discrimination in Employment Act, **5:5**  
 Age discrimination, **5:5**  
 Assignments, **12:2**  
 Bona fide occupational qualifications, **5:5**  
 Compensation, **12:2**  
 Conciliation, **12:2**  
 Conditions of employment, **4:3, 12:2**  
 Employment practices, **4:3, 5:5**  
 Evidence, **4:3, 5:5, 8:13, 12:2**  
 Handicapped persons, **5:5**  
 Harassment, **4:3**  
 Permits, **8:13**  
 Remedies, **12:2**  
 Reports, **5:5, 12:2**  
 Terms, **4:3, 8:13, 12:2**

**PENSIONS**

Retirement plans, **8:30**  
 Vesting, **8:30**  
 Year of service, **8:30**

**PLANS**

Collective bargaining agreements, **8:26, 8:55**

**PREMIUMS**

Family and Medical Leave Act, **8:24, 8:25, 8:28, 8:30, 8:34, 8:36**  
 Life insurance, **4:16, 8:28, 8:30**

**PRETEXT**

Age Discrimination in Employment Act, **4:2**  
 Promotions, **8:35**  
 Retaliation, **4:2, 4:3, 8:35**

**PREVENTION**

Unions, **11:2**

**PRIMA FACIE CASE**

Age discrimination, **4:2, 8:35**  
 Disability discrimination, **4:1, 4:3, 4:29, 8:35**  
 Discipline, **4:1, 4:29, 8:35**  
 Disparate treatment, **4:1 to 4:3**  
 Education, **4:1**  
 Hiring, **2:36, 4:1 to 4:3, 8:35**  
 Presumption, **4:1, 4:3**  
 Rehabilitation Act, **2:36, 4:2, 4:3, 4:29**  
 Retaliation, **4:2, 4:3, 4:29, 8:35**  
 Summary judgment, **2:36, 3:3, 4:2, 4:3, 4:29, 8:35**

**PROBABILITY**

Statistics, **6:11**

**PROCESSING**

Federal employment, **11:2**

**PROFIT-SHARING**

Contributions, **8:30**  
 Life insurance, **8:30**  
 Overtime pay, **8:30**

**PROMOTIONS**

Pretext, **8:35**  
 Qualifications, **5:5**  
 Title VII, **5:5, 8:35**  
 Work experience requirements, **5:5**

**PROTECTION**

Unions, **11:2**

**PUBLIC ACCOMMODATIONS**

Americans with Disabilities Act, **4:10, 4:20, 9:1 to 9:6, 9:8 to 9:10, 9:13 to 9:16, 10:2 to 10:5, 10:10, 10:12 to 10:18, 10:20, 10:21, 10:23, 10:25, 10:27, 10:29 to 10:34, 10:36 to 10:39, 10:41 to 10:43, 11:3, 12:1, 12:10**

**PUBLICATIONS**

Benefits, **11:1**

**PUERTO RICO**

Compensation, **4:5**  
 Employment practices, **4:5**  
 Health insurance, **4:5**  
 Permits, **10:30**  
 Terms, **4:5**

**PUNITIVE DAMAGES**

Americans with Disabilities Act, **1:20, 2:35, 12:1, 12:8, 12:12**  
 Rehabilitation Act, **2:35**  
 Title VII, **7A:15, 12:8**

**QUALIFICATIONS**

Collective bargaining agreements, **4:1**

**RACE**

Business necessity, **7:3, 8:54, 11:2**  
 Evidence, **4:2, 7:3, 9:15, 11:2, 12:4**  
 General discussion, **11:2**  
 Harassment, **11:2**  
 Hiring, **4:2, 11:2, 12:4**  
 Insurance, **4:2, 7:3, 8:54, 11:2**  
 Layoffs, **11:2**  
 Recruiting, **4:2**  
 Remedies, **4:2, 8:54**  
 Retaliation, **4:2, 11:2, 12:4**  
 Tenure, **4:2, 8:54**

**REASONABLE ACCOMMODATIONS**

Training, **1:23, 2:1, 2:2, 2:5, 2:9, 2:35, 2:36, 2:42, 2:48, 4:9 to 7A:10, 7A:14, 11:2, 11:4**

## INDEX

### REASONS

Federal employment, 11:2

### RECALLS

Unions, 11:2

### RECOMMENDATIONS

Federal employment, 11:2

### RECRUITING

Advertising, 4:2  
Age discrimination, 4:2  
Insurance, 4:2, 4:22  
Reasonable accommodation, 2:43  
Remedies, 4:2  
Scope of protection, 4:2  
Standing, 4:2  
Tenure, 4:2

### REFUSAL

Federal employment, 11:2, 12:14

### REHABILITATION

Substance abuse policy, 5:5  
Unions, 3:39, 11:2

### REHABILITATION ACT

Burden of proof, 1:24, 4:3, 5:5  
Causation, 1:23, 4:2, 4:3  
Damages, 2:20, 2:35, 4:2  
Disabilities, 1:1, 1:4, 1:9, 1:13 to 1:15, 1:18, 1:23, 1:24, 1:26, 1:29, 1:30, 2:17, 2:20, 2:28, 2:35, 2:36, 2:38, 3:19, 3:24, 3:39, 3:46, 4:2, 4:3, 4:19, 4:29, 5:4, 5:5, 5:9, 5:14, 5:17, 5:24, 5:26, 6:4, 6:8, 6:9, 7:11, 8:54, 9:3, 9:5, 9:13, 9:16, 10:16, 10:41, 11:1 to 11:4  
Disclosures, 11:2  
Evidence, 1:4, 1:9, 1:13, 1:23, 1:24, 1:26, 1:29, 2:17, 2:20, 2:35, 2:36, 2:38, 4:2, 4:3, 4:29, 5:5, 5:14, 5:17, 5:20, 11:1, 11:2, 11:4  
Fringe benefits, 4:2  
General discussion, 11:2  
Hearing, 1:9, 1:13, 1:14, 1:24, 2:28, 2:36, 4:29, 5:4, 5:5, 5:24, 9:5, 10:41, 11:1 to 11:4  
Intent, 1:1, 1:4, 1:9, 1:13, 1:30, 2:20, 2:36, 4:2, 4:3, 4:29, 5:4, 6:4, 11:2  
Notice, 2:17, 2:20, 2:36, 8:54, 9:5, 10:41, 11:1, 11:2, 11:4  
Parties, 1:26, 1:30, 2:17, 2:20, 4:2, 8:54  
Prima facie case, 2:36, 4:2, 4:3, 4:29  
Punitive damages, 2:35  
Regulations, 1:1, 1:9, 1:13 to 1:15, 1:30, 2:20, 2:36, 5:4, 5:5, 5:9, 5:24, 7:11, 8:54, 9:5, 11:1, 11:2, 11:4  
Retaliation, 2:35, 4:2, 4:3, 4:29, 11:2, 11:4  
Section 501, 11:1, 11:2  
Section 503, 3:19, 3:46

### REHABILITATION ACT—Cont'd

Section 504, 1:1, 4:29, 5:4, 5:5, 5:17, 9:13, 9:16, 11:2, 11:3

Seniority systems, 2:28

### REIMBURSEMENT

Benefits, 1:31, 4:3, 4:20, 7:8, 8:4, 9:5

### REINSTATEMENT

Discipline, 8:35  
Front pay, 12:1, 12:8  
Maternity leave, 8:54  
Rehabilitation Act, 1:24, 2:20, 2:35, 8:54

### RELATIONSHIPS

Retaliation, 12:2

### RELIANCE

Age Discrimination in Employment Act, 11:2  
Unions, 11:2

### RELIGION

Unions, 11:2

### RELIGIOUS DISCRIMINATION

Business necessity, 11:2  
Disparate treatment, 11:2  
Harassment, 11:2  
Hiring, 11:2  
Insurance, 11:2  
Reasonable accommodation, 11:2  
Retaliation, 11:2  
Undue hardship, 11:2

### RELIGIOUS FREEDOM RESTORATION ACT

General discussion, 11:2

### REMEDIES

Age discrimination, 4:2, 12:14  
Arbitration awards, 12:14  
Damages, 2:20, 4:2, 7:10, 7A:15, 12:1, 12:8, 12:10, 12:12  
Family and Medical Leave Act, 8:37, 8:54  
Front pay, 12:1, 12:8  
Genetic Information Nondiscrimination Act, 7:10  
Insurance, 4:2, 7A:17, 8:54, 12:2  
Maternity leave, 8:54  
Monetary, 2:20, 8:37, 12:8, 12:12  
Rehabilitation Act, 2:20, 4:2, 8:54, 9:16  
Reinstatement, 2:20, 7:10, 8:37, 8:54, 12:1, 12:8  
Settlement, 7:10, 12:1, 12:14  
Tenure, 4:2, 8:54

### REOPENING

Unions, 11:2

### REPRESENTATIVES

Employer representatives, 7A:5  
Labor relations, 8:5

**RESTORATION RIGHTS**

Family and Medical Leave Act, 8:55

**RETALIATION**

Adverse action, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:12, 7A:13, 8:35, 11:2, 12:5, 12:8

Adverse actions, 7A:13

Age Discrimination in Employment Act, 4:2, 11:2, 12:14

Americans With Disabilities Act, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:12 to 7A:14, 8:35, 10:10, 11:2, 11:4, 12:2, 12:5, 12:8, 12:14

Americans with Disabilities Act, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:12 to 7A:14, 8:35, 10:10, 11:2, 11:4, 12:2, 12:5, 12:8, 12:14

Applicants, 4:3, 11:2

Arbitration, 12:2, 12:14

Causation, 4:2, 4:3, 8:35

Constructive discharge, 8:35

Disability discrimination, 4:3, 4:29, 8:35, 11:2, 12:4, 12:5, 12:8

Employees, 2:22, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:12 to 7A:14, 8:35, 8:37, 11:2, 11:4, 12:2, 12:4, 12:8, 12:14

Evidence, 2:35, 4:2, 4:3, 4:29, 7A:9, 7A:13, 8:35, 8:37, 11:2, 11:4, 12:2, 12:4

Family and Medical Leave Act, 2:35, 7A:9, 8:29, 8:35, 8:37, 11:2

Federal employment, 11:2, 12:14

Former employees, 11:2

General discussion, 11:2

Genetic Information Nondiscrimination Act, 7:7, 11:2

Good faith, 4:3, 4:29, 8:35, 11:2, 12:8

Harassment, 4:3, 7A:14, 8:35, 11:2

Insurance, 4:2, 7A:9, 11:2, 12:2

Jurisdiction, 11:4, 12:4

Participation, 7A:9, 8:35

Pregnancy, 7A:9, 7A:12 to 7A:14, 8:37, 11:2

Pretext, 4:2, 4:3, 8:35

Prima facie case of retaliation, 4:29

Protected conduct, 4:2, 4:29

Questions, 4:3, 7A:12, 7A:14, 8:35, 11:2, 11:4

Rehabilitation Act, 2:35, 4:2, 4:3, 4:29, 11:2, 11:4

Remedies, 4:2, 7A:14, 8:37, 12:2, 12:8, 12:14

Sexual orientation, 11:2

Summary judgment, 2:22, 2:35, 4:2, 4:3, 4:29, 8:35

Title VII, 4:2, 4:3, 7:7, 8:35, 8:37, 11:2, 11:4, 12:2, 12:8, 12:14

Unlawful employment practices, 4:2

**SAFETY**

Inspections, 11:4

**SCHEDULE**

Collective bargaining agreements, 8:54, 8:55

**SCHEDULE—Cont'd**

Evidence, 1:17, 1:26, 2:17, 2:34, 2:35, 4:3, 4:14, 4:29, 5:6, 5:16, 7A:11, 7A:13, 8:13, 11:2, 11:4

General discussion, 11:2

**SEARCH**

Equal Employment Opportunity commission, 1:16, 2:36, 7A:5

Offices, 2:36

Records, 7:8

**SECONDARY SCHOOLS**

Family and Medical Leave Act, 8:5, 8:55

Students, 8:55

Title VII, 8:5

**SECRETARY OF LABOR**

Department of Labor, 8:4, 8:51, 8:52

**SENIORITY SYSTEMS**

Collective bargaining agreement, 2:28, 2:30

Rehabilitation Act, 2:28

**SETTLEMENT**

Agreements, 12:14

Americans with Disabilities Act, 8:35, 12:1, 12:6, 12:13, 12:14

Charges, 12:1, 12:6

Costs, 12:1, 12:13

Counsel, 7:10, 8:35

Discipline, 8:35

Enforcement, 7:10, 8:35, 12:1, 12:6, 12:13, 12:14

Evidence, 8:35, 12:6

Hiring, 7:10, 8:35, 12:1

Retaliation, 8:35, 12:14

**SEX**

Unions, 11:2

**SEXUAL ORIENTATION**

Benefits, 11:2

Contractors, 11:2

Department of Justice, 11:2

Disability discrimination, 11:2

Family responsibilities, 11:2

Gender identity, 11:2

Harassment, 11:2

Hiring, 11:2

Medical conditions, 11:2

Retaliation, 11:2

Sexual orientation, 11:2

Title VII, 11:2

**SICK LEAVE**

Age discrimination, 4:2, 8:35

Collective bargaining agreement, 1:26

Disability discrimination, 1:26, 2:33, 4:1, 8:35

Employee Retirement Income Security Act, 8:30

## INDEX

### **SICK LEAVE—Cont'd**

- Overtime pay, **8:30**
- Serious health condition, **8:4, 8:23, 8:35**
- State law, **8:23**
- Veterans, **1:26**

### **SITES**

- Unions, **11:2**

### **SMOKING**

- Discrimination, **10:14**

### **SOCIAL SECURITY**

- Employer, **1:17, 1:23, 1:30**
- Employment, **1:17, 1:23, 1:30**

### **SOLICITOR OF LABOR**

- Department of Labor, **8:52**

### **STATE GOVERNMENTS**

- Americans with Disabilities Act, **12:8**
- Title VII, **12:8**

### **STOCK OPTIONS**

- Stock, **8:32**

### **STUDENTS**

- Agriculture, **11:4**
- Secondary schools, **8:55**

### **SUGGESTIONS**

- Benefits, **2:20, 11:2**

### **SUMMARY JUDGMENT**

- Business necessity defense, **1:23, 5:5**
- Intent, **2:20, 2:36, 4:2, 4:3, 4:29, 5:21, 8:35**
- Motive, **4:2, 4:3, 4:29, 8:35**
- Retaliation cases, **4:29, 8:35**

### **SUSPENSION**

- Federal employment, **11:2**
- Unions, **11:2**

### **TEACHERS**

- Compensation, **8:6**
- Family and Medical Leave Act, **8:6, 8:55**

### **TELEPHONE**

- Companies, **9:5**

### **TENNESSEE**

- Appeals, **1:23**
- Certificates, **1:23**
- Compensation, **1:23**
- Employment agencies, **4:25**
- Employment practices, **4:25**
- Evidence, **1:23, 8:13**
- Permits, **3:24, 8:13**
- Sanctions, **6:8**
- Terms, **8:13**

### **TERMINATION**

- Acquisitions, **6:8**
- Burden of proof, **1:22, 4:1, 4:3**
- Cause, **1:16, 1:23, 2:17, 2:20, 4:2, 4:3, 4:5, 4:14, 6:8, 7A:9, 8:13, 8:35, 11:2**
- Consideration, **2:17, 4:1, 4:2, 6:4, 11:2**
- Constructive discharge, **8:35**
- Customers, **1:23, 4:5, 5:14, 11:2**
- Damages, **2:20, 4:2**
- Errors, **2:20**
- Evidence, **1:16, 1:17, 1:23, 1:26, 2:17, 2:20, 4:1 to 4:3, 4:5, 4:14, 5:14, 6:6, 7A:9, 8:13, 8:35, 8:41, 11:2**
- Federal employment, **11:2**
- Fighting, **1:23**
- General discussion, **11:2**
- Insubordination, **4:14, 8:35**
- Legitimate expectations, **1:23, 4:3**
- Motives, **4:3, 8:35**
- Performance standards, **2:17**
- Prima facie case, **4:1 to 4:3, 8:35**
- Reinstatement, **2:20, 8:31, 8:35**
- Remedies, **2:20, 4:2**
- Settlement, **8:35**
- State law, **2:17, 4:14, 6:4, 8:13, 8:17**
- Substitution, **11:2**
- Suspension, **4:5, 7A:9, 8:14, 11:2**
- Timing, **4:2, 8:14, 8:41, 11:2**

### **TERMS OF EMPLOYMENT**

- Defined, **4:3**
- Language, **4:3**
- Services, **4:3**
- Title VII, **4:3**

### **TESTS**

- Disparate impact, **5:5, 7:5, 11:2**

### **TEXAS**

- Age Discrimination in Employment Act, **4:2**
- Age discrimination, **4:2, 8:35**
- Assignments, **2:34, 4:1, 4:2**
- Compensation, **4:1, 4:2, 8:35**
- Employment practices, **4:1, 4:2**
- Evidence, **2:34, 4:1, 4:2, 5:20, 8:35**
- Fringe benefits, **4:1, 4:2**
- Harassment, **8:35**
- Health, **2:34, 4:1, 5:20, 8:35, 9:4, 9:5**
- Notice, **2:34, 8:35, 9:5**
- Permits, **4:2**
- Privileges of employment, **4:1**
- Remedies, **4:2**
- Terms, **9:4, 9:5**

### **THREATS**

- Violence, **2:51**

**TITLE VII**

Administration, 4:3, 8:5, 11:1, 11:2, 11:4  
 Age Discrimination in Employment Act, 4:2, 5:5, 11:2, 12:14  
 Alternative dispute resolution, 12:2  
 Arbitration agreements, 12:2, 12:14  
 Bona fide occupational qualifications, 5:5  
 Conciliation, 12:2, 12:7, 12:14  
 Confidentiality, 11:1, 11:2  
 Counsel, 8:35, 11:2  
 Damages, 4:2, 7A:15, 12:8  
 Disclosures, 11:2  
 Employment agencies, 7A:18, 11:2  
 Equal Employment Opportunity Commission, 1:1, 1:31, 4:3, 5:5, 7:2, 7A:11, 7A:15, 11:4, 12:2, 12:7, 12:8, 12:14  
 Evidence, 4:1 to 4:3, 5:5, 7A:11, 8:35, 8:37, 11:1, 11:2, 11:4, 12:2  
 Expenses, 1:31, 4:3, 7A:11, 8:35, 11:2  
 Federal agency, 8:5, 11:2  
 Federal employment, 11:2, 12:14  
 Fringe benefits, 4:1, 4:2  
 General discussion, 11:2  
 Hiring, 4:1 to 4:3, 5:5, 7:4, 8:35, 11:1, 11:2, 12:8  
 Jurisdiction, 8:5, 11:4  
 Local governments, 7A:18  
 Notice, 7A:11, 8:5, 8:35, 8:37, 8:54, 11:1, 11:2, 11:4, 12:7, 12:14  
 Parties, 4:2, 7A:11, 8:54, 12:2, 12:14  
 Private employers, 7A:18, 11:2  
 Punitive damages, 7A:15, 12:8  
 Retaliation, 4:2, 4:3, 7:7, 8:35, 8:37, 11:2, 11:4, 12:2, 12:8, 12:14  
 Secondary schools, 8:5  
 Seniority, 4:1, 4:2, 7:4, 8:54  
 Service, 1:1, 4:3, 5:5, 7A:18, 8:5, 8:35, 8:54, 12:14  
 State governments, 12:8  
 State laws, 8:54, 12:2, 12:8  
 Terms, 1:1, 4:3, 7:2, 7:4, 7A:4, 7A:18, 8:5, 11:2, 12:2  
 Trial, 5:5, 8:35, 8:54, 11:2  
 Unions, 11:2

**TRANSMISSION**

Unions, 11:2

**TRANSPORTATION**

Drivers, 1:26, 5:5, 6:13, 6:14, 8:7

**UNDERLYING DISCRIMINATION**

Retaliation, 4:29, 11:2

**UNDERSTANDING**

Absenteeism, 8:35

**UNIFORMS**

Benefits, 7A:9

**USERRA**

Benefits, 8:6, 8:35, 8:54  
 Compensation and benefits, 8:35  
 Discipline, 8:35  
 Federal government, 8:35, 8:54  
 Notice requirement, 8:35  
 Parties, 8:54  
 Retaliation, 8:35

**UTAH**

Evidence, 1:17

**VERIFICATION**

Age Discrimination in Employment Act, 11:2

**VERMONT**

Evidence, 5:21

**VESTING**

Employee Retirement Income Security Act, 8:30

**VIOLATIONS**

Federal employment, 11:2

**VIRGINIA**

Age discrimination, 8:35  
 Compensation, 8:35  
 Employment practices, 4:27  
 Evidence, 8:35  
 Harassment, 8:35  
 Health, 4:27, 8:35  
 Notice, 8:35  
 Privileges of employment, 2:15, 4:27  
 Promotions, 8:35

**WAGE AND HOUR DIVISION**

Locations, 11:1  
 Regulations, 8:36, 11:1

**WAGES**

Defined, 8:32, 8:35

**WAIVER**

Age Discrimination in Employment Act, 11:2  
 Privilege, 7A:14, 11:2

**WASHINGTON**

Appeals, 2:38  
 Costs, 10:43  
 Employment practices, 4:27  
 Evidence, 1:16, 2:38, 10:43  
 Privileges of employment, 4:27

**WEST VIRGINIA**

Age discrimination, 8:35  
 Compensation, 8:35  
 Evidence, 8:35  
 Harassment, 8:35  
 Health, 8:35  
 Notice, 8:35

**WISCONSIN**

Assignments, 7A:9  
 Compensation, 7A:9  
 Conditions of employment, 4:3  
 Discrimination, 2:20, 4:3  
 Employment practices, 4:3  
 Evidence, 2:20, 4:3, 7A:9  
 Harassment, 4:3  
 Health, 4:3, 7A:9  
 Notice, 2:20  
 Privileges of employment, 2:20, 7A:9  
 Remedies, 2:20  
 Retaliation, 4:3, 7A:9  
 Terms, 2:13, 2:20, 4:3, 7A:9

**WITNESSES**

Federal employment, 11:2  
 Unions, 11:2

**WORKPLACE SAFETY**

Absence, 7:11, 11:1, 11:4  
 Access, 7:11, 11:2, 11:4  
 Agencies, 11:1, 11:2, 11:4  
 Agreements, 11:2  
 Agriculture, 11:4  
 Air, 11:2, 11:4  
 Aisles, 11:2  
 Allegations, 11:2  
 Answers, 11:1, 11:2  
 Assessment, 11:1, 11:2  
 Assignment, 11:2  
 Buildings, 11:4  
 Business, 11:1, 11:2, 11:4  
 Care, 11:1, 11:2  
 Cause, 11:1, 11:2, 11:4  
 Chart, 11:2  
 Checklists, 11:2  
 Chemicals, 11:4  
 Claims, 7:11, 11:2  
 Compel, 11:1  
 Components, 11:2  
 Conduct, 7:11, 11:1, 11:2  
 Confidentiality, 11:1, 11:2  
 Confined spaces, 11:4  
 Conflicts, 11:2  
 Consent, 11:2  
 Contractors, 11:2, 11:4  
 Cotton, 11:4  
 Counsel, 11:2  
 Courts, 11:2  
 Coverage, 7:11, 11:2  
 Covers, 11:4  
 Date, 11:1, 11:2, 11:4  
 Death, 11:4  
 Decisions, 11:2  
 Defense, 11:2

**WORKPLACE SAFETY—Cont'd**

Denial, 11:2  
 Design, 11:2, 11:4  
 Determinations, 11:2  
 Devices, 11:2  
 Disclosure, 11:2  
 Disposal, 11:1  
 Doctors, 11:1, 11:2  
 Duration, 11:1, 11:2, 11:4  
 Eligibility, 7:11, 11:2  
 Enforcement, 7:11, 11:1, 11:2, 11:4  
 Engineering controls, 11:4  
 English, 11:2, 11:4  
 Entry, 11:2  
 Equipment, 11:1, 11:2, 11:4  
 Evidence, 11:1, 11:2, 11:4  
 Examination, 11:1, 11:2  
 Exceptions, 11:2  
 Exposure, 11:1, 11:2, 11:4  
 Extraordinary circumstances, 11:1, 11:2  
 Facilities, 11:2, 11:4  
 Fatalities, 11:4  
 Filing, 11:2  
 Fire, 11:4  
 Food, 11:2, 11:4  
 Forms, 11:1, 11:2  
 General discussion, 11:2  
 General duty clause, 11:4  
 Gloves, 11:1, 11:2, 11:4  
 Good faith, 11:2  
 Gowns, 11:1, 11:2  
 Guidelines, 11:2  
 Handling, 11:2  
 Harm, 11:1, 11:2, 11:4  
 Hazard communication, 11:4  
 Hazardous, 11:2  
 Health, 7:11, 11:1, 11:2, 11:4  
 Hearing, 11:1, 11:2, 11:4  
 Heating, 11:4  
 Hours, 11:2, 11:4  
 Identification, 7:11, 11:2  
 Illnesses, 11:1  
 Influenza pandemic, 11:1  
 Information, 7:11, 11:1, 11:2, 11:4  
 Inspections, 11:4  
 Instructions, 11:2, 11:4  
 Intent, 11:2  
 Jurisdiction, 11:4  
 Keeping, 11:1, 11:4  
 Knowledge, 11:1, 11:2  
 Laws, 7:11, 11:1, 11:2, 11:4  
 Lead, 11:2  
 Liability, 7:11  
 Location, 11:1, 11:2  
 Logs, 11:4

**WORKPLACE SAFETY—Cont'd**

Mail, 11:1, 11:2  
 Masks, 11:1, 11:2, 11:4  
 Materials, 11:1, 11:2  
 Maximum, 11:2  
 Meetings, 11:1, 11:4  
 Misconduct, 11:2  
 Modification, 11:2  
 Necessity, 11:1, 11:2  
 Nondiscrimination, 7:11, 11:1, 11:2  
 Objections, 11:2  
 Obtaining, 11:1, 11:2  
 Occupational Safety and Health Administration, 7:11, 11:1, 11:2, 11:4  
 Occupational safety and health, 7:11, 11:1, 11:2, 11:4  
 Openings, 11:4  
 Operations, 11:1, 11:2, 11:4  
 Options, 11:2, 11:4  
 Orders, 11:1, 11:2  
 Osha, 11:1, 11:2, 11:4  
 Oxygen, 11:2  
 Payment, 11:4  
 Penalties, 7:11, 11:2  
 Performance, 11:2  
 Permission, 11:2  
 Permits, 11:1, 11:2  
 Personal protective equipment, 11:1, 11:2, 11:4  
 Personnel, 11:2  
 Place, 11:2, 11:4  
 Plans, 11:4  
 Platforms, 11:2  
 Posting, 11:4  
 Practices, 11:1, 11:2, 11:4  
 Prevention, 11:1, 11:2, 11:4  
 Privileges, 7:11, 11:1, 11:2  
 Procedure, 11:1  
 Processes, 11:2  
 Professionals, 11:1, 11:2  
 Programs, 11:2, 11:4  
 Protection, 7:11, 11:2, 11:4  
 Purpose, 11:1, 11:2, 11:4  
 Record, 11:1, 11:2, 11:4  
 Recordkeeping, 11:2  
 Records, 11:4  
 Refusal, 11:2

**WORKPLACE SAFETY—Cont'd**

Regulation, 11:2, 11:4  
 Reporting, 11:2, 11:4  
 Reports, 11:2, 11:4  
 Representatives, 11:4  
 Requests, 11:1, 11:2  
 Research, 7:11  
 Respiratory protection, 11:4  
 Responses, 11:2  
 Responsibilities, 11:1, 11:2  
 Restrictions, 11:1, 11:2  
 Review, 11:2  
 Rights, 7:11, 11:1, 11:2, 11:4  
 Rules, 11:2, 11:4  
 Sanitation, 11:4  
 Scope, 11:2, 11:4  
 Serious physical harm, 11:4  
 Service, 7:11  
 Services, 7:11, 11:1, 11:2, 11:4  
 Shifts, 11:4  
 Signs, 11:4  
 Sites, 11:2  
 Small employers, 11:2  
 Standards, 11:1, 11:2, 11:4  
 State, 7:11, 11:1, 11:2, 11:4  
 Statements, 11:2  
 States, 11:1, 11:2, 11:4  
 Status, 7:11, 11:1, 11:2, 11:4  
 Surfaces, 11:4  
 Systems, 11:1, 11:2, 11:4  
 Termination, 11:2  
 Tools, 11:2, 11:4  
 Training, 11:2, 11:4  
 Transportation, 11:1, 11:2, 11:4  
 Treatment, 11:2, 11:4  
 Types, 11:1, 11:2, 11:4  
 Use, 11:1, 11:2, 11:4  
 Vaccinations, 11:2, 11:4  
 Valves, 11:4  
 Vehicles, 11:4  
 Ventilation, 11:2, 11:4  
 Violations, 11:2, 11:4  
 Warnings, 11:2  
 Witnesses, 11:2  
 Written, 11:2