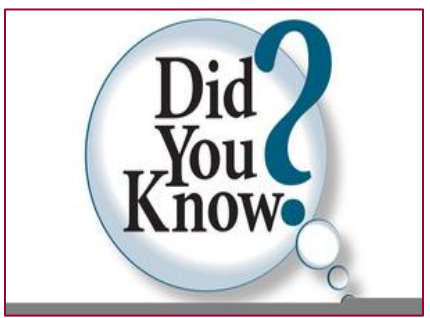




PREVENTION CORNER



February is “**Low Vision**” Awareness Month!

Did you know that approximately 37 million adults in America have some form of eye disease?

Low vision may include a wide variety of eye diseases and conditions.

According to the American Academy of Ophthalmology, these eye diseases can include age-related macular degeneration, cataract, glaucoma, or diabetic retinopathy, all of which can cause visual impairment or blindness.

Questions to Consider:

- 1. Have you updated your policies lately to include information about reasonable accommodations?*
- 2. Do supervisory personnel and employees need training?*

Low Vision and the ADA



Low vision is a term that describes a person with a vision impairment that can't be improved by correction but has some usable vision remaining.

- Many employees with this type of vision impairment can perform their jobs successfully and safely, with or without a reasonable accommodation.
- Keep in mind low vision does not mean without vision.
- Under the Americans with Disabilities Act (ADA), if these employees are qualified, they should not be denied employment opportunities based on stereotypes.

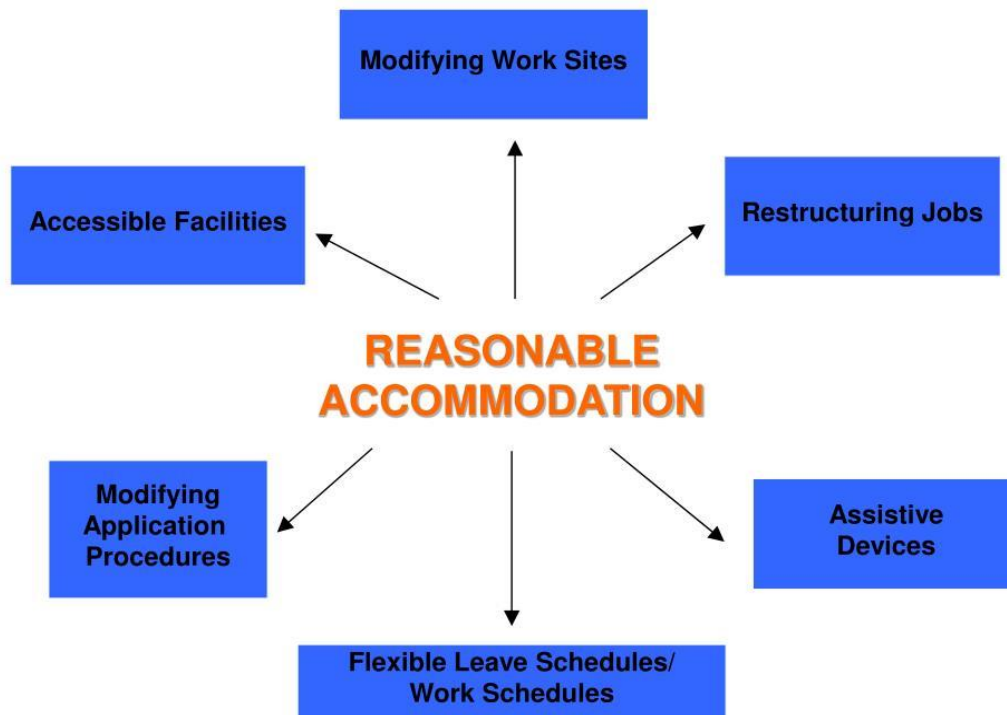
Do not let stereotypes about the capabilities of those with low vision be a barrier to employment.

Examples of Reasonable Accommodations

Reading printed materials: Written materials in more accessible or alternative formats, such as in large print, braille, a recorded format, or an accessible shared documat format.

Reading from instruments or control board: Adjustable computer operating system settings, such as those that allow users to listen to information.

Mobility: Accommodations for navigating the workplace should be considered for individuals with low vision. The use of service animals and/or mobility aid; detectable warning surfaces, and improved area lighting are a few accommodations.



Source: <https://askjan.org/disabilities/Low-vision.cfm>

The Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on job accommodations and disability employment issues. **For more information please visit:** [JAN - Job Accommodation Network \(askjan.org\)](https://askjan.org)
[Job Accommodation Network \(JAN\) | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov/jobaccommodationnetwork/)

U.S. Equal Employment Opportunity Commission

News & Notes

Press Release
07-26-2023

Updated EEOC Resource About the ADA and Individuals with Visual Disabilities at Work



WASHINGTON – The U.S. Equal Employment Opportunity Commission (EEOC) today released an updated [technical assistance document](#), “*Visual Disabilities in the Workplace and the Americans with Disabilities Act*,” explaining how the Americans with Disabilities Act (ADA) applies to job applicants and employees with visual disabilities.

- The document outlines when an employer may ask an applicant or employee questions about their vision, how an employer should treat voluntary disclosures about visual disabilities, and what types of reasonable accommodations those with visual disabilities may need in the workplace.
- The updated document highlights new technologies for reasonable accommodation, many of which are free or low-cost, and describes how using artificial intelligence (AI) and algorithms to make employment decisions can impact individuals with visual disabilities.
- The document addresses how an employer should handle safety concerns about applicants and employees with visual disabilities and how an employer can ensure that no employee is harassed because of a visual disability.

Read the entire article at: [Updated EEOC Resource About the ADA and Individuals with Visual Disabilities at Work | U.S. Equal Employment Opportunity Commission](#)

Source: [Updated EEOC Resource About the ADA and Individuals with Visual Disabilities at Work | U.S. Equal Employment Opportunity Commission](#)

Is an employee or applicant protected from discrimination because of her past pregnancy?

Yes. An employee or applicant may not be subjected to discrimination because of a past pregnancy, childbirth, or related medical condition.

Example: An employer would violate the Pregnancy Discrimination Act by terminating an employee shortly after she returns from medically-related pregnancy leave following the birth of her child if the employee's pregnancy is the reason for the termination.

According to the EEOC, close proximity between the employee's return to work and the employer's decision to terminate her, coupled with an explanation for the termination that is not believable would constitute evidence of pregnancy discrimination.

Source: [Questions and Answers about the EEOC's Enforcement Guidance on Pregnancy Discrimination and Related Issues | U.S. Equal Employment Opportunity Commission](#)

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Resource & Tools

Americans with Disabilities Act (ADA) of 1990, As Amended

- Title I of the ADA prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.
- The ADA was amended on September 25, 2008, to clarify and reiterate who is covered by the law. The ADA Amendments Act of 2008 (ADAAA), Pub. L. 110-325, made significant changes to the ADA's definition of "disability" that broadens the scope of coverage under both the ADA and Section 503 of the Rehabilitation Act.

Source: [Americans with Disabilities Act \(ADA\) of 1990, As Amended | U.S. Department of Labor \(dol.gov\)](#)

EEO laws are designed to protect the rights of ALL individuals.

****Please Note: This newsletter is not intended to be used as legal advice.**



**If you feel like you have experienced discrimination,
contact us for help.**

(800) 521-0725, Relay 711 or 803-737-7800

**South Carolina Human Affairs Commission
1026 Sumter St., Suite 101
Columbia, SC 20201**

<https://schac.sc.gov/>



The mission of the South Carolina Human Affairs Commission is to Prevent and Eliminate Unlawful Discrimination in Employment, Housing, and Public Accommodations.

The South Carolina Human Affairs Commission strives to alleviate problems of discrimination through the enforcement of the SC Human Affairs Law (*including the SC Pregnancy Accommodations Act and the SC Lactation Support Act.*), the SC Fair Housing Law, and the SC Equal Enjoyment and Privileges to Public Accommodations Law.