What if my condition is not considered a disability under the ADA?

Tell Me

⚠️ Temporary disabilities, such as pregnancy, sprains or strains, etc., are not typically covered under the ADA.

1. While you may have a physical or mental impairment that may not be covered under the ADA, you could be protected under a variety of state or federal provisions (such as the Family Medical Leave or Worker's Compensation).
2. If the condition is not covered by the ADA, the Employee Relations staff will continue to evaluate whether the requested workplace accommodation is covered under other laws or is operationally feasible given the needs of the department or program.

Related FAQs

- How do employees request a workplace accommodation at UNC Charlotte?
- What is accessibility?
- Do employees have to provide verification of disability if asking for a workplace accommodation?
- Who will receive information about my health condition and/or my request for a workplace accommodation?
- What steps do supervisors take when an employee asks for an accommodation?