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?