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Disabilities Act?

If an individual with diabetes is unable to show that he or she has a disability, is regarded as having a disability, or has a record of a disability, then nothing in federal law protects that person from discrimination. Thus, without the law's protection, an employer could explicitly refuse to hire a person simply because that person has diabetes. top

How does the ADAAA affect people with diabetes?

The ADAAA now makes it clear that Congress intends for people with conditions such as diabetes to be covered by the law and protected from discrimination on the basis of their diabetes. top

Does the ADAAA change anything other than who is covered by the law?

No. All other provisions of the ADA – including the requirement for an employee to prove that the discrimination was because of diabetes and the employer's obligation to provide reasonable accommodations - remain the same. top

Does ADAAA affect the rights of people with diabetes outside of the workplace?

Yes. While most of the problems with coverage occurred in the workplace, the revised definition of disability applies everywhere that federal disability laws apply including day care centers, schools, hotels, restaurants reference venues, correctional institutions, and public transportation, top

River Project,

When does the new law go into effect? The new law is effective on January 1, 2009. It will apply to acts of discrimination occurring on or after January 1, 2009. top

What role did the American Diabetes Association play in enacting the new law?

The American Diabetes Association took a lead role in advocating for ADAAA. Association staff and volunteers led efforts to draft the new legislation and to lobby Congress for its passage. Thousands of diabetes advocates helped convince Congress that this was important legislation by calling, writing, and visiting their Senators and Representatives. Advocate Stephen Orr testified twice before Congress to talk about how he was fired for taking a lunch break to eat and manage his diabetes. Stephen's case was thrown out of court when his employer successfully argued that because he did so well managing his disease with insulin and diet he did not have a disability. His employer's refusal to allow Stephen to take a lunch break was never questioned. Stephen's story was repeated many times by Members of Congress as a key example of why the law needed to be changed. top

How can I get help for discrimination?

If you are being discriminated against because of diabetes at work, at school, by the police or in correctional institutions, or in public places, you can request assistance from the American Diabetes Association by calling

Contact Us		For Media	Diabetes Dictionary	Memorial Donation	Privacy	Terms of Use	Site Man	
	1-800-DIABETES. A representative will send you helpful information and will send you a form to request help from one the Association's Legal							

Rohr v. Salt River Project, No. 06-16527 archived on February 17, 2009