

# Post Offer Functional Testing

Course Description: This course is intended to outline the “rules” that must be followed to design and implement a functional post-offer test. Specifically, the guidelines set out in the Amended Act of the Americans with Disabilities Act will be identified and explained with examples identified in litigated court cases to further highlight the real world implications of certain testing practices. Upon completion of the course and after successfully passing the post-test assessment, you should be able to competently develop and implement compliant post-offer tests.

## Course Objectives:

1. Understand the history behind the development, implementation, and amendment of the Americans with Disabilities Act and its impact upon how post-offer testing can be performed
2. Understand the specific categories of “employment” and what the rules are for gathering information for each category
3. Understand important definitions intimate to post-offer testing such as: impairment, disability, essential functions, marginal functions, qualified individual, and medical examination
4. Understand how to ensure your test meets the legal standard for validity
5. Understand how to monitor your testing data and determine if your test has a negative impact upon a protected class and what to do if this happens
6. Understand how to advise a corporate client about direct threat and hardship defense and how to evaluate what reasonable accommodation means

Included:

1. Detailed course provided in Power Point format providing learn at your own pace and easy reference.

2. Court Cases which outline specific issues affecting post offer testing and examples of what not to do.

3. Analysis and instruction on how to avoid the identified issues affecting post offer testing.

4. Examples of a Functional Job Description (FJD), Essential Functions List (EFL) and Post Offer Screen Form which is based on the FJD and EFL.

5. Post Test

6. Certificate of Completion if Post Test is passed.

\*Approved for 8 CEU hours by the Kentucky Physical Therapy Association

Cost: \$600