

Summary of your disability rights

The Americans with Disabilities Act Amendments Act (ADA) and the Minnesota Human Rights Act (MHRA) require the Department of Labor and Industry (DLI) to provide qualified individuals with a reasonable accommodation and modification due to disability to apply for a license, take a test and access a facility. An accommodation must be requested, be necessary and not create an undue burden.

- A qualified individual must meet the essential eligibility requirements for the license sought.
- A person with a disability has a physical or mental impairment that substantially limits a major life activity.
- A person with disability is substantially limited when his or her impairment causes significant difficulty, effort and time to perform a major life activity in comparison to most people in the general population.
- A major life activity includes: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, interacting with others and working.

If you have questions, call:

- ADA – 1-800-514-3001 (voice) or 1-800-514-0383 (TTY); or
- MHRA – 1-800-657-3704 (voice) 1-800-627-3529 (Minnesota Relay)

If you are a qualified individual with a disability and need reasonable accommodation to apply for a license, take a test or access a facility:

- fill in, sign and date the attached Reasonable Accommodation Request form;
- sign and date the attached Data Practices Act form; and
- send both forms to DLI with your Application for Examination form.