



HAWAII DISABILITY RIGHTS CENTER

a private non-profit public interest corporation,
protects and promotes the human, civil and legal rights
of people with disabilities
through the provision of information and advocacy.

HDRC is Hawaii's

PROTECTION AND ADVOCACY SYSTEM
for People with Disabilities



and

CLIENT ASSISTANCE PROGRAM

CAP

as authorized in federal and state law
and designated by Executive Order.

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Photo by Sharon Smockhoffmann

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PROTECTING YOUR RIGHTS TO
EMPLOYMENT

Under federal and state laws, people with disabilities are a “protected class” in the workplace.

Title I of the AMERICANS WITH DISABILITIES ACT states that “No covered entity [employer] shall discriminate against a qualified person with a disability because of the disability of such individual in regard to job application procedures; the hiring, advancement, or discharge of employees; employee compensation; job training; and other terms, conditions and privileges of employment.”

The U.S. Supreme Court has ruled that persons cannot sue state employers for money damages based on claims of disability discrimination. For these persons, our Center can assist with the filing of an EEOC complaint to stop future disability-based discrimination.

The federal **REHABILITATION ACT** provides funding for individual vocational rehabilitation for people with disabilities, to improve their ability and opportunity to obtain gainful employment.

The federal **TICKET TO WORK & WORK INCENTIVES IMPROVEMENT ACT** provides incentives for SSI and SSDI recipients to return to work.

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EMPLOYMENT PRIORITIES

- ▶ Discrimination in
 - Hiring
 - Advancement
 - Discharge*because you have a disability*
- ▶ Reasonable accommodation from your employer in order to perform the essential functions of your job
- ▶ Assistance applying for and obtaining vocational rehabilitation services
- ▶ Assistance for SSI/SSDI recipients who encounter barriers that prevent return to work

**For More Information or Assistance
or to obtain this brochure in an alternate format,**

**Please call, visit, write or e-mail
the Hawaii Disability Rights Center**