

A BRIEF SUMMARY OF YOUR RIGHTS UNDER THE AMERICANS WITH DISABILITIES ACT

INTRODUCTION

The Americans with Disabilities Act ("ADA") covers "public entities." The Department of Labor and Industry (Department) is a "public entity" covered by the ADA. The Department may not refuse to allow a person with a disability to take the examination simply because the person has a disability. It must permit persons with disabilities to take the examination in an integrated setting unless separate or different measures are necessary to ensure equal opportunity. It must eliminate unnecessary eligibility standards or rules that deny individuals with disabilities an equal opportunity to take the examination.

WHO IS COVERED?

The ADA provides comprehensive civil rights protection for "qualified individuals with disabilities." An "individual with a disability" is a person who: 1) has a physical or mental impairment that substantially limits a "major life activity," 2) has a record of such an impairment, or 3) is regarded as having such a impairment. "Major life activities" include functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. Individuals who currently engage in the illegal use of drugs are not protected by the ADA when an action is taken on the basis of their current illegal use of drugs.

A "qualified" individual with a disability is one who meets the essential eligibility requirements for the examination. The Department is not required to take any action that would result in a fundamental alteration in the nature of the examination or an undue financial and administrative burden. However, the Department must take any other action, if available, that would not result in a fundamental alteration or undue burdens but would ensure that individuals with disabilities receive the benefits or services.

WHAT IS REQUIRED?

The Department is required to make reasonable modifications in any policies, practices, and procedures that deny equal access to individuals with disabilities, unless a fundamental alteration in the examination would result. To do so, it must furnish auxiliary aids and services when necessary to ensure effective communication, unless an undue burden or fundamental alteration would result. The Department may not place special charges on individuals with disabilities to cover the costs of measures necessary to ensure nondiscriminatory treatment, such as making modifications required to provide program accessibility or providing qualified interpreters. Finally, it must operate the examination so that, when viewed in its entirety, it is readily accessible to and usable by individuals with disabilities.

Integration of individuals with disabilities into the mainstream of society is fundamental to the purposes of the ADA. The Department may not provide the examination to individuals with disabilities through programs that are separate or different, unless the separate programs are necessary to ensure that the benefits and services are equally effective. Even when separate programs are permitted, an individual with a disability still has the right to choose to participate in the regular program. The Department cannot require an individual with a disability to accept a special accommodation or benefit if the individual chooses not to accept it.

QUESTIONS?

If you have any questions about the ADA we encourage you to call the United States Department

of Justice which as an ADA information line, at (202) 514-0301 (voice) or (202) 514-0381/0383 (TTY). These telephone numbers are not toll-free numbers.

**INFORMATION ABOUT THE EXAMINATIONS
AND AVAILABILITY OF ALTERNATIVE
ARRANGEMENTS FOR PERSONS WITH DISABILITIES**

GENERAL INFORMATION

If you are a person with a disability, you have certain rights under the Americans with Disabilities Act ("ADA"). A brief summary of these rights is on the back of this sheet. It is not meant to be complete.

If you have any questions about your rights under the ADA we encourage you to call the United States Department of Justice, which has an ADA Information Line, at (202) 514-0301 (voice) or (202) 514-0381/0383 (TTY). These telephone numbers are not toll-free numbers.

ABOUT THE EXAMINATIONS

A copy of the License Examination Guide may be obtained from the Department's website at: <http://www.electricity.state.mn.us/pdf/LicensingExaminationGuide.pdf>

Examinations are held weekly, generally every Wednesday, at the Department of Labor and Industry Building located at 443 Lafayette Road North, Saint Paul, just north of the intersection of Interstate 94 and US Highway 52 (Lafayette Road North), on the northeast edge of downtown Saint Paul. The building is accessible to persons with physical disabilities.

Specify instructions for scheduling and appearing for an examination are included in the letter that is sent to approved applicants.

ALTERNATIVE ARRANGEMENTS

The ADA requires this agency to make "reasonable accommodations" for applicants with disabilities in giving the examinations. If you are a person with a disability which may affect your ability to enter the examination facility or to take any portion of the examination, the ADA may require the agency to provide alternative examination arrangements. We are not required to do so if we are unaware of your need for alternatives. Based on the above description of the examination facilities and the examination itself, we ask that you inform us of any alternative arrangements you may require to take and examination. Please describe in detail:

(Use additional paper if necessary and attach to this form)

SIGNATURE _____ DATE _____

**IF YOU ARE REQUESTING ALTERNATIVE ARRANGEMENTS BASED ON A DISABILITY,
PLEASE SUBMIT THIS FORM WITH YOUR APPLICATION FOR EXAMINATION FORM.**