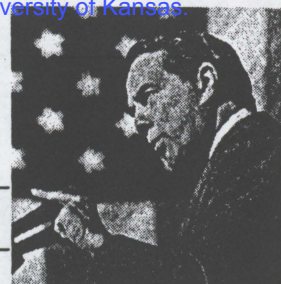


*Bob Dole*



**NEWS**

**U. S. SENATOR FOR KANSAS**

**FROM:**

**SENATE REPUBLICAN LEADER**

**FOR IMMEDIATE RELEASE**  
July 21, 1992

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(202) 224-5358

**SENATOR DOLE ANNOUNCES SEMINARS FOR KANSAS**  
**SMALL BUSINESSES: ATTRACT PEOPLE WITH**  
**DISABILITIES AS CUSTOMERS AND EMPLOYEES**

**TOPEKA - FRIDAY, JULY 24**  
**HUTCHINSON - MONDAY, JULY 27**  
**OVERLAND PARK - FRIDAY, AUGUST 7**

WASHINGTON -- "ADA And Small Businesses: Ready, Willing and Able" is the focus of three informational seminars to be held in Topeka on July 24, Hutchinson on July 27 and Overland Park on August 7. The seminars, sponsored by Kansas Senator Bob Dole, the Kansas Association of Independent Living Centers (KACIL) and the U.S. Small Business Administration, are designed to help small businesses comply with the new Americans with Disabilities Act and to attract people with disabilities as customers and employees.

The sessions are intended to provide specific information to Kansas small businesses regarding accessibility and accommodation requirements for people with disabilities, as required by President Bush signing the Americans with Disabilities Act (ADA) into law July 26, 1990.

Gina McDonald, Executive Director of KACIL, will be leading the sessions.

"Having a stable and rewarding job is a basic component of the American dream -- a dream shared by millions of Americans with disabilities. The new ADA law, which I supported, prohibits discrimination against persons with disabilities in all areas of American life," said Dole.

Title I of the Americans with Disabilities Act of 1990 takes effect on July 26, 1992, prohibiting private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions and privileges of employment.

"Since passage of the Americans with Disabilities Act, many Kansas employers have voiced uncertainty of how to meet their obligations of implementing this law. That's why I'm pleased to support these seminars because they will offer a unique opportunity for the Kansas small businessman and woman to gain hands-on information about what the Americans with Disabilities Act is and how to effectively implement the law's true intent," added Dole.

Among the issues the seminars will address are:

- o What is the definition of disability?
- o What is a qualified individual with a disability?
- o What is reasonable accommodation and in providing such an accommodation -- what constitutes an undue hardship?
- o Can the employer take into consideration a collective bargaining agreement in denying a reasonable accommodation? - more -

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- o How can an employer determine the essential functions of the job?

"During Congressional consideration of the ADA, I included a provision to ensure that technical assistance be made available for small businesses seeking answers to these and many other questions. Many policy questions must be answered as the law is implemented," added Dole. I encourage everyone to attend these seminars to learn and understand the new ADA law," said Dole.

The seminars will be held at the following locations:

TOPEKA - Friday, July 24, 1992 from 8:00 am - 4:00 pm at the Ramada Inn Downtown, East 6th Street. (913) 324-5400

HUTCHINSON - Monday July 27, 1992 from 8:00 am - 4:00 pm at the Hutchinson Holidome, 1400 N. Lorraine. (316) 669-9311

OVERLAND PARK - Monday, August 7, 1992 from 8:00 am - 4:00 pm at the Marriott Overland Park, 10800 Metcalf Ave. (913) 451-8000.

The cost for attending the seminars is \$40.00. For further information please call the Kansas Association of Independent Living Centers at (913) 267-7100 -- 3258 S. Topeka Blvd., Topeka, Kansas 66611.

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