



HAWAII DISABILITY RIGHTS CENTER

HDRC

is a private non-profit public interest organization
established in 1977 as the
Protection and Advocacy Agency of Hawaii.

HDRC

is Hawaii's Protection and Advocacy System
for People with Disabilities,



as authorized in federal and state law
and designated by the Governor.

HDRC

protects and promotes the human, civil and legal rights
of people with disabilities
through the provision of information and advocacy.

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Honolulu, Hawaii 96813**

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Photo by Sharon Smockhoffmann



HAWAII DISABILITY RIGHTS CENTER

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 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.

▼ For More Information and Assistance ▼

Oahu Residents
Call (v/tty) 949-2922

Neighbor Island Residents
Call (v/tty) 1-800-882-1057

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EMPLOYMENT PRIORITIES

- ▶ **Discrimination in**
 - Hiring
 - Advancement
 - Dischargebecause you have a disability

- ▶ **Reasonable accommodation from your employer in order to perform the essential functions of your job**

- ▶ **Assistance with Unemployment Insurance appeals**

- ▶ **Assistance applying for and obtaining vocational rehabilitation services**

- ▶ **Assistance for SSI/SSDI recipients who encounter barriers that prevent return to work**

