

Andrew Gordon Considers Challenges that Remain as the Americans with Disabilities Act (ADA) Marks its 33-Year Anniversary

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Hinshaw partner Andrew Gordon was featured in a *SHRM Magazine* article that reviewed progress made and challenges that remain as the Americans with Disabilities Act (ADA) marked its 33-year anniversary.

Gordon discussed the ADA's application to nonapparent disabilities and how companies can overcome the stigma of nonapparent disabilities. He noted that many people view nonapparent disabilities as “less serious or inconsequential,” which has led to workers being unwilling to ask for an accommodation for a hidden disability at work.

This is a persistent stigma that can only be overcome through continued education about the spectrum of disabilities covered by the ADA, and through company cultures that create an understanding and empathic atmosphere where those suffering in silence can feel comfortable approaching HR about their hidden disabilities without fear of reprisal or retribution.

“The ADA Turns 33: Reflecting on Progress Made, Challenges That Remain” was published by *SHRM* on July 25, 2023.

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