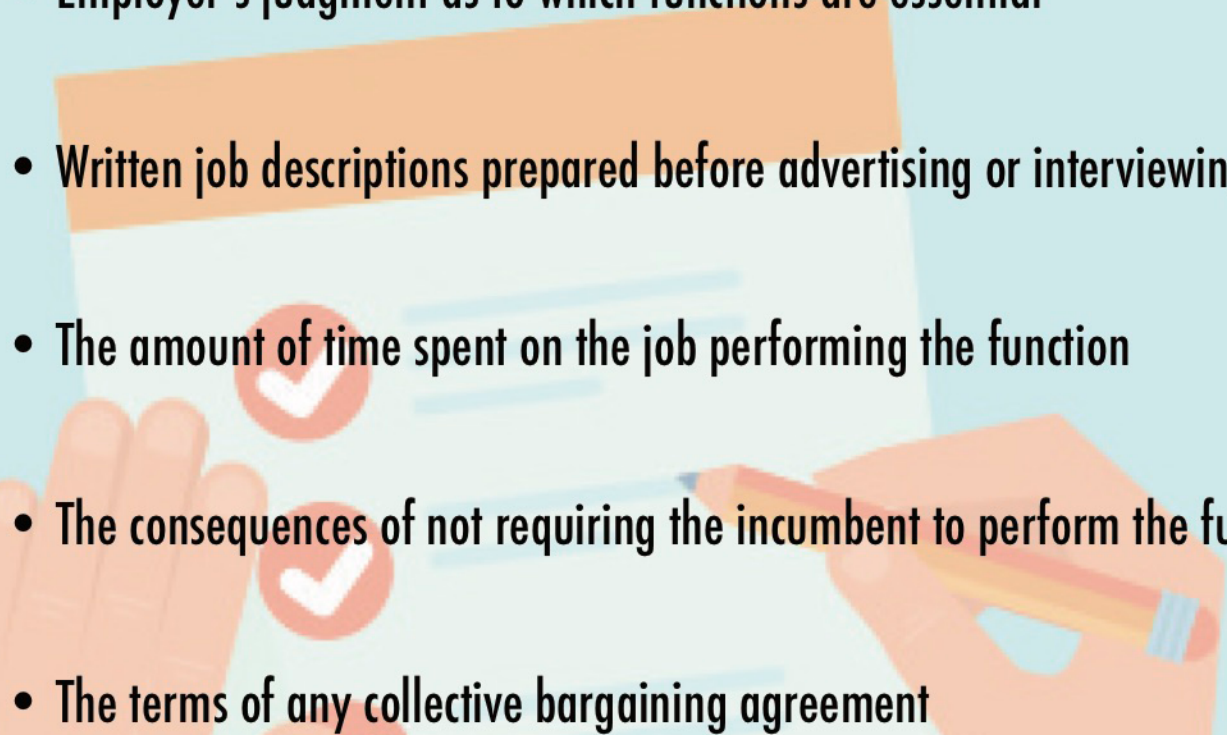


What To Know

JOB FUNCTIONS

Determining Essential Job Functions to Avoid Liability

- Employer's judgment as to which functions are essential
 - Written job descriptions prepared before advertising or interviewing applicants
 - The amount of time spent on the job performing the function
 - The consequences of not requiring the incumbent to perform the function
 - The terms of any collective bargaining agreement
- 
- An illustration at the bottom of the slide shows a pair of hands holding a document. The left hand is on the left side, and the right hand is on the right side, holding a yellow pencil. The document has two red circles with white checkmarks on it. The background is a light blue gradient.