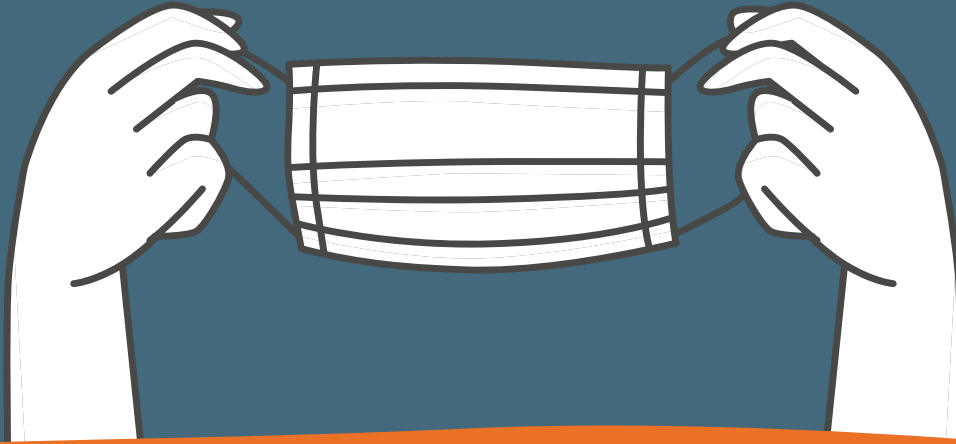


Face Mask Requirements & People with Disabilities



The Facts:

- ✓ Wearing a face mask protects employees and customers.
- ✓ Some people with disabilities may not be able to wear a face mask as a result of their disability.
- ✓ The Americans with Disabilities Act (ADA) require reasonable accommodations for people with disabilities
- ✓ The ADA **does not require** a business to admit someone who is not wearing a mask
- ✓ A business **is required** to provide reasonable accommodations to customers and employees who cannot wear a mask due to a disability. An example could be offering free curbside pick up. The accommodation should be individualized to the person and situation.
- ✓ Rarely, a reasonable accommodation may not be possible
- ✓ Businesses should be creative in balancing the needs of people who can't wear a masks because of disability with the safety of other customers and employees