

Americans with Disabilities Act (ADA) Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. Which ADA concept covers accommodations that promote effective communication, such as sign language interpreters or large print?**
 - A. Readily achievable**
 - B. Direct threat**
 - C. Undue burden**
 - D. Auxiliary aids or services**

- 2. Under Title I of the ADA, which term denotes a significant difficulty or expense as a barrier to compliance?**
 - A. Readily achievable**
 - B. Undue hardship**
 - C. Direct threat**
 - D. Auxiliary aids or services**

- 3. A reasonable alteration in policies, practices and procedures to provide equal opportunity for people with disabilities is called what?**
 - A. Accommodations**
 - B. Adaptation**
 - C. Adjustment**
 - D. Modification**

- 4. Which ADA title covers employment?**
 - A. Title II**
 - B. Title I**
 - C. Title III**
 - D. Title IV**

- 5. Which Act requires manufacturers of telecommunications equipment and providers of telecommunications service to ensure that equipment and services are accessible to and usable by individuals with disabilities?**
 - A. Rehabilitation Act of 1973**
 - B. IDEA**
 - C. Help America Vote Act**
 - D. Telecommunications Act of 1996**

- 6. What area is addressed by Title I of the ADA?**
- A. Public Accommodations**
 - B. Transportation**
 - C. Employment**
 - D. State and Local Governments**
- 7. Title II covers:**
- A. State and local government programs**
 - B. Private businesses**
 - C. Public schools**
 - D. Federal agencies**
- 8. Which Act is an educational programming law that establishes special education services for eligible students with disabilities?**
- A. ADA**
 - B. Rehabilitation Act**
 - C. 1964 Civil Rights Act**
 - D. IDEA**
- 9. Which act is credited with establishing accessibility requirements for voting systems and ensuring protection and advocacy for voters with disabilities?**
- A. Americans with Disabilities Act**
 - B. Help America Vote Act**
 - C. Rehabilitation Act**
 - D. IDEA**
- 10. Which of the following is described as a major life activity?**
- A. Only working**
 - B. A minor task**
 - C. None**
 - D. Includes breathing, learning, communicating, and major bodily functions among others**

Answers

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1. D
2. B
3. D
4. B
5. D
6. C
7. A
8. D
9. B
10. D

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Explanations

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1. Which ADA concept covers accommodations that promote effective communication, such as sign language interpreters or large print?

A. Readily achievable

B. Direct threat

C. Undue burden

D. Auxiliary aids or services

The idea being tested is auxiliary aids and services, the ADA category that covers accommodations aimed at ensuring effective communication with individuals who have hearing, vision, or other communication needs. Sign language interpreters and large-print materials are classic examples because they directly enable the person to understand information and participate fully. These aids and services are provided to remove communication barriers and ensure equal access, making them the best fit for this scenario. Other terms refer to different parts of the law: readily achievable relates to barriers that can be removed with little effort or cost, often about physical modifications; the direct threat concept deals with safety concerns in denying or limiting services; and undue burden refers to a significant hardship in providing an accommodation. While those concepts matter, they don't specifically identify the type of accommodation that promotes effective communication—that distinction is captured by auxiliary aids and services.

2. Under Title I of the ADA, which term denotes a significant difficulty or expense as a barrier to compliance?

A. Readily achievable

B. Undue hardship

C. Direct threat

D. Auxiliary aids or services

Undue hardship is the term used in Title I to describe a barrier to compliance that arises when providing a requested accommodation would cause significant difficulty or expense for the employer. This defense takes into account factors like the nature and cost of the accommodation, the employer's overall resources, the number of employees, and the impact on operations. If an accommodation would impose substantial hardship, the employer isn't required to provide it, but they must still explore reasonable alternatives that would not create that heavy burden. By contrast, other options describe different ideas: readily achievable refers to things that can be done easily and without substantial burden (and isn't the barrier itself in this context); a direct threat relates to safety risk; and auxiliary aids or services are the accommodations themselves used to enable access or communication.

3. A reasonable alteration in policies, practices and procedures to provide equal opportunity for people with disabilities is called what?

- A. Accommodations**
- B. Adaptation**
- C. Adjustment**
- D. Modification**

A change to policies, practices, or procedures to give people with disabilities equal opportunity is called a modification. Under the ADA, modifications mean altering the policy itself to include accessibility, not just changing how services are delivered. For example, changing a no-pets policy to allow a service animal, or adjusting a policy so that someone with a disability can participate on the same terms as others, are modifications. This differs from accommodations, which are adjustments to the way services are provided without changing the underlying policy (such as providing a sign language interpreter or extra time for a test). Terms like adaptation or adjustment aren't the standard ADA language, making modification the correct concept here.

4. Which ADA title covers employment?

- A. Title II**
- B. Title I**
- C. Title III**
- D. Title IV**

Employment protections under the ADA come from Title I. It makes it illegal to discriminate against qualified individuals with disabilities in all aspects of the job process—whether applying, hiring, promoting, paying, or continuing employment—and it requires reasonable accommodations so a worker can perform the essential duties of the job. The idea is to level the playing field so a disability does not prevent someone from having and keeping work, as long as they can do the job with or without a reasonable adjustment. This often involves an interactive process with the employer to identify feasible accommodations, such as assistive technology, modified duties, or flexible scheduling. Importantly, accommodations should not impose an undue hardship on the employer, considering factors like cost and impact on operations. Medical inquiries are limited; you generally can't ask about disabilities before a job offer, and medical exams after an offer must be applied to all applicants consistently. Also, protected status applies to applicants and employees, and retaliation for requesting accommodations is prohibited. Federal employees are primarily covered by the Rehabilitation Act rather than the ADA's Title I. Other ADA titles address different areas—Title II covers public entities and their services, Title III covers public accommodations like stores and restaurants, and Title IV concerns telecommunications.

5. Which Act requires manufacturers of telecommunications equipment and providers of telecommunications service to ensure that equipment and services are accessible to and usable by individuals with disabilities?

- A. Rehabilitation Act of 1973**
- B. IDEA**
- C. Help America Vote Act**
- D. Telecommunications Act of 1996**

The main idea is that accessibility for telecommunications is required by law, and the obligation sits with those who design devices and provide services. The Telecommunications Act of 1996 adds Section 255, which requires manufacturers of telecommunications equipment and providers of telecommunications services to make their products and services usable by individuals with disabilities, to the extent readily achievable. This means design choices and features—like hearing-aid compatibility, accessible controls, or captioning when relevant—should be built in or readily implementable so that people with disabilities can use the equipment and services. The requirement isn't merely about non-discrimination; it places an affirmative duty on makers and providers to consider accessibility from the outset and to remove barriers where possible. By contrast, the Rehabilitation Act addresses accessibility in federal programs and IT procurement (Section 508), IDEA covers education for students with disabilities, and the Help America Vote Act focuses on making voting accessible. None of these are as directly aimed at telecom equipment and service accessibility across the industry as the Telecommunications Act of 1996.

6. What area is addressed by Title I of the ADA?

- A. Public Accommodations**
- B. Transportation**
- C. Employment**
- D. State and Local Governments**

The area addressed by Title I is employment. This part of the ADA is all about making workplaces accessible and fair for people with disabilities. It prohibits discrimination in hiring, promotions, pay, job assignments, training, and other terms and conditions of employment. It also requires reasonable accommodations—changes or adjustments to a job or work environment that enable a qualified individual with a disability to perform essential job functions, unless doing so would create undue hardship for the employer. This focus on the workplace distinguishes Title I from other ADA titles, which cover areas like public accommodations (access to stores, restaurants, and services) and public entities and transportation (under Titles II and IV).

7. Title II covers:

A. State and local government programs

B. Private businesses

C. Public schools

D. Federal agencies

Title II is about discrimination by state and local government entities in their programs, services, and activities. It ensures that people with disabilities can access government programs and services, including public schools, public transportation, and other state or local government activities. Because the focus is on government-run programs and services at the state and local level, the best description is that Title II covers state and local government programs. Private businesses fall under other parts of the ADA (public accommodations) rather than Title II, and federal agencies are governed by different laws under the Rehabilitation Act rather than Title II. Public schools are included as part of state and local government programs, which aligns with the scope of Title II.

8. Which Act is an educational programming law that establishes special education services for eligible students with disabilities?

A. ADA

B. Rehabilitation Act

C. 1964 Civil Rights Act

D. IDEA

IDEA is the federal law that specifically governs how schools provide special education services to eligible students with disabilities. It ensures a Free Appropriate Public Education (FAPE) and requires an Individualized Education Program (IEP) tailored to each student's needs, along with processes for evaluation, eligibility determination, placement decisions, parental involvement, and due process. In addition, IDEA emphasizes providing services in the Least Restrictive Environment, meaning students learn with peers to the maximum extent appropriate. While other laws like the Rehabilitation Act and the ADA protect rights and require accommodations across education and public life, they do not establish the comprehensive, school-based framework for special education services that IDEA creates.

9. Which act is credited with establishing accessibility requirements for voting systems and ensuring protection and advocacy for voters with disabilities?

A. Americans with Disabilities Act

B. Help America Vote Act

C. Rehabilitation Act

D. IDEA

The main idea here is understanding which law was created specifically to fit the voting context—ensuring polling places and voting systems are accessible and that voters with disabilities have advocates and protections during elections. The Help America Vote Act, enacted in 2002, was designed to modernize U.S. elections and to guarantee accessible voting, with requirements that polling places offer accessible voting systems and private, independent options for voters with disabilities. It also established the structure and funding to support these standards through the Election Assistance Commission and related protections and advocacy mechanisms for voters with disabilities. While other laws like the Americans with Disabilities Act, the Rehabilitation Act, and IDEA protect disability rights more broadly in many areas, they do not provide the specific, election-focused accessibility requirements and the specialized advocacy framework that HAVA introduces for voters with disabilities.

10. Which of the following is described as a major life activity?

A. Only working

B. A minor task

C. None

D. Includes breathing, learning, communicating, and major bodily functions among others

Under the ADA, major life activities are broad, essential functions that people rely on to live and participate in daily life. This includes physical and cognitive processes such as breathing, learning, and communicating, as well as major bodily functions. The option that lists breathing, learning, and communicating plus major bodily functions captures the wide scope of what counts as a major life activity, reflecting the law's inclusive approach to these functions. It shows that protections aren't limited to a single task like working but apply to broad life activities that people may have difficulty performing. The other choices are too narrow or incorrect: a minor task isn't a major life activity, none is inaccurate because the statute does define several broad categories, and focusing only on working misses the broader set of activities the ADA covers.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://americanswithdisabilitiesact.examzify.com>

We wish you the very best on your exam journey. You've got this!

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