

AMERICANS WITH DISABILITIES ACT (ADA) PRACTICE TEST (SAMPLE)

STUDY GUIDE



**SAMPLE STUDY GUIDE
WITH LIMITED QUESTIONS**

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THE FULL VERSION STUDY GUIDE**

<https://americanswithdisabilitiesact.examzify.com>



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Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	16

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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 areas does the ADA cover?

- A. Private employment only
- B. Public entities only
- C. Public accommodations only
- D. Private employment, public services, and public accommodations

2. Which statement about effective communication best describes its purpose?

- A. To require all translation services for all materials.
- B. To ensure resources are allocated to all areas equally.
- C. To ensure information and services are accessible to individuals with disabilities, which may include interpreters, captioning, and assistive listening devices.
- D. To limit accommodations to those who can pay.

3. Which Act prohibits discrimination on the basis of disability in employment?

- A. Rehabilitation Act of 1973
- B. Genetic Information Nondiscrimination Act
- C. Americans with Disabilities Act
- D. Architectural Barriers Act

4. Which term describes barrier removal that is easily accomplished without much difficulty or expense?

- A. Readily achievable
- B. Direct threat
- C. Undue burden
- D. Undue hardship

5. The 1964 Civil Rights Act offered the statutory foundation for Section 504 and the ADA, but did not include people with disabilities as a protected class.

- A. 1964 Civil Rights Act
- B. Rehabilitation Act of 1973
- C. Americans with Disabilities Act
- D. Genetic Information Nondiscrimination Act

- 6. Which term is used to describe barrier removal that would impose significant difficulty or expense?**
- A. Readily achievable
 - B. Direct threat
 - C. Undue burden
 - D. Auxiliary aids or services
- 7. Which statement about ADA enforcement agencies is true?**
- A. EEOC, DOJ, and FTA are ADA enforcement agencies.
 - B. NTSB enforces ADA.
 - C. Equal Credit Opportunity Act enforces ADA.
 - D. HUD is the lead ADA enforcement agency.
- 8. Are individuals currently using illegal drugs protected under the ADA?**
- A. Yes
 - B. No
 - C. Sometimes
 - D. Only in certain jurisdictions
- 9. Which ADA titles cover public entities and public accommodations?**
- A. Titles II and III
 - B. Title I
 - C. Title IV
 - D. Title V
- 10. Which Act allows employees to take up to 12 weeks of unpaid, job-protected leave per year to care for a newborn or adopted child, for personal medical leave, or to care for an immediate family member?**
- A. Rehabilitation Act of 1973
 - B. Family Medical Leave Act of 1993
 - C. Architectural Barriers Act
 - D. Help America Vote Act

Answers

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

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Explanations

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1. Which areas does the ADA cover?

- A. Private employment only
- B. Public entities only
- C. Public accommodations only
- D. Private employment, public services, and public accommodations**

The ADA protects people with disabilities across multiple settings, not just one area. It covers three broad areas: private employment, where employers must provide equal opportunity and reasonable accommodations; public services, where state and local governments cannot discriminate and must make programs and activities accessible; and public accommodations, where places that serve the public (like restaurants, hotels, theaters, stores) must be accessible and non-discriminatory. Because the law addresses employment, government services, and public-facing facilities, it applies to all three areas. For example, a job seeker should have a chance at employment with a reasonable accommodation; a person with a disability should be able to access government programs and services; and a person with a disability should be able to use accessible public venues. Restricting coverage to just one area would miss the ADA's comprehensive reach.

2. Which statement about effective communication best describes its purpose?

- A. To require all translation services for all materials.
- B. To ensure resources are allocated to all areas equally.
- C. To ensure information and services are accessible to individuals with disabilities, which may include interpreters, captioning, and assistive listening devices.**
- D. To limit accommodations to those who can pay.

The purpose of effective communication is to make information and services accessible to individuals with disabilities. This means providing accommodations such as interpreters, captioning, and assistive listening devices so people can understand and use programs just like everyone else. This approach embodies nondiscrimination and equal access under the ADA, ensuring that communication barriers don't prevent someone from receiving information or services. It's not about translating every material for all audiences, guaranteeing equal funding of all areas, or charging for accommodations; those ideas don't align with the goal of ensuring access for people with disabilities.

3. Which Act prohibits discrimination on the basis of disability in employment?

- A. Rehabilitation Act of 1973
- B. Genetic Information Nondiscrimination Act
- C. Americans with Disabilities Act**
- D. Architectural Barriers Act

The core idea behind this item is identifying the federal law that explicitly protects workers from discrimination based on disability in the workplace. The Americans with Disabilities Act does this most directly and broadly for employment across most employers. It prohibits treating someone unfavorably in hiring, firing, promotions, pay, job assignments, training, or benefits simply because they have a disability or because the employer believes they do. It also requires employers to provide reasonable accommodations to help a qualified applicant or employee perform the essential job tasks, unless doing so would create an undue hardship for the business. This protection applies not only to people with visible disabilities but also to those with nonvisible disabilities and to individuals who are perceived as having a disability or who have a record of one. Other laws mentioned have narrower scopes. The Rehabilitation Act does address disability protections, but primarily for federal employees and programs receiving federal funding, not the general employment landscape. The Genetic Information Nondiscrimination Act targets the use of genetic information in employment decisions, not disability status itself. The Architectural Barriers Act concerns accessibility in federal buildings, not employment protections. Therefore, the Americans with Disabilities Act is the applicable law for prohibiting employment discrimination based on disability.

4. Which term describes barrier removal that is easily accomplished without much difficulty or expense?

- A. Readily achievable**
- B. Direct threat
- C. Undue burden
- D. Undue hardship

The term describes barrier removal that can be done easily and without much difficulty or expense. In the ADA context, this means removing architectural barriers in existing facilities in a way that is readily achievable given the resources and constraints of the organization, such as its size, budget, and the age of the building. It's about feasible steps that don't impose a heavy burden. This differs from the other concepts: direct threat is a safety-based exception that allows denying or delaying accommodation if removing a barrier would pose a significant risk to others; undue burden refers to accommodations that would cause significant difficulty or expense relative to the organization's resources; and undue hardship is an even more stringent version, indicating an extremely difficult or costly accommodation.

5. The 1964 Civil Rights Act offered the statutory foundation for Section 504 and the ADA, but did not include people with disabilities as a protected class.

A. 1964 Civil Rights Act

B. Rehabilitation Act of 1973

C. Americans with Disabilities Act

D. Genetic Information Nondiscrimination Act

The key idea is how disability protections were added onto civil rights law over time. The 1964 Civil Rights Act established a broad ban on discrimination and set up enforcement mechanisms, applying to race, color, religion, sex, and national origin. It did not include disability as a protected class, so it didn't shield people with disabilities by itself. Later laws then built on that foundation: the Rehabilitation Act of 1973 first extended nondiscrimination protections to people with disabilities in programs receiving federal funds, and the Americans with Disabilities Act later codified comprehensive protections in many areas of public life. More recently, genetic information discrimination was addressed separately by the Genetic Information Nondiscrimination Act. So the statement is describing that the 1964 Civil Rights Act laid the groundwork for later disability protections without itself protecting disability, which is why that act is the best reference.

6. Which term is used to describe barrier removal that would impose significant difficulty or expense?

A. Readily achievable

B. Direct threat

C. Undue burden

D. Auxiliary aids or services

Undue burden describes barrier removal that would cause significant difficulty or expense for the covered entity. It acts as a feasibility standard, allowing a defense to barrier-removal requirements when the cost or disruption would be prohibitive given the entity's resources, size, and operations. If removing a barrier would be an undue burden, the entity should still pursue accessible alternatives that do not impose the same hardship. By contrast, readily achievable refers to barriers that can be removed or access improved easily and without excessive cost, direct threat relates to safety risks that justify limits on accommodation, and auxiliary aids or services are accommodations to improve access rather than barrier removal itself.

7. Which statement about ADA enforcement agencies is true?

A. EEOC, DOJ, and FTA are ADA enforcement agencies.

B. NTSB enforces ADA.

C. Equal Credit Opportunity Act enforces ADA.

D. HUD is the lead ADA enforcement agency.

The ADA is enforced by multiple federal agencies, each overseeing the part of the law that matches their mission. The Equal Employment Opportunity Commission handles complaints under Title I, which covers employment discrimination based on disability. The Department of Justice enforces Titles II and III, addressing access to public services, programs, and public accommodations. The Federal Transit Administration, within the Department of Transportation, enforces ADA requirements related to transportation systems and transit facilities. Taken together, these agencies reflect how the ADA is administered across employment, public services and accommodations, and transportation. The other options don't fit because NTSB doesn't enforce the ADA, the Equal Credit Opportunity Act is a separate law with its own enforcement structure, and HUD is not the lead ADA enforcement agency (its primary role is in housing-related accessibility and discrimination under different laws).

8. Are individuals currently using illegal drugs protected under the ADA?

- A. Yes
- B. No**
- C. Sometimes
- D. Only in certain jurisdictions

At a high level, protection under the ADA focuses on disabilities, not on current illegal drug use. The ADA explicitly does not treat the current use of illegal drugs as a disability. That means someone who is actively using illegal drugs is not protected by the ADA for that reason. However, the law does protect people who have a disability other than current drug use, and it also covers those in recovery who are not presently using illegal drugs. Employers can enforce drug-free workplace policies and may require sobriety as a condition of employment, but if a person has a qualifying disability (unrelated to active drug use) or is in recovery and not using illegal drugs, they may be protected and entitled to reasonable accommodations, provided those accommodations don't create safety concerns or conflict with the policy. In short, current illegal drug use is not protected under the ADA, which is why the best answer is that protection is not available in that situation.

9. Which ADA titles cover public entities and public accommodations?

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

Public entities and public accommodations are addressed by two different ADA titles: Title II covers public entities, and Title III covers public accommodations. Title II prohibits discrimination by state and local governments and their programs and services, ensuring access to government-run activities and facilities. Title III applies to places that serve the public, such as restaurants, hotels, stores, theaters, doctors' offices, and other private businesses offering goods or services, and it requires these places to remove barriers and provide reasonable modifications to policies when needed to allow access. Together, these two titles ensure both government programs and everyday private facilities open to the public are accessible. Other titles cover different areas (for example, employment and telecommunications), which is why they're not the correct pair for public entities and public accommodations.

10. Which Act allows employees to take up to 12 weeks of unpaid, job-protected leave per year to care for a newborn or adopted child, for personal medical leave, or to care for an immediate family member?

A. Rehabilitation Act of 1973

B. Family Medical Leave Act of 1993

C. Architectural Barriers Act

D. Help America Vote Act

The Family Medical Leave Act of 1993 gives eligible employees up to 12 weeks of unpaid, job-protected leave in a 12-month period for specific family and medical reasons. This means you can take time off without losing your job, and your employer must restore you to the same position (or an equivalent one) when you return. The leave can be used for the birth or placement of a child for adoption or foster care, for your own serious health condition, or to care for an immediate family member with a serious health condition. Health insurance coverage continues under the same terms while you're on leave, though you may use accrued paid leave if your employer allows it. Eligibility and scope matter: not every worker or employer is covered, and you must meet certain criteria (such as working for a covered employer and meeting minimum hours worked and duration of employment) to qualify. The other acts mentioned address different issues and do not provide this kind of leave entitlement.

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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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