Flash Session:
Developments in Employment Law

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The Problem

- **Before the ADA:**
  - Few laws prohibited cancer-based discrimination.
  - Absence of patient advocacy.

- **After the ADA:**
  - Catch-22 limited protection.
  - Limited growth in patient advocacy.
Legislative Solution: ADAAA

1. Definition of “major life activities” added to the statute itself.

- The ADAAA broadens the definition of “major life activities” to include “the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.” 42 U.S.C. § 12102(1) (West Supp. 2009).