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Questions and Answers on the Final Rule Implementing the ADA Amendments Act of 2008. The ADA Amendments Act of 2008 (ADAAA) was enacted on September 25, 2008, and became effective on January 1, 2009. The rise in the spread of Zika virus in Brazil has been accompanied by an unprecedented rise in the number of children being born with unusually small heads—identified as microcephaly. In addition, several countries, including Brazil, reported a steep increase in Guillain-Barré syndrome—a ...Religious Garb and Grooming in the Workplace: Rights and Responsibilities. This publication by the U.S. Equal Employment Opportunity Commission (EEOC) answers questions about how federal employment discrimination law applies to religious dress and grooming practices, and what steps employers can take to meet their legal responsibilities in this area. This post is a legacy page, and was part of an on-going series, Trans 101 for Trans People. It covers questions about medical transition, hormones, surgeries, or seeking health care for transgender people.