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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, 2009.¹ New York State (NYS) Career Development and Occupational Studies (CDOS) Commencement Credential Questions and Answers November 2013 (Updated August 2014) 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. References: i Besnard M, Lastere S, Teissier A, Cao-Lormeau V, Musso D. Evidence of perinatal transmission of Zika virus, French Polynesia, December 2013 and February 2014.