

# **Americans with Disabilities Act of 1990 (PL-101-336)**

**TITLE 1 – Employers cannot discriminate against a “qualified individual with a disability” who can do the “essential functions” of the job with or without “reasonable accommodations.”**

**Here are a few examples of reasonable accommodations:**

Making the jobsite accessible (putting in ramps, widening doors)

Purchasing assistive technology or modifying existing equipment

Restructuring the job or modifying work schedules

Making brochures, employee training materials and policies

available in accessible formats (like Braille, large print, or making other alternative formats easily available)

Providing qualified readers or interpreters

**TITLE 2 – Prohibits discrimination by state or local government, and by public transportation providers.**

**TITLE 3 – Businesses must provide readily achievable public accommodations to people with disabilities.**

**“Public accommodation” means businesses that serve the public must make their buildings, services, and products accessible to people with disabilities if it can be readily**

achieved. “Readily achievable” means that businesses must carried out accommodations & renovations that do not cause an “un-due burden” on them based on the size & nature of the businesses (Wal-Mart would be expected to do more than a “mom & pop store”). All new buildings & renovations must meet ADA accessibility standards.

Places of lodging: hotels, inns, motels

Establishments serving food or drink: restaurants, bars

Places of entertainment: movie theaters, stadiums, concert halls

Sales or rental establishments: grocery stores, shopping centers, department stores

Social service centers: homeless shelters, food banks, day care, and ALL service providers

Service establishments: banks, laundromats, barber/beauty shops, lawyer and insurance offices, hospitals, dentists, pharmacies, doctor’s offices and ALL professional services

Stations used for public transportation: bus depots, airplane terminals, train stations

Places used for public display or gathering: museums, libraries, art galleries, auditoriums

Places of recreation: parks, zoos, amusement parks, bowling alleys, gymnasiums, pools

**TITLE 4 – Requires TTY relay services (like Relay Iowa) and other telecommunication accommodations (like closed captioning on TV).**

**TITLE 5 – Prohibits retaliation or coercion (this means that if you have an ADA complaint, or if you file a complaint, the place can't refuse you service or harass you in anyway).**