

The Americans with Disabilities Act of 1990

(PL-101-336 as passed in 1990) and **The ADA Amendments Act of 2008** (PL-110-325 effective January 1, 2009) was an Act of Congress to restore the ADA back after it was striped of power by court decisions.

The ADA has five Titles (or parts):

Title 1 - Says that employers can not 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 workplace accessible (putting in ramps, widening doors)
- Purchasing assistive technology or modifying existing equipment
- Restructuring the job or modifying work schedules
- Making training materials and policies available in accessible formats (like Braille, large print, or reading information onto cassette tapes, etc.)
- Providing qualified readers or interpreters

Title 2 - prohibits discrimination by state or local government, and by public transportation providers.

Title 3 – says that businesses must provide "public accommodations" to people with disabilities.

"Public accommodation" means businesses that serve the public must make their buildings, their services, or their products accessible to people with disabilities. This includes places like:

Places of lodging: hotels, inns, motels

Establishments serving food or drink: restaurants, bars

Places of entertainment: movie theaters, stadiums, concert halls

Places of public gathering: auditoriums, convention centers

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

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

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 collection: museums, libraries, art galleries

Places of recreation: parks, zoos, amusement parks

Places of education: public & private schools, colleges & universities

Places of exercise: bowling alleys, golf courses, gymnasiums, swimming 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, the business can't refuse you service).

There are NO “ADA Police”!!

To fix ADA problems:

- 1. Your first option under ADA is to be a REALLY GOOD SELF-ADVOCATE, or work with others and do COMMUNITY ADVOCACY!!**
- 2. Your next option is to FILE A COMPLAINT through a local, state or national governmental agency (like your local or state **Civil Rights Commission**, or at **EEOC** (The U.S. Equal Employment Opportunity Commission) **or DOJ** (U.S. Department of Justice), **or many others at the federal level**).**
- 3. The final option is to FILE A LAWSUIT in the court system.**