

How Can You Protect Your Rights?

Here are things you can do:

- Review a copy of the law.

Your library may have one.

- Help resolve possible violations.

If you are aware of a possible violation, check into it.

If the issue is job-related, talk with your supervisor about making reasonable accommodations.

- File a complaint, if necessary.

If the violation is not corrected, you can file a formal written complaint with the appropriate government agency.

You may also want to consider filing a private lawsuit.

FOR MORE INFORMATION –

**U.S. Equal Employment Opportunity
Commission**

(Employment related issues)

www.eeoc.gov

1-800-669-4000 (voice)

1-800-669-6820 (TTY)

U. S. Department of Justice

www.fta.dot.gov

(handles matters involving public accommodations, private transportation and state/local government services/programs)

www.usdoj.gov

1-800-514-0301 (voice)

1-800-514-0383 (TTY)

U.S. Department of Transportation

(Deals with public transportation issues)

www.fta.dot.gov

1-888-446-4511 (voice)

1-800-877-8339 (TTY)

This information brought to you courtesy of:

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(ACS)**

EFMP

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Army Community Service
EXCEPTIONAL FAMILY

MEMBER PROGRAM

**The Americans
with
Disabilities Act
(ADA)**



**Understanding the
Law**



Always Reaching Higher



What is the Americans with Disabilities Act (ADA)?

The Americans with Disabilities Act of 1990 (ADA) is the short title of United States Public Law 101-336 signed into law on 26 July 1990 by President George H. W. Bush. Title I of the ADA, which took effect 26 July 1992 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training and other terms, conditions and privileges of employment.

An individual with a disability is a person who:

- has a physical or mental impairment that substantially limits one or more major life activities
- had a record of such an impairment
- is regarded as having such an impairment

Protection of Employment Rights

It covers all employment practices including hiring/firing, raises / promotions, job training, insurance and other benefits. An employer cannot discriminate against a person who has the experience, education or training required for the job or who may need reasonable accommodations.

These may include:

- modifying equipment needed to do a job
- adjusting the employee's work schedule (to allow time off for medical appointments, etc.)
- providing readers for people with vision impairments
- providing interpreters for people with hearing impairments
- modifying examinations, training materials or policies.

The ADA ensures equal opportunity to people with disabilities. It does not require an employer to favor people with disabilities.

Public Accommodations Must be Accessible

This includes places that provide food/drink, lodging, entertainment, areas for public gathering, shopping/rental services, recreation/exercise, education, social services and other services (travel, financial, health-care).

Any barriers that prevent use by people with disabilities must be removed (unless this would cause great difficulty or expense, as determined by specific guidelines.) If barriers can't be removed, the law allows for alternative ways of providing goods and services.
For example, a business may be allowed to provide home delivery instead of remodeling

Alterations and new construction are covered by the law also. If a hotel lobby is remodeled, it must be accessible.

Additional aids and services must be provided under the law. For example, a public place may need to provide readers, taped texts or large print materials for people with vision impairments or interpreters, closed-caption decoders or videotext displays for people with hearing impairments.

Public Transportation Must Be Accessible

The law covers existing vehicles, facilities and services:

- Rail systems must have at least one accessible car per train.
- Main Stations offering rapid, commuter and light rail services must be accessible.
- Intercity Rail Stations must be accessible by 26 July 2010.
- Remodeled Areas or facilities must be made accessible.
- Special transportation services must be provided in certain cases.