

The Americans With Disabilities Act of 1990

The Americans With Disabilities Act of 1990 (ADA) extends legal protection to people with disabilities—civil rights similar to other Americans. The ADA prohibits discrimination on the basis of disability in employment (Title I), State and local government services and transportation (Title II), public accommodations (Title III), telecommunications (Title IV), and miscellaneous provisions (Title V). This factsheet summarizes the major accessibility requirements for each title of the ADA.

Title I—Employment

- Employers with 15 or more employees may not discriminate against qualified individuals with disabilities.
- Employers must reasonably accommodate the disabilities of qualified employees, including modifying work stations and equipment, unless the accommodation poses an unreasonable hardship to the employer.

***unreasonable hardship:** the recommendation causes significant difficulty or requires great expense to implement. Factors that must be taken into consideration include the nature and cost of the accommodation, the overall financial resources of the employer.

Title II—Public Services and Public Transportation

- State and local governments may not discriminate on the basis of disability.
- Each service, program, or activity must be operated so that, when viewed in its entirety, it is readily accessible to and usable by individuals with disabilities, unless it would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Structural changes to an existing building may be required when other methods of achieving compliance are not effective.
- Newly constructed State and local government buildings must be accessible.
- State and local government buildings undergoing alterations must be accessible.

Title III—Public Accommodation

Libraries, Parks, DayCare Centers Hospitals and similar places of accommodation may not discriminate on the basis of disabilities.

- Examinations and courses related to licensing or certifications for professional and trade purposes must be held in accessible buildings or alternative accessible arrangements must be made.

Title IV—Telecommunication

Telephone companies must provide telecommunications relay services for hearing-impaired and speech impaired individuals 24 hours per day.

Title V—Miscellaneous Provisions

In general, this title covers the ADA'S relationship to other laws. It explains insurance issues, social issues, religious issues, sexuality, civil rights laws, and congressional inclusion.

For further information on the ADA and reasonable accommodations contact The Equal Employment opportunity Commission (EEOC) or the agency EEOC officer.