



**July 26, 2020**

The Self-Advocacy Association  
of New York State

**(SANYS)**

The Americans with  
Disabilities Act (ADA) became  
a Civil Rights Law in 1990.  
The ADA prohibits  
discrimination on the basis of  
disability.

ADA 30<sup>th</sup> Anniversary  
guarantees equal opportunity  
in employment, state and  
local government services,  
public accommodations,  
transportation and  
telecommunications.



## ADA Title I – Employment:

The ADA helps people with disabilities access the same employment opportunities and benefits available to people without disabilities.

(Employment applies to employers with 15 or more employees)



Requires employers to provide reasonable accommodations to qualified applicants or employees.



Defines disability, establishes guidelines for the reasonable accommodation process.

(Regulated and enforced by the U.S. Equal Employment Opportunity Commission)



## ADA Title II – Public Services: State and Local Government Services

Requires public entities to make their programs, services and activities accessible to individuals with disabilities.

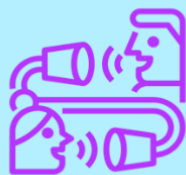
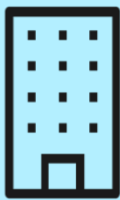


Public Transportation falls under Title II



Includes public bus and passenger train (rail) service, but is not limited to

(Regulated and enforced by the U.S. Department of Justice)



## ADA Title III - Public Accommodations:

Prohibits from discriminating against individuals with disabilities.

(Public accommodations include privately owned, leased or operated facilities)

Businesses required to make "reasonable modifications" when serving people with disabilities and required to take steps to communicate with customers with vision, hearing, and speech disabilities.

Private transportation falls under ADA Title III

(Regulated and enforced by the U.S. Department of Justice)



## ADA Title IV - Telecommunication:

Requires telecommunication companies to provide relay services that allows individuals with hearing or speech disabilities to communicate over the telephone across the world.



Requires closed captioning of federally funded public service announcements.

(Regulated by the Federal Communication Commission)



## ADA Title V - Miscellaneous Provisions:

Contains a variety of provisions relating to the ADA as a whole, including its relationship to other laws, state immunity, its impact on insurance providers and benefits, prohibition against retaliation and coercion, illegal use of drugs, and attorney's fees.

("illegal drug use is not covered under the ADA)

Provides a list of certain conditions that are not considered disabilities.

Resource:

<https://adata.org/guide/americans-disabilities-act-questions-and-answers>

[WWW.SANYS.ORG](http://WWW.SANYS.ORG)

