

HIGHLIGHTS OF THE AMERICANS WITH DISABILITIES ACT (ADA)

TITLE I - Employment:

Specifies that an employer, employment agency, labor organization, or joint labor management committee may not discriminate against any qualified individual with a disability in all aspects of employment. This includes the application process and hiring, on-the-job training, advancement, wages, benefits, employer-sponsored social events and job assignments. Possible accommodations for employees with disabilities include restructuring jobs, altering the layout of workstations, or modifying equipment.

TITLE II - Public Services/Public Transportation:

No qualified individual with a disability may be discriminated against by a department, agency, special purpose district, or other instrumentality of a State or local government. This includes all programs and activities of all governments regardless of federal funding, which are available to people without disabilities. In addition, public transportation systems such as buses and rapid, light, and commuter rail systems, must be accessible to individuals with disabilities. Equipment and physical modifications will be phased in over the next 20 years.

TITLE III - Public Accommodations:

Specifies that no individual shall be discriminated against in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation operated by a private entity on the basis of disability. All new construction must be accessible to individuals with disabilities. For existing facilities, barriers to services must be removed if readily achievable. Public accommodations include: restaurants, hotels, doctors' offices, grocery stores, pharmacies, shopping centers, theaters and other similar establishments, as well as privately owned transportation systems.

TITLE IV - Telecommunications:

Telecommunication companies offering telephone service to the general public must have telephone relay service to individuals who use telecommunication devices for the deaf (TTY's) or similar devices.

TITLE V - Miscellaneous Provisions:

This title explains the relationship between the ADA and the provisions in other Federal and State laws; prohibits retaliation, interference, coercion, or intimidation against an individual seeking enforcement of the ADA; allows attorney's fees to be awarded to prevailing party; and requires federal agencies to provide technical assistance.