

Ten Things to Know About the ADA

1. The [Americans with Disabilities Act \(ADA\)](#) is a civil rights law designed to protect people with disabilities from discrimination and ensure equal opportunities; the ADA is not an affirmative action law.
2. The ADA was passed with overwhelming bipartisan Congressional support, and signed into law by President George H.W. Bush in 1990.
3. Disability is common and may affect many of us in one way or another. According to the [Centers for Disease Control and Prevention \(CDC\)](#), nearly 29%, or more than 1 in 4 adults in the U.S., have a disability.
4. The ADA protects people with a wide variety of disabilities that may affect mobility, vision, hearing, speech, learning, overall health and mental health, and more.
5. The ADA has five titles:
 - ✓ Title I of the ADA covers the employment practices of state and local governments and private companies with at least 15 employees.
 - ✓ Title II of the ADA covers all programs, services, and activities that state and local governments make available to the public.
 - ✓ Title III of the ADA covers a wide variety of private businesses that offer goods and services to the public, including stores, restaurants, hotels, doctors' offices, amusement parks, day care centers, and many more.
 - ✓ Title IV of the ADA covers providers of telephone services, and requires the operation of services that enable people with hearing and speech disabilities to make and receive telephone calls.
 - ✓ Title V of the ADA includes miscellaneous provisions, and prohibits intimidating, threatening, or interfering with individuals who exercise their rights under the ADA, as well as those who support them.
6. The [ADA Standards](#) establish the minimum requirements for accessibility in the construction and alteration of buildings and facilities under Title II and Title III.
7. [Tax incentives](#) are available to help businesses comply with the ADA.
8. The ADA is not the only law that protects people with disabilities from discrimination; laws such as the Fair Housing Act, the Air Carrier Access Act, and the Rehabilitation Act address discrimination in different settings.
9. Several federal agencies are involved in regulating and enforcing different parts of the ADA, and in many cases individuals with disabilities and disability organizations may file private lawsuits to enforce the ADA's provisions.
10. The [ADA National Network](#) of ten regional centers plays an important role in educating the public about rights and responsibilities under the ADA, and how communities can work together to achieve effective implementation of the law.