

# OVERVIEW OF THE ADA

**The Americans with Disabilities Act**

By: Rebecca Monteleone



The Mid-Atlantic ADA Center, operated by TransCen Inc., provides information, guidance, and training, to DC, DE, MD, PA, VA, and WV on the Americans with Disabilities Act (ADA). The information, guidance and/or materials provided are intended solely as informal guidance. The Mid-Atlantic ADA Center is funded by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) (grant #90DP0089-01-00). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS). These contents do not necessarily represent the policy of NIDILRR, ACL, or HHS, and you should not assume endorsement by the federal government.



The Americans with Disabilities Act — also called the ADA — is a law.

When people with disabilities are treated unfairly, it's called discrimination. The ADA protects people with disabilities from discrimination.

People with disabilities have the same rights as everyone else.

The ADA has five sections:

## **ADA 5 TITLES**

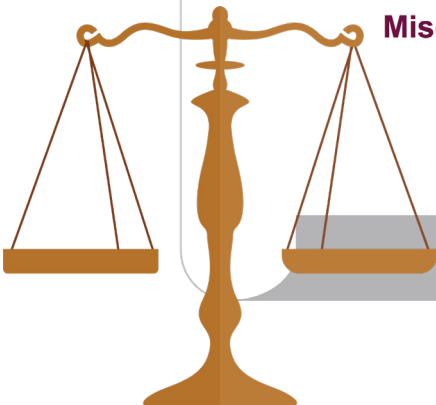
**Title 1  
Employment**

**Title 2  
State & Local Government**

**Title 3  
Public Accommodations**

**Title 4  
Telecommunications**

**Title 5  
Miscellaneous**



# TITLE 1

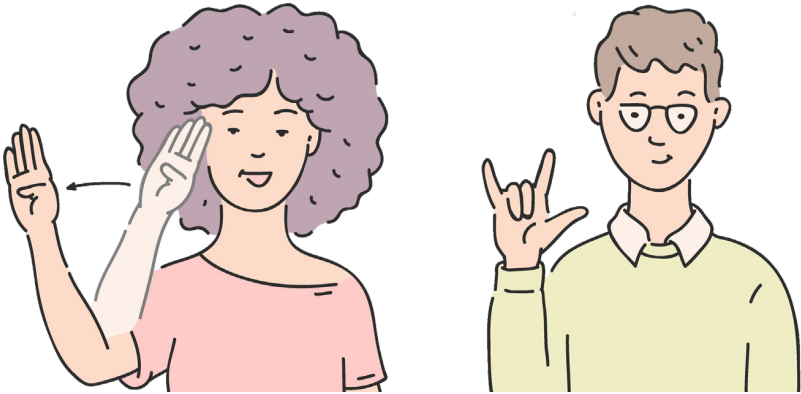
# EMPLOYMENT

Employment  
means having  
a job.



People with disabilities should be  
able to apply for the same jobs as  
everyone else.

All people should get the same pay  
for the same job. If a job has  
benefits, all people should get the  
same benefits.



If a person with a disability needs to do his job differently, his boss has to help. This is called a reasonable accommodation.

For example: if a deaf person needs a sign language interpreter, her boss may have to provide one.

The ADA only applies where there are 15 workers or more.



TITLE 2

**STATE & LOCAL  
GOVERNMENT**



People with disabilities need to be treated fairly by state and local governments.

People with disabilities should be able to use government programs.

Being accessible means making changes so all people are included.

The ADA helps the government create programs and services that are accessible.





Public transportation includes buses, trains, or other forms of transportation that usually charge a set fare, and run on a fixed route.

Public transportation must also be accessible so everyone can use it.

**TITLE 3**  
**PUBLIC**  
**ACCOMMODATIONS**



Public accommodations are places such as hotels, stores, hospitals, and daycare centers.

These places cannot discriminate against people with disabilities by treating them unfairly.

Businesses must communicate with people who have hearing, visual and / or speech disabilities.

The ADA has rules for how old buildings need to be changed to make them more accessible. New buildings must be accessible.





Taxis, shuttle buses and other private transportation must also follow this law.



## TITLE 4

# TELECOMMUNICATIONS



Telecommunications include using the telephone system.

A telecommunications relay service, also known as TRS or relay service, is an operator-assisted service that allows people with hearing or speech disabilities to make calls using text-based devices, or using sign language with video equipment.

The ADA says that phone companies must be able to help people with hearing and speech disabilities make phone calls.

Also, government messages on television must have closed captioning.

Closed captioning means that all words must also be written so people can read what is said.





**TITLE 5**

**MISCELLANEOUS**



A few people may not like the ADA, but they can't blame or hurt people with disabilities.

It is against the law for anyone to try to stop people with disabilities from doing things like riding the bus, going to restaurants, voting, working at their jobs, or other things they have the right to do.

If you have any questions,  
call: **800-949-4232** or  
visit: **[www.adainfo.org](http://www.adainfo.org)**



For more information regarding the  
Americans with Disabilities Act  
**[www.adainfo.org](http://www.adainfo.org)**

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