

The Americans with Disabilities Act of 1990 (ADA)

What is the ADA?



ADA is a federal civil rights law that protects people with disabilities from discrimination. It allows people with disabilities the opportunity to participate as an equal within American society. The law contains five "titles," or sections. Each section has protections for specific areas of public life.

What kinds of discrimination does this law protect me from?

ADA protects adults with disabilities from discrimination in the workplace; discrimination in state and local government programs, activities, and services; discrimination in public places such as restaurants, stores, day cares, doctor's offices, etc.; discrimination from telecommunications accessibility (phones, computers, etc.); and discrimination from retaliation from complaints filed under the law.



Why is this law important to me?



The provisions under ADA make sure that a person with a disability who has the qualifications for a job must be provided with "reasonable accommodations" and cannot be denied the job because of his or her disability. The law also makes it possible for adults with disabilities to have wheelchair accessibility to places where public meetings are held and to public transportation. The law also provides standards for privately-owned restaurants, theaters, museums, etc. to follow for accessibility for people with disabilities. The law makes sure that adults with disabilities can use phones, television, 911 services, etc. The law also makes sure that someone cannot be bullied or treated poorly because he or she has filed an ADA complaint.

How can I find out more information about ADA?

You can find more information on ADA at these sites:

- U.S. Department of Justice Civil Rights Division <https://beta.ada.gov>
- U.S. Department of Labor <https://dol.gov/general/topic/disability/ada>
- ADA National Network <https://adata.org/learn-about-ada>
- U.S. Equal Employment Opportunity Commission <https://eoc.gov/statutes/titles-i-and-v-americans-disabilities-act-1990-ada>



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