

The Americans with Disabilities Act (ADA) of 1990 (P.L. 101-336) gives to individuals with disabilities civil rights equal to those accorded on the basis of race, sex, national origin and religion. It guarantees for individuals with disabilities equal opportunity for employment, public accommodations, transportation, state and local government services and telecommunications. The ADA was signed into law by President George Bush on July 26, 1990.

Definition

An individual with a disability is a person who:

Has a physical or mental impairment that substantially limits one or more major life activities; Has a record of such an impairment; or Is regarded as having such an impairment

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OCDAC

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Communications

Information on Americans With Disabilities Act



**ORANGE COUNTY
DEAF ADVOCACY
CENTER**

Employment (Title I)

Employers may not discriminate against an individual with a disability in hiring or promotion if the person is otherwise qualified for the job. Employers can ask about one's ability to perform a job, but cannot inquire if someone has a disability or subject a person to tests that tend to screen out people with disabilities.

Employers will need to provide "reasonable accommodation" to individuals with disabilities. This includes steps such as job restructuring and modification of equipment.

Employers do not need to provide accommodations that impose an "undue" hardship on business operations.

Public Services (Title II)

State and local governments may not discriminate against qualified individuals with disabilities. All government facilities, services and communications must be accessible consistent with the

requirements of Section 504 of the Rehabilitation Act of 1973. New Public transit buses must be accessible to individuals with disabilities. Transit authorities must provide comparable para-transit or other special transportation services to individuals with disabilities who cannot use fixed route bus service, unless an undue burden would result. All existing Amtrak stations must be accessible by July 26, 2010.

Public Accommodations

(Title III)

Private entities such as restaurants, hotels and retail stores may not discriminate against individuals with disabilities. Auxiliary aids and services must be provided to individuals with vision or hearing impairments or other individuals with disabilities, unless an undue burden would result. Physical barriers in existing facilities must be removed, if removal is readily achievable. If not, alternative methods of providing the services must be offered.

Telecommunications

(Title IV)

Companies offering telephone service to the general public must offer telephone relay services to individuals who use telecommunications devices for the deaf (TTY's) or similar devices.

ADA SEMINARS

We provide ADA seminars three times each year for advocates, consumers, and business owners.

These are usually held in the fall, winter, and spring of each calendar year. Keep eye on our website for dates and locations. These seminars enrich everyone's knowledge on the ADA and its application in modern day situations. Speakers include disability leaders, attorneys, CPA's, and interpreters.