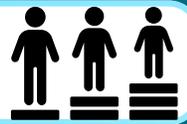


The Americans with Disabilities Act (ADA)



ADA was signed into law on July 26, 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in many areas of public life, including jobs, schools, transportation, and many public and privately owned spaces that are open to the general public. The purpose of the law is to ensure people with disabilities have the same rights and opportunities as everyone else.

The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity.

The ADA is divided into five titles (or sections):

Title I Employment

I

This title is designed to ensure people with disabilities the same access to employment opportunities and benefits available to people without disabilities. Employers must provide reasonable accommodations to qualified applicants or employees.

[Learn More: Title I](#)

Title II State and Local Government

II

Title II of the ADA prohibits discrimination against qualified individuals with disabilities in all programs, activities, and services of public entities. It applies to all state and local governments, their departments and agencies, and any other instrumentalities (subsidiary agencies) or special purpose districts of state or local governments.

[Learn More: Title II](#)

Title III Public Accommodations

III

This title prohibits private places of public accommodation from discriminating against individuals with disabilities. Examples of public accommodations include privately-owned, leased or operated facilities like hotels, restaurants, retail merchants, doctors' offices, golf courses, private schools, day care centers, health clubs, sports stadiums, movie theaters, and so on.

Some Exceptions under ADA: [Private Clubs](#) & [Religious Entities](#)

[Learn More: Title III](#)

Title IV Telecommunications

IV

This title requires telephone and internet companies to provide a nationwide system of interstate and intrastate telecommunications relay services that allows individuals with hearing and speech disabilities to communicate over the telephone. This title also requires closed captioning of federally funded public service announcements.

[Learn More: Title IV](#)

Title V Miscellaneous Provisions

V

The final title contains a variety of provisions relating to the ADA as a whole, including its relationship to other laws, state immunity, its impact on insurance providers and benefits, prohibition against retaliation and coercion (persuading using force/threats), illegal use of drugs, and attorney's fees. This title also provides a list of certain conditions that are not to be considered as disabilities.

[Learn More: ADA Relationship to Other Laws](#)

Source: [What is the Americans with Disabilities Act \(ADA\)? \(ADA National Network\)](#)

Learn more at [ADA.Gov](#) [ADA National Network](#) [Southeast ADA Center](#)

