

WHAT IS A DISABILITY



A disability is a physical or mental impairment that substantially limits one or more major life activities.

Areas of Enforcement:

Persons with a disability can file a claim with ICRC in the following areas:



HOUSING



EMPLOYMENT



PUBLIC ACCOMODATION



EDUCATION



CREDIT

Also protected by the laws are persons who:

- Have a record of such an impairment
- Are regarded as having such an impairment

This usually means an impairment as opposed to common illnesses or injuries, such as a cold, flu, etc.



CONTACT US



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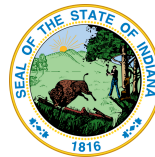
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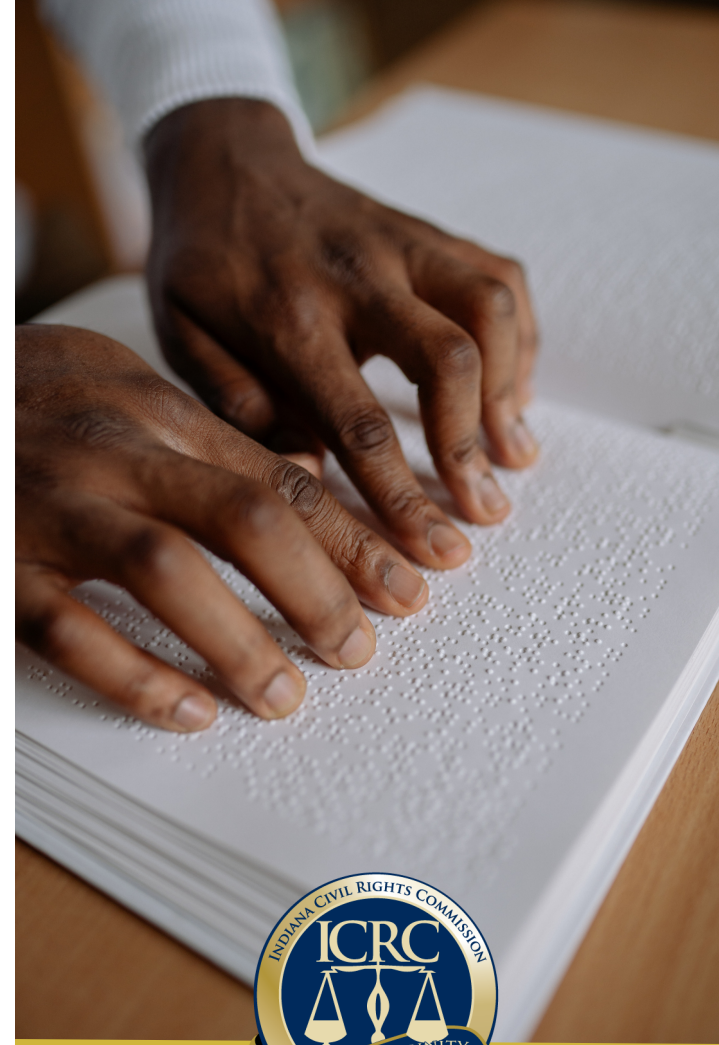
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INDIVIDUALS WITH DISABILITIES

Indiana Civil Rights Commission
"ICRC"

AREAS OF ENFORCEMENT

HOUSING

The Indiana Fair Housing Act requires housing providers to:

Make Accommodations

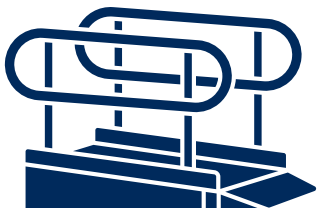
Changes in policies, such as assigned parking or permitting service animals

Allow Modifications

Allowing tenant to make changes in physical structure, such as ramps, grab bars, doorway widening, and carpet removal (*often at the tenants expense*)

Design & Construct Accessible Housing

Apartments/condos built after 1991 must be accessible to people in wheelchairs (doorway width, slope of sidewalks, sufficient space in kitchens, baths, etc.)



EMPLOYMENT

Indiana Civil Rights Laws protect persons with disabilities from:

Disparate Treatment

Less favorable treatment than similarly-situated, non-disabled employees

Disparate Impact

Neutral policy with a disproportional, adverse effect on a particular protected class relative to individuals who are not members of that protected class

Failure to Accommodate

Denying or failing to discuss a reasonable change in policies or procedures for an employee with a disability

PUBLIC ACCOMMODATION

Under Indiana Law, a public accommodation is "any establishment that caters or offers its services or facilities or goods to the general public."

- Businesses must allow entry of service animals
- Applies to mobility impairments, as well as blindness, deafness, etc.
- Depends on financial ability of business and cost of removing the barrier

EDUCATION

Every Hoosier has the right to equal opportunities for education.

Indiana Code 22-9-1-2 states in relevant part that "[i]t is the public policy of the state to provide all of its citizens equal opportunity for education... and to eliminate segregation or separation based solely on race, religion, color, sex, disability, national origin, or ancestry...".

Example: Acme School has a policy that it will not accept students who have a disability.

This is **direct evidence of discrimination** because the policy directly implicates people with disabilities. This is an example of disparate treatment, because it directly prohibits people with disabilities from attending school because of their disability.

CREDIT

The law prohibits banks and other lending institutions from discriminating against an applicant in the granting, withholding or renewing of credit, or in the fixing of rates, terms or conditions of any form of credit, based on the person's protected class.