


A Guide to Disability Rights Law

This is for self-advocacy for individuals who needs guidelines





Accommodations Laws



Americans with
Disabilities Act (ADA)

ADA Title I: Employment
ADA Title II: State and Local
Government Activities
ADA Title III: Public events



Equal Employment Opportunity Commission
(EEOC)



Civil Rights Commission



Rehabilitation Act of 1974



General Sources of Disability Rights Information



What is Americans with Disabilities Act (ADA)?

Became a Civil Rights law in 1990

Prohibits discrimination of persons with disabilities for all public and private places

The ADA gives civil rights protections to individuals with disabilities

Link: <https://adata.org/factsheet/ADA-overview>



Prohibits discrimination against individuals with disabilities for all public and private places

This includes:

1. Jobs
2. Schools
3. Transportation
4. Any public or private forum



The ADA gives civil rights protections to individuals with disabilities on the basis of:

1. race,
2. color,
3. sex,
4. national origin,
5. age, and
6. religion.



The ADA's five titles



Title I: Employment



Title II: State and Local Government activities



Title III: Public Accommodations



Title IV: Telecommunications Relay Services



Title V: Miscellaneous Provisions (add notes)

Title I: Employment

Employers:

1. provide people with disabilities the same employment opportunities and benefits available to anyone without disabilities.
2. must provide reasonable accommodations to qualified individuals.
3. 15 or more employees
4. Less than 15 employees



Title II: State & Local Government activities

Requires access to state and local governments

1. programs
2. services
3. activities



Title III: Public Accommodations (businesses)

1. Prohibits places of public accommodation from discriminating against individuals with disabilities. Public accommodations include privately owned, leased or operated facilities like hotels, restaurants, retail merchants, doctor's offices, golf courses, private schools, day care centers, health clubs, sports stadiums, movie theaters, and so on.
2. Requires that businesses take steps necessary to communicate effectively with customers with vision, hearing, and speech disabilities.
3. Regulated and enforced by the [U.S. Department of Justice \(link is external\)](#).



Title IV: Telecommunications Relay Services

- Requires telephone and Internet companies to provide a nationwide system of interstate and intrastate telecommunications relay services that allows individuals with hearing or speech disabilities to communicate over the telephone.
- Requires closed captioning of federally funded public service announcements.
- Regulated by the [Federal Communication Commission \(link is external\)](#).



Title V: Miscellaneous Provisions

- 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, illegal use of drugs, and attorney's fees.
- Provides a list of certain conditions that are not considered disabilities.

Americans with Disabilities Act Resources

1. Americans with Disabilities Act (National Association of the Deaf)
<https://www.nad.org/resources/civil-rights-laws/americans-with-disabilities-act/>
2. (ASL Videos): Review of disability discrimination laws in ASL, such as the Americans with Disabilities Act (ADA)
[http://www.adagreatlakes.org/ADA/ASL_Videos.as
p](http://www.adagreatlakes.org/ADA/ASL_Videos.asp)



What is Effective Communication under the ADA?

1. ADA Requirements: Effective Communication (Dept. of Justice): <https://www.ada.gov/effective-comm.htm>
2. ADA National Network: Effective Communication: <https://adata.org/factsheet/communication>
3. Effective Communication: Health Care (Northwest ADA Center): <http://nwadacenter.org/factsheet/effective-communication-healthcare>
4. Health Care Providers (National Association of the Deaf): <https://www.nad.org/resources/health-care-and-mental-health-services/health-care-providers/>
5. Questions and Answers for Health Care Providers (National Association of the Deaf): <https://www.nad.org/resources/health-care-and-mental-health-services/health-care-providers/questions-and-answers-for-health-care-providers/>

Are You Communicating Effectively?



Employment Rights

1. Questions and Answers about Deafness and Hearing Impairments in the Workplace and the Americans with Disabilities Act (EEOC)
<https://www.eeoc.gov/laws/guidance/deafness-and-hearing-impairments-workplace-and-americans-disabilities-act>
2. Discrimination and Reasonable Accommodations (National Association of the Deaf)
<https://www.nad.org/resources/employment-and-vocational-rehabilitation/discrimination-and-reasonable-accommodations/>



How to file a complaint?

Case Management Services (Deaf Community Services) advocate@eastersealscrossroads.org

317/493-0107 (VP)

Equal Employment Opportunity Commission

Call 1-800-669-4000

For Deaf/Hard of Hearing callers:

1-800-669-6820 (TTY)

1-844-234-5122 (ASL Video Phone)

info@eoc.gov

Department of Justice

Department Comment Line: 202-353-1555

Department of Justice Main Switchboard: 202-514-2000

TTY/ASCII/TDD: 800-877-8339

National Association of the Deaf Law Center

<https://www.nad.org/about-us/law-advocacy-center/file-complaint/>



Contact Us:

email: DHHShelp@fssa.in.gov

Website: Dhhs.in.gov

Videophone: 317-542-3324

