

employee with a disability can claim employment discrimination under the ADA. Employees must meet all the requirements of the job and perform the essential functions of the job with or without reasonable accommodation. No accommodation must be provided if it would result in an undue hardship on the employer.

MYTH: Accommodating workers with disabilities costs too much.

FACT: Reasonable accommodation is usually far less expensive than many people think. In most cases, an appropriate reasonable accommodation can be made without difficulty and at little or no cost. A recent study indicates that 69% of reasonable accommodations provided between 1978 and 1992 cost nothing, 28% cost less than \$1,000, and only 3% cost more than \$1,000.

The U.S. Department of Justice provides free ADA materials. Printed materials may be ordered by calling the ADA Information Line 1-800-514-0301 (Voice) or 1-800-514-0383 (TDD). Automated service is available 24-hours a day for recorded information and to order publications.



Handicapable Facts & Figures

There are an estimated 56 million disabled Americans. While some handicaps are more disabling than others, all have a tremendous impact on the lives of the victims. Here are a few points to remember when interacting with “handicapable” people:

❑ When communicating with a disabled person, always direct your remarks to that individual not to a third party. In most cases, he or she is perfectly capable of hearing and understanding you!

❑ The fact that a person is disabled does not give others the right to impose their wishes on that individual. Always allow a handicapped person to retain as much control of the situation as possible. They know what is best for them and how to achieve it.

❑ Don't hesitate to ask if you can be of assistance, but don't feel rejected if your help is refused.

This is an Equal Opportunity Program.



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The Americans with Disabilities Act

*What is it and what it
means to you?*



The Americans with Disabilities Act (ADA) is a massive piece of legislation designed to eliminate discriminatory practices, intentional and non-intentional, toward people with disabilities.

With cooperation from both the House and Senate, the 101st Congress and the Bush administration enacted the ADA January 23rd, 1990.

For the 55 million disabled individuals in the U.S., the passage of the ADA was monumental. The doors of opportunity were now being opened in fields of technology, communications, accessibility, transportation, public services, and public accommodations, just to name a few.

In the next few paragraphs, we will outline the ADA, do a brief overview and also try to dispel some myths that have arisen.



Outline

Title I. - Employment

This section of the ADA addresses hiring practices, the workplace, accessibility issues in the workplace, and job accommodations. Briefly, Title I states that if a person with a disability is qualified to perform a job but a

disability hinders them from doing the task, “reasonable accommodations” without “undue hardship” should be made so that they have the opportunity to prove themselves.



Title II. - Public Services

This section deals with services available to the general public, such as transportation (trains, planes, taxis, etc.), access to governmental buildings (for the most part, the military is exempt) colleges and universities, along with state and national parks. Companies and organizations, along with the government must now make their services available to people with disabilities.



Title III. - Public Accommodations

This section deals with persons with disabilities access to hotels, motels, restaurants, stores, etc. This was probably the most feared section of the ADA (because of litigation) yet has proven to be very practical. Curb cuts, ramps, wider halls and walkways have proven to be convenient to all.



Title IV. - Telecommunications

This section deals with Telephone relay services for hearing-impaired and speech-impaired individuals and closed-captioning of public service announcements. These services allow the hearing impaired to communicate with the rest of the world either verbally (through a relay operator) or visually (over a TDD screen).



Myths about the ADA

MYTH: ADA suits are flooding the courts.

FACT: The ADA has resulted in a surprisingly small number of lawsuits — only about 650 nationwide in five years. That’s tiny compared to the 6 million businesses; 666,000 public and private employers; and 80,000 units of state and local government that must comply.

MYTH: The ADA forces business and government to spend lots of money hiring unqualified people.

FACT: No unqualified job applicant or