

Americans with  
Disabilities Act  
21st Century and  
Beyond

Applying the law to YOUR life...



# What does the Americans with Disabilities Act actually do?

- Protections from community accessibility
- Protections from employment discrimination
- Protections from housing discrimination
- Accommodations for services through state and local governments
- Accommodations and protections from public transportation providers
- Protections for telecommunication services (hearing and speech difficulties)
- Protections for those that use air travel



# ADA and Housing

- Fair Housing Act
- Section 504
- Reasonable accommodation examples:
  - Ramps (curb, and front doorway)
  - Stove with control knobs on the front
  - Grab bars in the bathroom
  - Accessible parking space
  - Trash pick/ mail delivery



## ADA and Employment

- Reasonable Accommodation
  - o What is it? What does it mean?
- Essential functions of the job
- Workplace accommodations and VR



## Advocacy: What is it and why is it important?

- Know your topic
- Know how to verbalize your needs confidently
- Understand how to deal with criticism
- Have a tribe of support



## Centers for Independent Living (CIL) Disability Rights and Resources

### Services:

- Advocacy
- Independent Living Skills
- Peer Support
- Transition- High school and Nursing Home Transition
- Information and Referral
- Home Modification programs (2)
- Work Incentive Planning and Assistance (WIPA)



## Resources for People with Disabilities (City, State and Federal)

- Know your city officials
- Vocational Rehab for employment needs
- Fair Housing offices for housing discrimination
- Centers for Independent Living (nationwide database)

