

# 32<sup>nd</sup> ADA Anniversary

## July 26, 2022

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**Council Chair Wesley Witherspoon**



# What is the ADA?

- ▶ The ADA is a civil rights law that prohibits discrimination against people with disabilities in all areas of public life.
- ▶ The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990 by President George H.W. Bush. He said, “let the shameful wall of exclusion finally come tumbling down.”
- ▶ The purpose is to guarantee that people with disabilities have the same rights and opportunities as everyone else.

# The ADA is divided into titles:

## ▶ Title I Employment

- Prohibits employers from discriminating against qualified people who have disabilities or become disabled.

## ▶ Title II State and Local Governments

- Prohibits state and local governments from discriminating against people with disabilities in their programs and activities, and requires that public transportation to be fully accessible.

## ▶ Title III Public Accommodations

- Created accessibility standards to businesses that are open to the public, such as restaurants, movie theaters, schools, day care facilities, recreation facilities, and doctors' offices.

# The ADA is divided into titles:

(continued)

## ▶ **Title IV Telecommunications**

- Requires telephone and television devices and services be available for the hearing and speech impaired.

## ▶ **Title V Miscellaneous**

- A mix of different things that don't fit into the other titles like, stopping a person from doing something because of their disability or retaliating against a person because of their disability.

# California and the ADA

- ▶ Under California law, violation of the ADA is considered a civil rights violation and subject to a minimum penalty of \$4,000, plus attorney's fees.
- ▶ Any person with disabilities that encounters a building condition that does not meet the accessibility requirements of the ADA or the California Building Code (CBC) is entitled to file a lawsuit and receive a minimum of \$4,000 in statutory damages plus attorney's fees.

# The Fight Continues

- ▶ The ADA changed what disabled people could and should expect regarding accessibility, accommodation, and their own self-advocacy responsibilities.
  - ▶ The fight for inclusion, access, equity, and equality continues.
  - ▶ Federal, state, and local governments, along with disability rights advocates, continue to fight to address ongoing inequalities and biases today.
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