

The Americans with Disabilities Act

The Americans with Disabilities Act (ADA) is designed to help people with disabilities earn a living, have access to public facilities, and communicate by telephone. People covered under this Act include individuals with physical or mental impairments, people with symptoms of such impairments, or those who are on record as having impairments.

Reasonable Accommodations

An employer is *required* by the Act to make reasonable accommodations, unless doing so would create significant difficulty or expense. These accommodations may include:

- ◆ Equipment modification
- ◆ Employee workspace adjustment
- ◆ Providing readers for individuals with vision problems
- ◆ Providing interpreters for individuals with hearing impairments

The following public facilities must be made accessible:

- ◆ Food and drink establishments
- ◆ Lodging facilities
- ◆ Entertainment facilities
- ◆ Areas for public gathering (such as convention halls)
- ◆ Shopping and rental services
- ◆ Recreation or exercise facilities
- ◆ Education facilities
- ◆ Social services (such as day care operations)
- ◆ Travel industry
- ◆ Health care facilities