

The American With Disabilities Act and Its Amendments: Protecting Persons with Disabilities



Unlocking Justice: The American's with Disabilities Act and its Amendments Act Protecting Persons with Disabilities in Court by Benjamin Black

★ ★ ★ ★ ☆ 4.5 out of 5

Language : English

File size : 5966 KB

Screen Reader : Supported

Print length : 206 pages

Lending : Enabled

X-Ray for textbooks : Enabled



The Americans with Disabilities Act (ADA) is a landmark civil rights law that prohibits discrimination against individuals with disabilities in employment, public accommodations, transportation, and telecommunications. The ADA was enacted in 1990 and has been amended several times since then. The most recent amendments were made in 2008.

The ADA is a comprehensive law that covers a wide range of issues related to disability rights. It prohibits discrimination in employment, public accommodations, transportation, and telecommunications. The ADA also requires employers to make reasonable accommodations for employees with disabilities.

The ADA has been a major force in improving the lives of people with disabilities. It has helped to ensure that people with disabilities have the same opportunities as everyone else to participate in all aspects of society.

The ADA's Definition of Disability

The ADA defines disability as a physical or mental impairment that substantially limits one or more major life activities. Major life activities include walking, talking, seeing, hearing, breathing, learning, working, and caring for oneself.

The ADA's definition of disability is very broad. It includes both physical and mental impairments. It also includes impairments that are not visible.

Discrimination Prohibited by the ADA

The ADA prohibits discrimination against individuals with disabilities in employment, public accommodations, transportation, and telecommunications.

- **Employment:** The ADA prohibits employers from discriminating against individuals with disabilities in hiring, firing, promoting, and other employment decisions. Employers are also required to make reasonable accommodations for employees with disabilities.
- **Public accommodations:** The ADA prohibits discrimination against individuals with disabilities in public accommodations, such as restaurants, hotels, stores, and movie theaters. Public accommodations are required to make reasonable accommodations for individuals with disabilities.

- **Transportation:** The ADA prohibits discrimination against individuals with disabilities in transportation, such as buses, trains, and airplanes. Transportation providers are required to make reasonable accommodations for individuals with disabilities.
- **Telecommunications:** The ADA prohibits discrimination against individuals with disabilities in telecommunications, such as telephone, internet, and television services. Telecommunications providers are required to make reasonable accommodations for individuals with disabilities.

Reasonable Accommodations

The ADA requires employers and public accommodations to make reasonable accommodations for individuals with disabilities. Reasonable accommodations are changes to the workplace or environment that allow individuals with disabilities to participate in the same activities as everyone else.

Some examples of reasonable accommodations include:

- Providing a ramp for a wheelchair user
- Installing a hearing aid loop for a person who is deaf or hard of hearing
- Providing a sign language interpreter for a person who is deaf or hard of hearing
- Allowing a person with a disability to work from home

Reasonable accommodations do not have to be expensive or burdensome. Employers and public accommodations are only required to make

accommodations that are reasonable.

Enforcement of the ADA

The ADA is enforced by the Department of Justice (DOJ) and the Equal Employment Opportunity Commission (EEOC). Individuals who believe they have been discriminated against under the ADA can file a complaint with the DOJ or the EEOC.

The DOJ and the EEOC can investigate complaints of discrimination and take legal action against employers and public accommodations that violate the ADA.

The ADA's Impact

The ADA has had a major impact on the lives of people with disabilities. It has helped to ensure that people with disabilities have the same opportunities as everyone else to participate in all aspects of society.

The ADA has also helped to change attitudes about disability. It has helped to educate the public about the needs of people with disabilities and has helped to create a more inclusive society.

The ADA is a landmark civil rights law that has made a major difference in the lives of people with disabilities. It has helped to ensure that people with disabilities have the same opportunities as everyone else to participate in all aspects of society.

The ADA is a living law that continues to evolve. As new technologies emerge and new challenges arise, the ADA will continue to be a source of protection for people with disabilities.



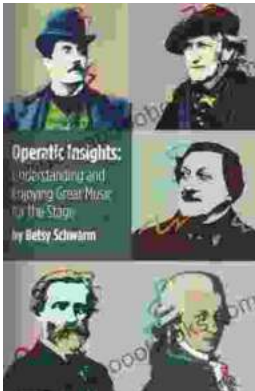
Unlocking Justice: The American's with Disabilities Act and its Amendments Act Protecting Persons with Disabilities in Court by Benjamin Black

★★★★☆ 4.5 out of 5

Language : English
File size : 5966 KB
Screen Reader : Supported
Print length : 206 pages
Lending : Enabled
X-Ray for textbooks : Enabled

FREE

DOWNLOAD E-BOOK



Unlock the Joy of Great Music: Understanding and Enjoying Great Music for the Stage

Experience the transformative power of live music! Delve into the captivating world of stage music, uncovering its secrets and enhancing your...



Spring Awakening: Oberon Modern Plays - A Literary Triumph That Explores the Tumultuous Journey of Adolescence

Spring Awakening: Oberon Modern Plays is a groundbreaking literary work by German playwright Frank Wedekind that has captivated readers and theatergoers for over...

