

**Today we will focus our discussion on how the Americans with Disabilities Act is connected to our everyday lives!**

The Americans with Disabilities Act or “**the ADA**” for short.

It is a **Civil rights law**.

It makes sure people get treated fairly.

It protects people from **discrimination**.



# The ADA gives us the right to

- live & work with everyone else.
- go anywhere non-disabled people go.
- do anything non-disabled people do.
- get help when we need it.



If we get discriminated against,  
the ADA lets us do something about it

# What is in the ADA?

The ADA has 5 titles.

**Titles** are different parts of a law.

Each title of the ADA talks about something different.

We will talk about the first 4 titles of the ADA.



# Title 1 is about JOBS

- 1) Jobs cannot treat you badly because of your disability.
- 2) Jobs cannot have rules that are unfair to people with disabilities.
- 3) Jobs cannot discriminate against families of people with disabilities.
- 4) Jobs cannot have applications that are not fair to people with disabilities.



# You have the right to get accommodations at work

- Getting extra time to get work done.
- Getting tools to help you work, like a screen-reader or headphones.
- Getting to work in a quieter place.
- Getting instructions written down.
- Getting a sign language interpreter.



# Title 2 is about State and Local Governments

You have the right to go inside any place run by the government, and to use any service run by the government.

- Stop you from going to meetings
- Stop you from going to places run by the government
- Stop you from using government service
- Do *anything* that would discriminate against you because of your disability





# Small Groups

## 10 minutes

First talk about your rights at your job. The ADA says that your job can't discriminate against you because of a disability.

Second talk about your rights to get government services just like everyone else. The ADA says governments can't refuse to give you services because you have a disability.

# Title 3 is about Public Places

**Public places** are parts of the community that are open to everyone.

Public places are owned by businesses or people, not the government.





# Title 3 Public Places



- Public places can not discriminate against you.
- You can do the same things as everyone else and go to the same places.
- You have the right to accessible services in public places.
- Public places have to make changes to be accessible.

# Title 4 is About Telecommunications

- **Telecommunications** means tools we use to talk or listen to other people.
- Some kinds of telecommunications are phones and TVs.
- Title 4 says telecommunications have to be accessible to people with disabilities.



# Phone calls must be accessible to people with disabilities.

The governments & businesses have to have phone services for us.

These services let us use the phone just like everyone else.

They let us talk on the phone by typing or video call, and help us talk in ways that work for us.



## At first, only emergency alerts had captions

After the ADA got made, people decided all TV shows should have captions.

Today, almost every TV show or movie has captions.





# Small Groups 10 minutes

First talk about your rights in public places. If a place is open to the public, they can't discriminate against disabled people.

Second talk about your rights when using the phone or watching television. Think of your everyday life and issues that come up

# Who else can help enforce your ADA rights?

- The Equal Employment Opportunity Commission (EEOC) helps enforce ADA rights at jobs.
- The U.S. Department of Justice helps enforce the ADA for the government or businesses.
- The Office of Civil Rights (OCR) helps enforce the ADA for public transportation.
- The Federal Communication Commission (FCC) helps enforce the ADA for telecommunications.
- Protection & Advocacy Agencies (P&As) make sure states follow disability rights laws.

