

3 Laws that Ensure Basic Rights for Persons with Disabilities



SECTION 504 of the Rehabilitation Act

Any program that gets federal money must give people with disabilities equal opportunity and equal access.



IDEA - Individuals with Disabilities Education Act

Public schools must provide to
students with disabilities:

Free education that is...

Adapted to the person,

In the least restrictive place



ADA Americans with Disabilities Act

People with disabilities must have equal opportunity and equal access to:

- Jobs
- Government services
- Public places
- Public transportation
- Telecommunications



IDEA - Individuals with Disabilities Education Act

Main Principles of IDEA:

1. **Free Appropriate Public Education (FAPE):**

Schools must provide education programs that meet the needs of each student with disabilities. This should be done for free.

2. **Individualized Education Program (IEP):**

An IEP is a plan that lists a student's learning goals and the services they need. It's a legal document that schools must follow.

3. **Least Restrictive Environment (LRE):**

Students with disabilities should learn in the same classrooms as students without disabilities as much as possible.

IDEA - Individuals with Disabilities Education Act

4. Appropriate Evaluation:

Schools must evaluate students in a fair way to figure out what help they need.

5. Parent and Student Participation:

Parents have the right to be involved in all decisions about their child's education.

6. Procedural Safeguards:

These are rules to protect the rights of students with disabilities and their families.

IDEA helps millions of students with disabilities get the education and support they need to succeed in school and life.

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

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.



Title 2 is about State and Local Governments

- **Government Must Be Accessible:** All state and local government services must be available to people with disabilities. For example, if there is a public meeting, the room should be accessible to wheelchairs, or there should be sign language interpreters if needed.
- **Public Transportation:** Buses, trains, and other public transportation must be accessible to people with disabilities. This means things like ramps, elevators, and announcements for people who are blind or have low vision.
- **No Exclusion:** People with disabilities cannot be left out or treated unfairly when using government services.

In short, Title 2 makes sure that everyone can use public services and programs, no matter their disability

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 like 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.



Title 5 includes extra rules that help protect our rights

1. **No Retaliation or Punishment:** It is against the law to punish someone for standing up for their rights under the ADA. For example, if a person complains that a building isn't accessible, they cannot lose their job or be treated unfairly because of that.
2. **No Interference:** Nobody can try to stop you using their ADA rights. This means people cannot be bullied or threatened for asking for accommodations.
3. **State Immunity:** State governments can be held responsible if they violate the ADA. They can't say, "We're a government, so we don't have to follow these rules."
4. **How the ADA Works with Other Laws:** Title 5 explains how the ADA fits with other laws. For example, if another law gives more protection than the ADA, that law must be followed too.

Title 5 makes sure we can use their rights without being afraid of unfair treatment

Summary of the 2024 Updates to 504

This rule helps make sure people with disabilities have equal access and are treated fairly in healthcare, child services, and other areas.



Medical Treatment

This rule makes sure that medical decisions aren't based on biases or stereotypes, like thinking someone with a disability has less value than someone without a disability.



Value Assessments

Sometimes, doctors or hospitals use tools to decide what treatments to give. These tools shouldn't place less value on the lives of people with disabilities. The rule stops discrimination when these tools are used to deny people the care they need.



Child Welfare Programs



This rule ensures that children, parents, and caregivers with disabilities are treated fairly in the child welfare system. This includes making sure people with disabilities have equal access to services like parenting programs, visitation rights, and child placements.

Web and Mobile Access



As more services move online, this rule requires that websites and mobile apps be accessible to people with disabilities. The rule follows certain standards (WCAG 2.1 AA) to make sure websites and apps are usable for everyone.

Accessible Medical Equipment

People with disabilities need medical equipment that works for them, like exam tables that adjust in height or scales that accommodate wheelchairs. The rule requires clinics and hospitals to have at least some accessible equipment within two years.



Community Integration

People with disabilities should receive services in the most integrated setting, meaning in regular community settings whenever possible, instead of being separated from others. This rule supports the idea that people with disabilities have the right to live and get services in the community if that's what they want and need.



Other Important Changes:

- **Service Animals:** People with disabilities can bring trained service animals into places, except in special situations.
- **Maintaining Accessible Features:** Buildings and equipment for people with disabilities must be kept in good working order.
- **Mobility Devices:** People can use manual or powered mobility devices, like wheelchairs or Segways, in places where people walk.



Other Important Changes:

- **Communication:** Providers must make sure people with hearing, vision, or speech disabilities can communicate easily. This may mean offering things like sign language interpreters, Braille materials, or captioning.
- **No Retaliation:** It's against the rules to punish someone for speaking up about discrimination.
- **Limits:** If making changes would cost too much or change a program too much, a place doesn't have to make the changes, but they still need to find another way to help people with disabilities as much as possible.

