



Easy Read Edition

**A Self-Advocate's
Guide to the
Americans with
Disabilities Act**

Part 2: What is in the ADA?

Words to Know in Part 2



accessible

When people with disabilities can easily use something. We can easily get around somewhere. We feel like we belong there.



accommodations

Changes that make things easier for people with disabilities. They help us get the same things as non-disabled people.



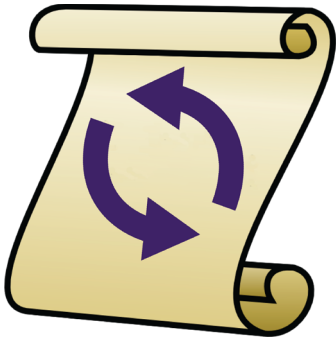
Air Carrier Access Act

A law about what rights people with disabilities have in airplanes. It was passed before the Americans with Disabilities Act.



Americans with Disabilities Act (ADA)

A law in the United States that gives people with disabilities rights. It is called "the ADA" for short.



ADA Amendments Act

A list of changes to the ADA that made the ADA better. It changed the law in 2008.



ADA Notification Bills

Ideas for new laws that would make people with disabilities wait before starting ADA lawsuits.



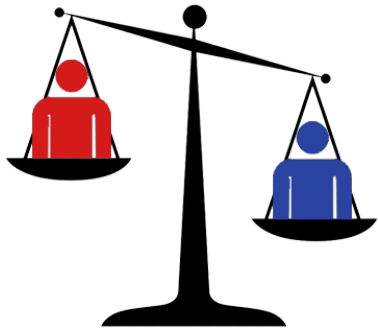
communication

How we show others what we want and need.



Civil Rights Laws

Laws that make sure people get treated fairly.



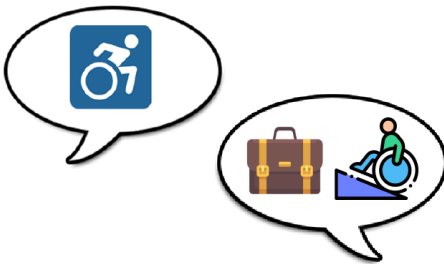
Discrimination

When someone gets treated unfairly because of who they are.



effective communication

Communication that is accessible to us. It lets you share what you think, and understand what other people say.



interactive process

When you talk with your job about your disability. You work together to decide what accommodations you will get.



lawmakers

People who make laws. They work for the government.



legal rights

Rights that the law gives you. The government needs to make sure you get these rights.



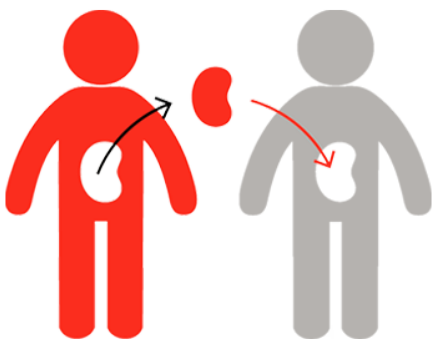
local governments

The people who run cities and towns. For example, New York City has a local government.



Olmstead

A big court case about the ADA and living in the community. It says that people with disabilities have a right to live in the community.



organ transplant

When a doctor takes an organ, like a heart, from one person. Then, they put that organ in a different person.



paratransit

Public transportation for people with disabilities. It makes sure we can get to the same places as everyone else.



public places

Parts of the community that are open to everyone. Restaurants and stores are examples of public places.



reasonable accommodations

Accommodations that make sense for your job. It also means the accommodations are things your job can do.



recovering

When someone with a substance use disorder stops taking drugs.



Rehabilitation Act

A law for the United States government. It does a lot of the same things as the ADA.



state governments

The people who run each state. For example, California has a state government.



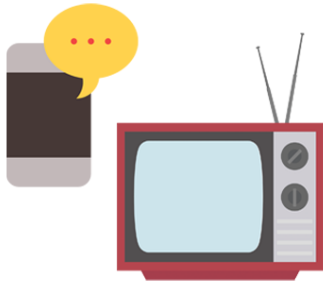
substance use disorder

When someone takes a lot of drugs. Their body feels like it needs the drugs to stay alive. So they keep taking the drugs, even if they want to stop.



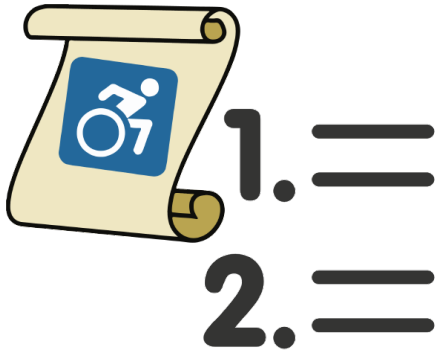
Supreme Court

The biggest court in the United States. They have the final say on how laws work.



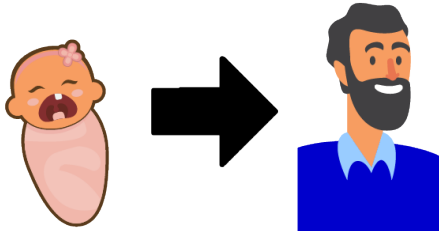
telecommunications

Tools people use to talk or listen to each other, like phones and TV.



titles

Different parts of a law.



transgender

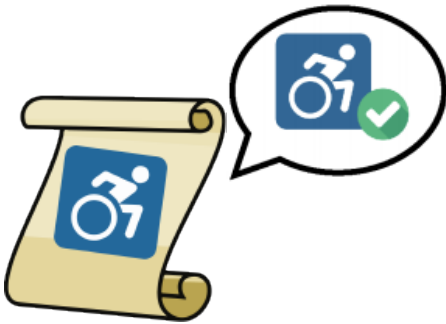
When your gender is different than people thought when you were born.

What Is In the ADA?

Who does the ADA protect?

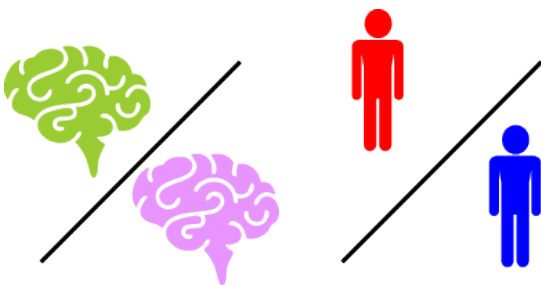


The ADA protects people with disabilities.



The ADA explains who counts as someone with a disability.

The ADA says that a disability:



- Makes your brain or body different from most people.



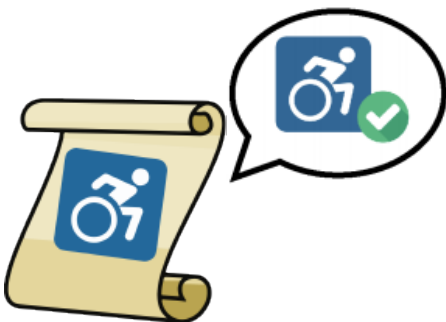
- Changes how you do some things, like: seeing, eating, sleeping, learning, reading, working, and breathing.



- Makes it harder to do one or more of these things.



- Or, makes it impossible to do one or more of these things.



That is how the ADA decides that you have a disability.

For example:



Morgan is autistic.



Morgan's brain works differently than non-autistic people's brains.



Sometimes, that makes it harder for Morgan to learn things.



It might also make it harder for Morgan to work.



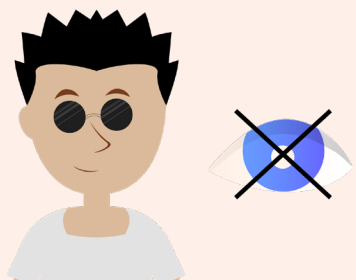
The ADA says Morgan has a disability.



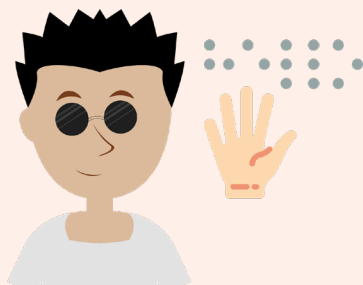
Morgan gets rights from the ADA.



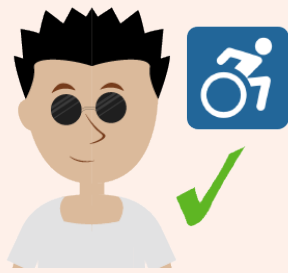
Hiro is Blind.



He can't see at all.



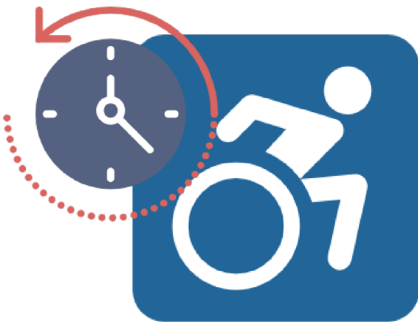
He can't read books without braille.



The ADA says Hiro has a disability.



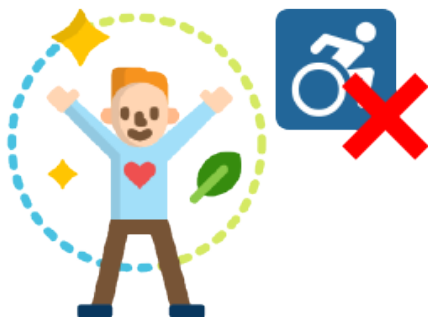
Hiro gets rights from the ADA.



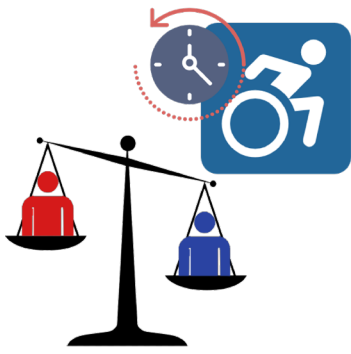
The ADA also protects people who used to have a disability.



They might have been sick for a long time.



Then, they got better. So now they don't have a disability anymore.



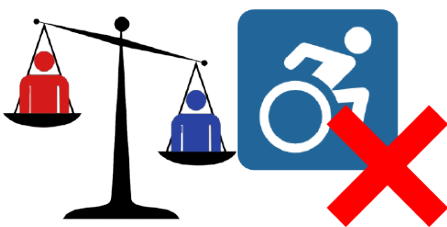
They get discriminated against because they were disabled.



So the ADA gives them rights, too.



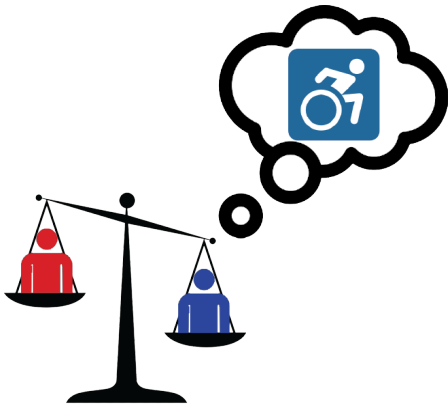
There are some times where the ADA protects people without disabilities.



Sometimes, someone discriminates against a non-disabled person.



They *think* that the person has a disability.

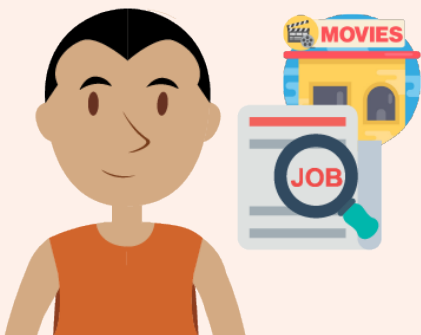


That's why they discriminate.

For example:



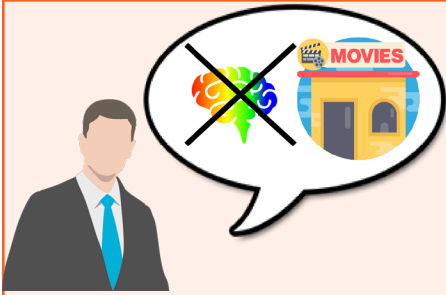
Mateo does not have a disability.



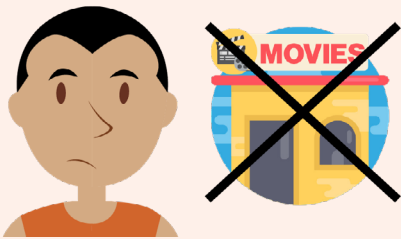
He applies for a job at a movie theater.



At his job interview, the interviewer says that Mateo "looks autistic".



The interviewer says autistic people can't work at movie theaters.



So Mateo doesn't get the job.



It doesn't matter that Mateo isn't actually autistic.



The interviewer still discriminated against him.



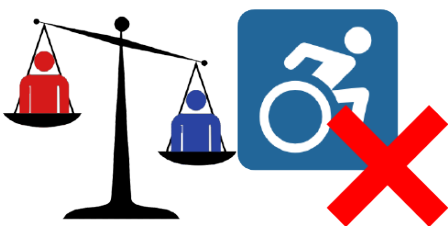
The interviewer thought Mateo had a disability.



The interviewer discriminated against Mateo.



So Mateo still gets rights from the ADA.



Other times, someone discriminates against a non-disabled person.



They are not disabled. But, they are close with a disabled person.

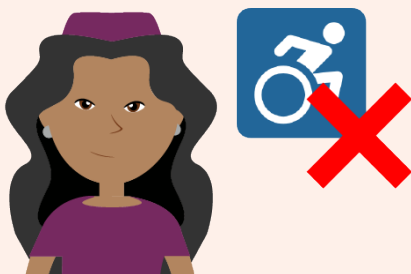


They could be a friend of someone with a disability.



They could have a child with a disability.

For example:



Rosa does not have a disability.



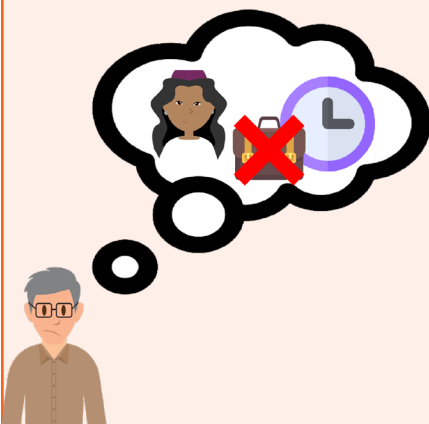
She works at an office.



Her daughter has Down Syndrome.



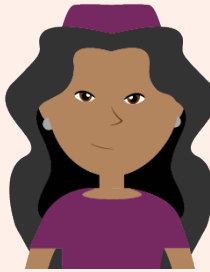
Rosa's boss doesn't like this.



He thinks that Rosa will take time off to care for her daughter.



Rosa loses her job.



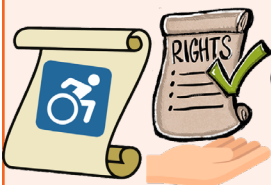
Rosa is not disabled.



But her daughter was disabled.

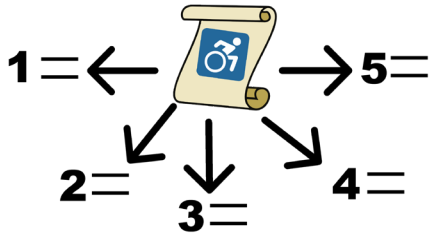


That's why Rosa's boss discriminated against her.

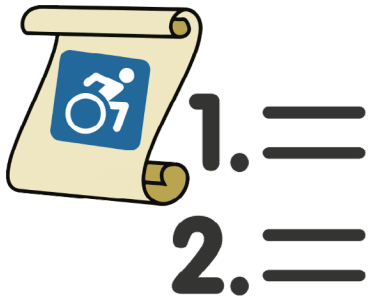


So Rosa still gets rights from the ADA.

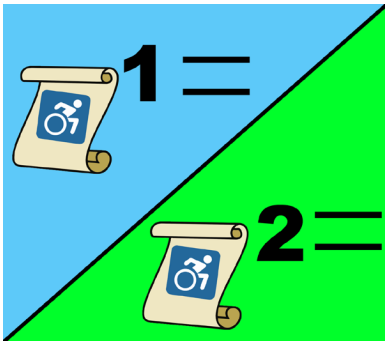
What does each part of the ADA do?



The ADA has 5 titles.



Titles are different parts of a law.



Each title of the ADA talks about something different.

Here is what each title of the ADA talks about:



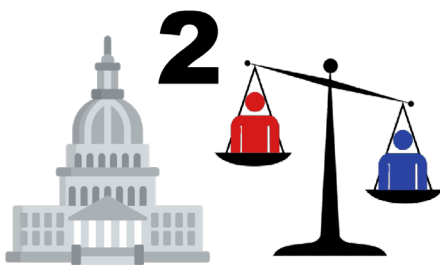
- **Title 1** talks about jobs.



It talks about your rights at work.



It says your boss needs to respect your rights.



- **Title 2** talks about discrimination by the government.



It talks about places run by the government.



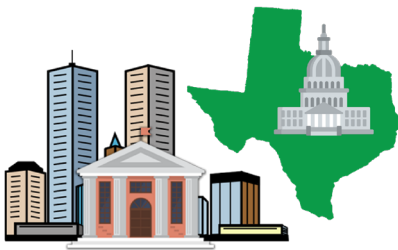
For example, libraries are run by the government.



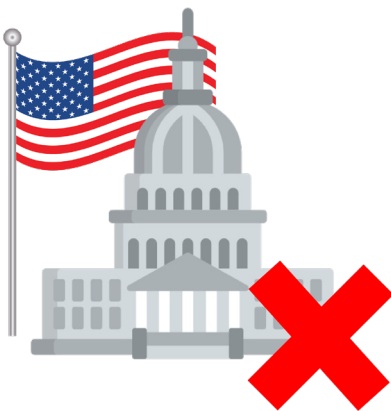
It also talks about services run by the government.



For example, the police are run by the government.



Title 2 is only for state and local governments.



There is a different law for the United States government.



It is called **the Rehabilitation Act**. It does a lot of the same things as the ADA.

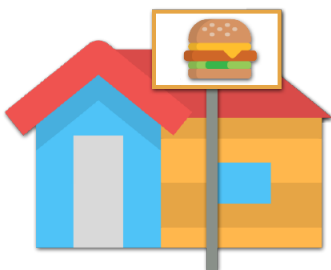


- **Title 3** talks about discrimination by public places.



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

Some kinds of public places are:



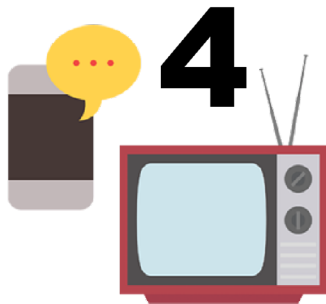
- Restaurants



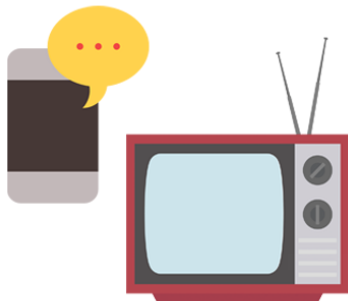
- Stores



- Movie theaters



- **Title 4** talks about phones and TV.



The ADA calls these things **telecommunications**.



- **Title 5** talks about some things that didn't fit in other titles.



We won't talk about all of Title 5 in this toolkit.



We will focus on the parts about your rights.

Title 1

What rights does Title 1 give me?

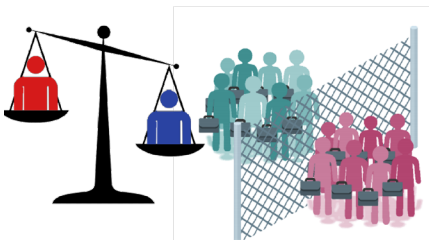
1



Title 1 gives you rights at your job.



It says that your job can't discriminate against you because of a disability.



Title 1 lists different kinds of discrimination that can happen at work.

1. =

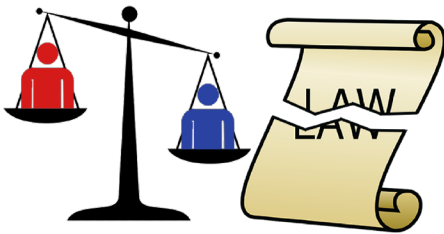


2. =



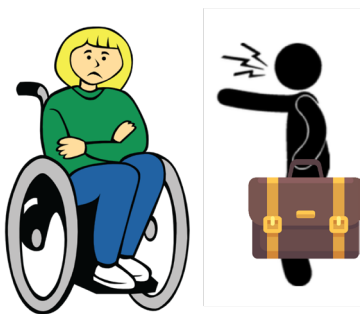


It also talks about discrimination that can happen when you apply for a job.

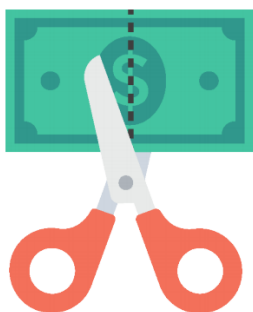


It says all of these things are against the law.

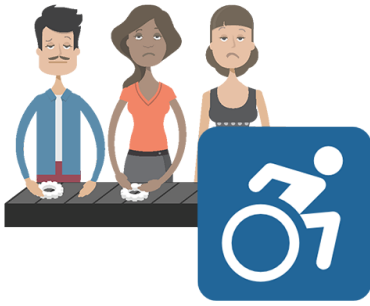
Here are some of the kinds of discrimination that break the law:



1) Your job can't treat you badly because of your disability.



Your job can't pay you less because of your disability.



They can't give you a worse job because of your disability.



They can't make you work in a different place than people without disabilities.



2) Your job can't make deals that discriminate against you.

For example:



Jamal has a disability. He works for a place that helps with parties.



He serves food at parties.



Bad Corp is an office.



Bad Corp has a lot of parties.



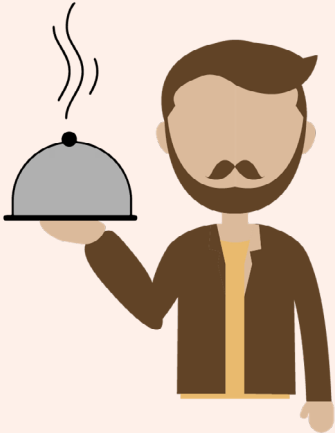
They don't like people with disabilities.



They make a deal with Jamal's job.



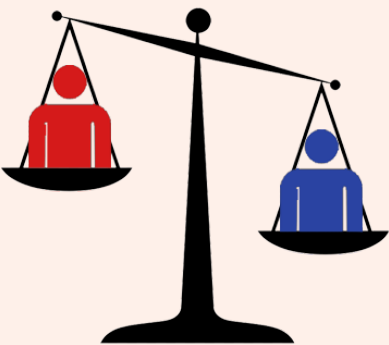
Jamal's job won't send Jamal to Bad Corp's parties.



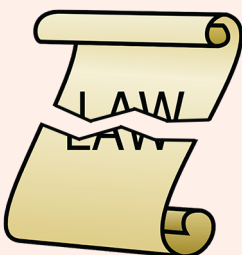
They will send a worker who doesn't have a disability.



Jamal doesn't get to go.



This discriminates against Jamal!



The ADA says that's against the law.



1. =

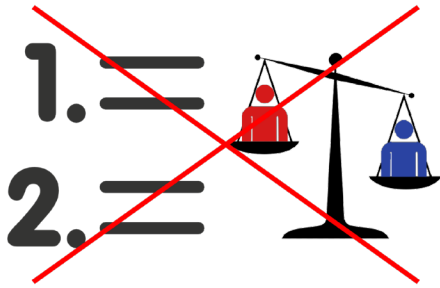
2. =



3) Your job can't have rules that discriminate against you.



It doesn't matter if these rules discriminate against you by accident.



They still aren't allowed.

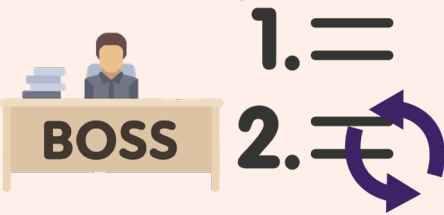
For example:



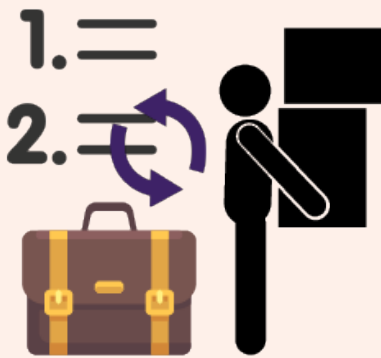
Dejah uses a wheelchair.



She works at a call center. Her job is just to make phone calls.



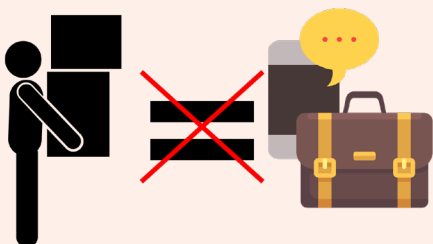
Her boss comes up with a new rule.



Her boss says all the workers need to be able to lift heavy boxes.



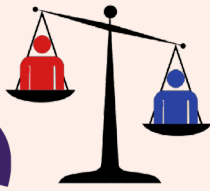
Dejah can't lift heavy boxes in her wheelchair.



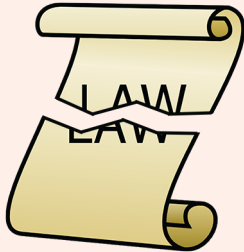
Lifting heavy boxes has nothing to do with her job. Her job is making phone calls.

1. =

2. ↻



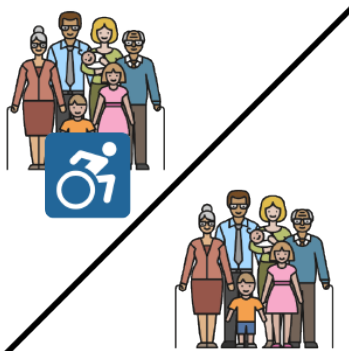
The new rule discriminates against Dejah.



The ADA says that's against the law.



4) Jobs can't discriminate against families of people with disabilities.



They can't treat your family members differently because you have a disability.

For example:



Priya is autistic.



Priya's health care costs a lot of money.



She gets health insurance from her dad's job.



Priya's dad gets a new job.



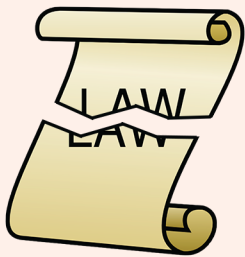
His new job knows Priya's health care costs a lot of money.



They don't want to pay more money for Priya's health care.



So they say they won't give Priya's dad health insurance.



The ADA says that's against the law.



5) Jobs can't have applications that are not fair to people with disabilities.

For example:



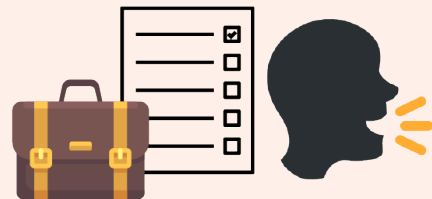
Arnold has a disability. They can't talk.



They want to apply for a job as a janitor.



The job says they need to take a test first.



The job says that the test can only get done by talking.



But Arnold can't talk. They can only type out the answers.



If Arnold could type out the answers, they would pass the test.



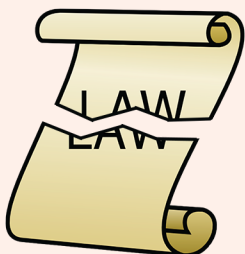
But the job won't let Arnold type out the answers.



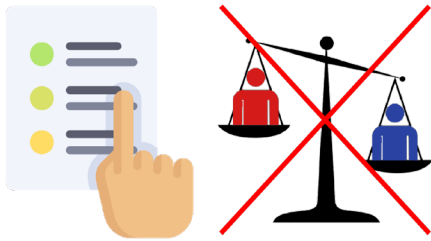
Arnold can't apply for the job.



The test is not fair to Arnold.

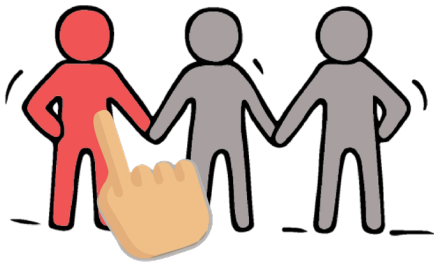


The ADA says that's against the law.



6) Jobs can't discriminate when they are making decisions about you.

Jobs can't discriminate:



- When they are deciding if they want to hire you.



- When they are deciding if they want to give you a promotion.



- When they are deciding if they want to fire you.

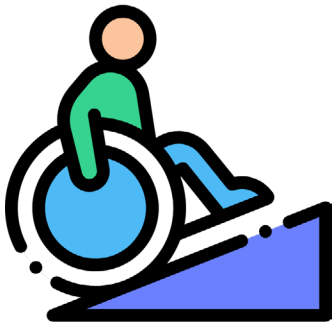


- When they are deciding how much to pay you.



- When they are training you to do your job.

What are reasonable accommodations?

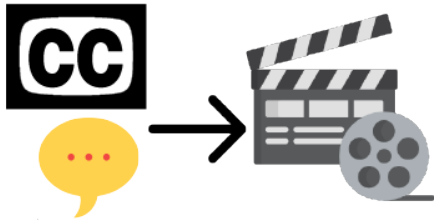


Accommodations are changes that make things easier for people with disabilities.



They help us get the same things as non-disabled people.

Some examples of accommodations are:



- Getting captions on movie



- Having a note-taker at school



- Menus in braille at a restaurant



- Bringing your service dog to work



- An interpreter at the doctor's office



Accommodations can be used at school or work.



They can also be used in public places like restaurants.



Accommodations can be used for all sorts of things.



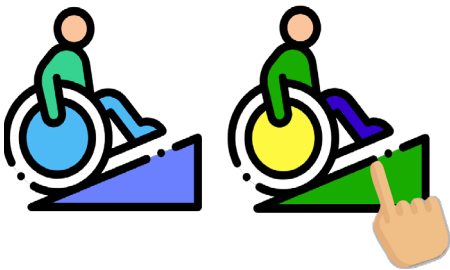
The ADA gives you the right to get accommodations at work.



Your job has to give you the accommodations you need to do your job.

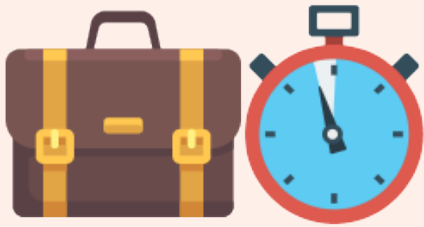


There are lots of different kinds of job accommodations.



You can get different ones to fit what works best for you.

Here are a few examples of accommodations at work:



- Getting extra time to get work done



- Getting certain tools to help you work.



For example, Blind people can get a screen-reader for their computer.



Autistic people can get headphones to make work less noisy.



- Getting to work in a quieter place.



- Getting instructions written down.



- Getting a sign language interpreter.



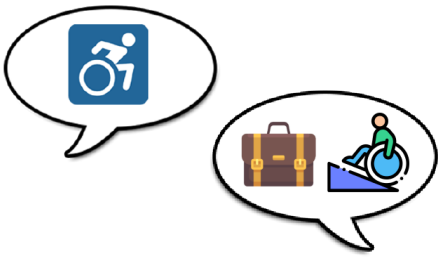
To get job accommodations, you have to tell your job about your disability.



Your job can't give you accommodations if they don't know you're disabled.



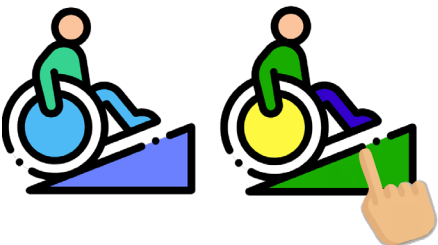
Your job can ask for proof that you have a disability. Once they have proof, they have to give you accommodations.



The ADA says getting job accommodations is an **interactive process**.



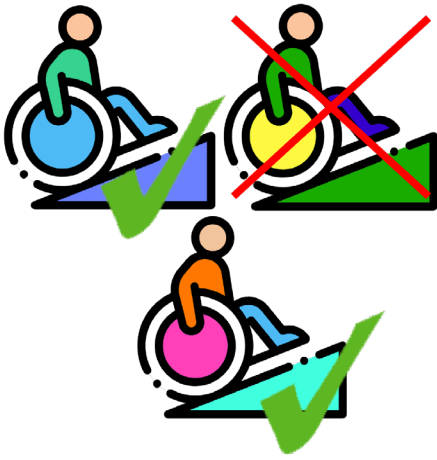
An interactive process means you talk with your job about your disability.



You work together to decide what accommodations you will get.



You and your job have to agree about what accommodations will work.



Your job does not have to give you every accommodation you ask for.



The accommodations you ask for have to be “**reasonable**”.



This means the accommodations make sense for the job.



It also means the accommodations are things your job can do.



You can't ask for an accommodation that changes your job too much.



You still need to be able to do the same job that non-disabled people do.

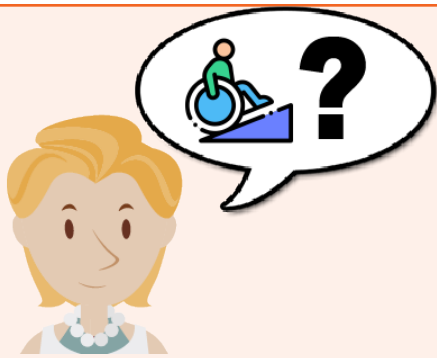
Here are a couple of examples:



Risa wants to work at a newspaper.



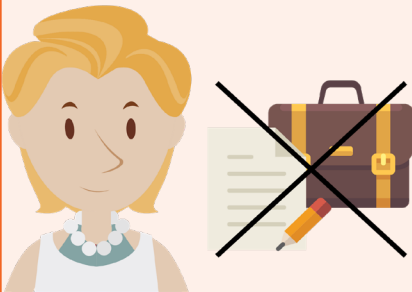
She applies for a job writing articles.



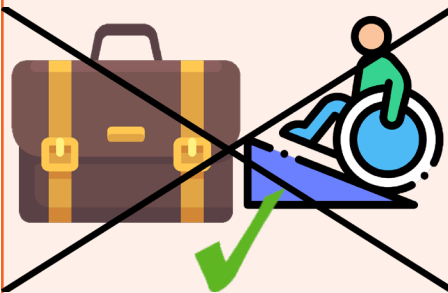
She asks for an accommodation for her disability.



She asks if someone else can write articles for her.



But this means Risa isn't actually doing her job.



That's not a reasonable accommodation.



So the newspaper says they can't do that.



Zainab uses a wheelchair.



They apply for a job working in the back of a big store.



Part of the job is lifting heavy boxes.



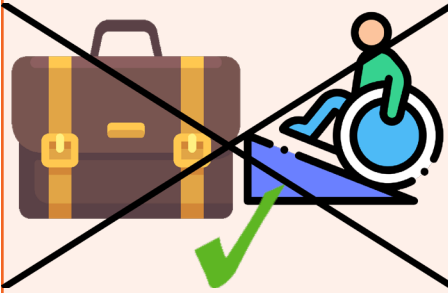
Zainab can't lift heavy boxes in their wheelchair.



They ask for an accommodation so they don't have to lift boxes.



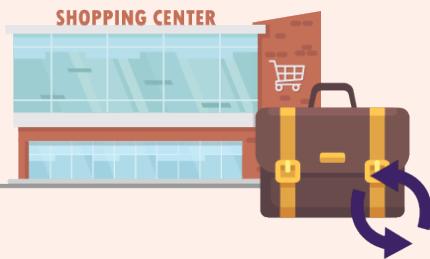
But that means Zainab can't do the job the store needs them to do.



That's not a reasonable accommodation.



So the store says they can't do that.



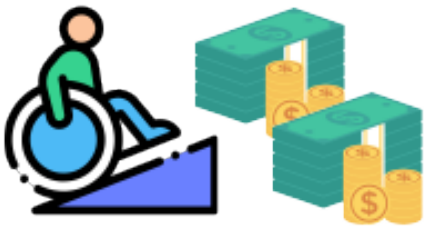
Zainab can apply for a different job at the store.



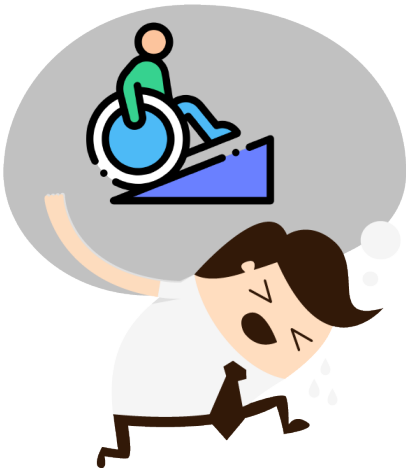
They could be a cashier instead of working in the back.



Sometimes your job can't give you an accommodation.

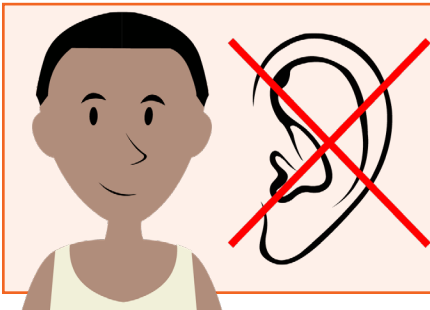


The accommodation might cost the job more money than they have.

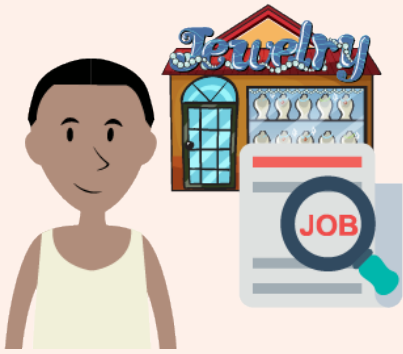


Or it could be too hard for the job to make the accommodation.

For example:



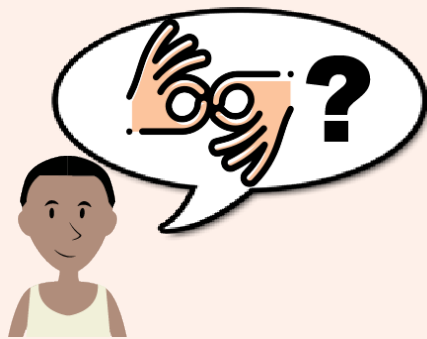
Andre is Deaf.



He applies for a job at a small jewelry store.



He asks for an accommodation.



He asks for everyone at the job to learn American Sign Language (ASL)



It is hard to learn ASL.



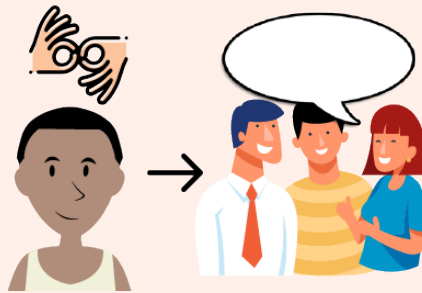
It takes a lot of time to learn ASL.



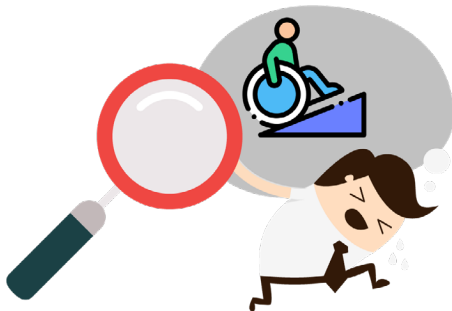
So the jewelry store says they can't give Andre that accommodation.



They hire an ASL interpreter instead.



The interpreter helps Andre talk to his coworkers.



Jobs need to prove that an accommodation is too hard for them to do.



They can't just say every accommodation is too hard.

Does Title 1 have any other rules about jobs?



Title 1 says your job can't ask if you have a disability.



They can only ask if you can do your job.

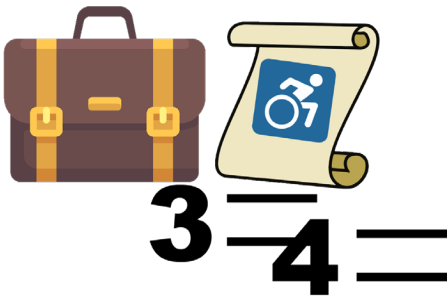


It is up to you to tell your job if you have a disability.

Are there some jobs where Title 1 does not work?



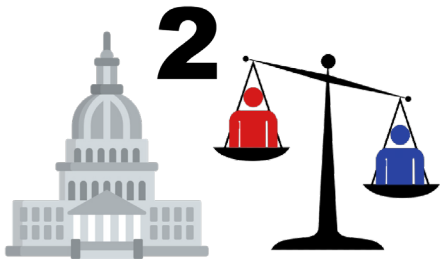
Title 1 doesn't work if less than 15 workers are at your job.



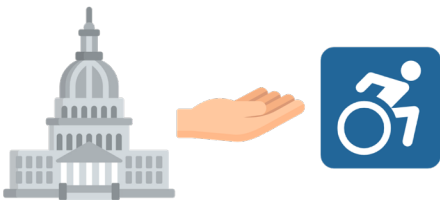
But your job still has to follow the other titles of the ADA.

Title 2

What rights does Title 2 give me?



Title 2 talks about state and local governments.



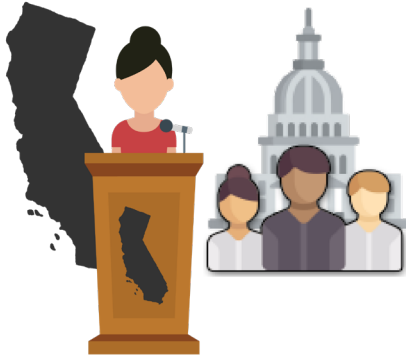
It says what these governments have to do for people with disabilities.



State governments are the people who run each state.



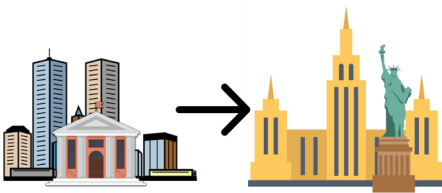
For example, California has a state government.



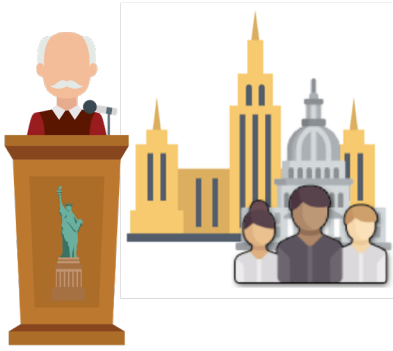
The government is run by their governor and state representatives.



Local governments are the people who run cities and towns.



For example, New York City has a local government.



The government is run by the mayor and city council.

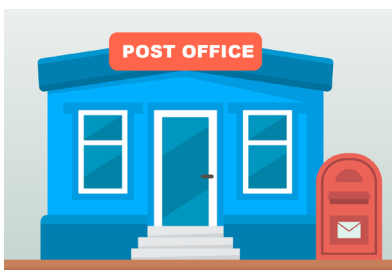


The ADA gives you rights in places run by the government.

For example:



- Libraries.



- The post office.



- City hall.



- Public transportation, like buses, trains, and subways.



You have the right to go inside any place run by the government.



You also have the same right to use any service run by the government.

For example:



You have the right to go to the library.



Your local government has to make sure you can get inside.



They also have to make sure you can use the library services.



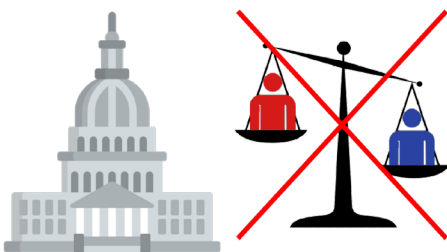
They have to make sure you can get books that you can read.



They have to make sure librarians can help you get what you need.



They have to make sure you can check out the books you want to.



The ADA says governments can't discriminate against people with disabilities.



The places and services the government runs must be accessible.

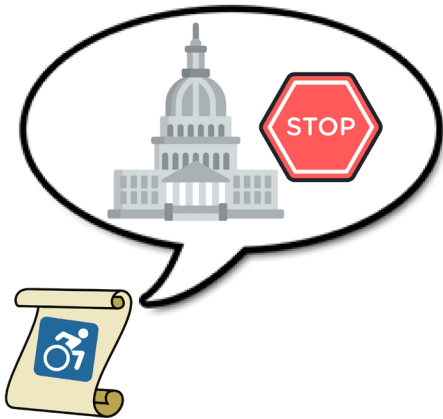


Accessible means that people with disabilities can easily use something.

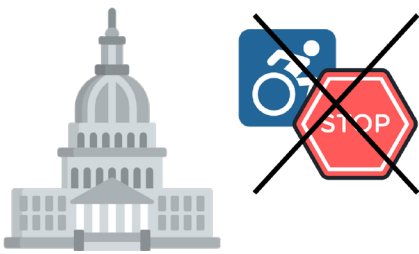


We can easily get around somewhere. We feel like we belong there.

How does the ADA stop discrimination from the government?



The ADA says some things the government can't do.

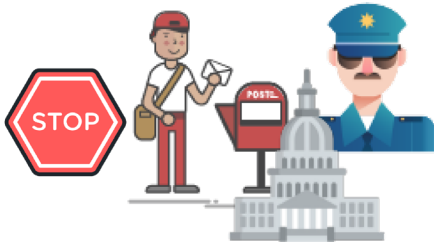


They can't stop you from doing things just because of your disability.

For example, the government can't:



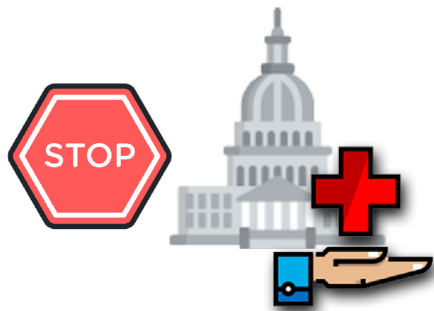
- Stop you from going to government meetings



- Stop you from using a government service



- Stop you from going to places run by the government



- Stop you from using government programs that other people use



- Do *anything* that would discriminate against you because of your disability



The ADA says that government places and services have to be accessible.



This means they have to be accessible all the time.



They can't only be accessible sometimes.



They can't only be accessible for some people.



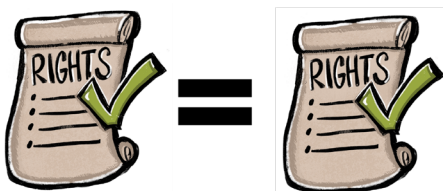
Non-disabled people go to places and use services.



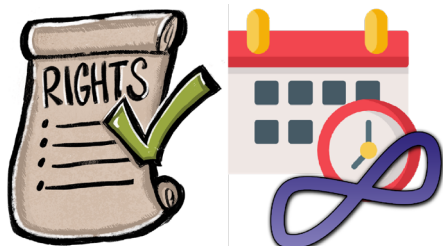
People with disabilities have the right to go to all the same places.



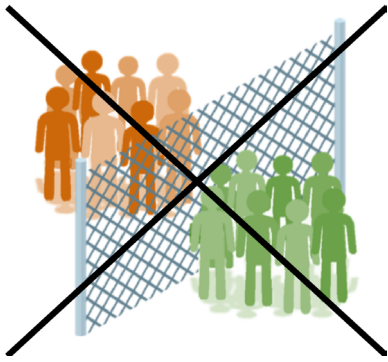
We have the right to use all the same services.



The ADA says we have the same rights as non-disabled people.



The government needs to make sure we get these rights all the time.



The government can't make people with disabilities go to separate places.

For example:



Badtown has a lot of parks.



Non-disabled people go to these parks.



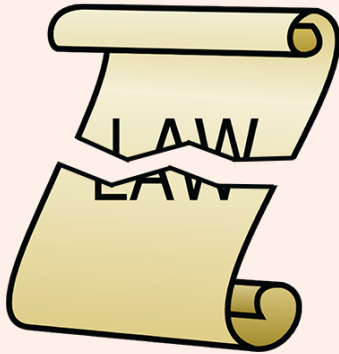
But the government doesn't let disabled people use these parks.



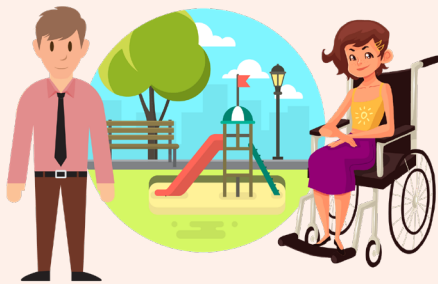
They make a park just for disabled people.



They only let disabled people use that park.



The ADA says that's against the law!



We have the right to go to the same parks as everyone else.

What changes can governments make to help people with disabilities?



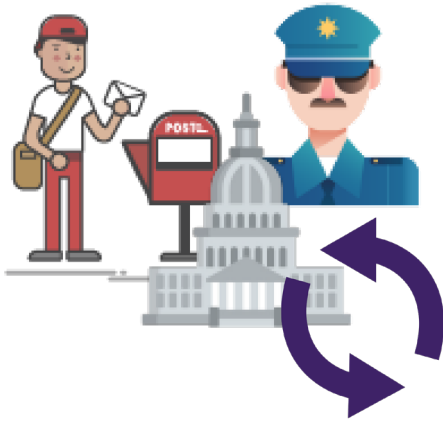
Some places and services the government runs are not accessible.



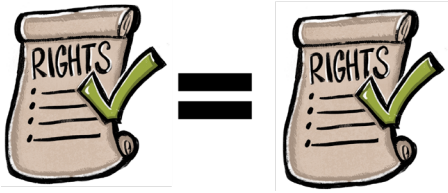
The ADA says the government needs to make them accessible.



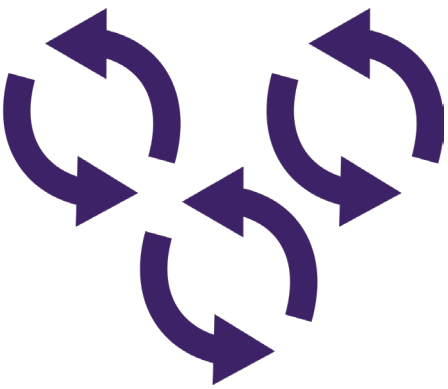
So the government might have to change some things about places they run.



Or, they have to change some things about the services they have.



That makes sure we get the same rights as everyone else.



There are lots of changes governments can make to help people with disabilities.

1. =

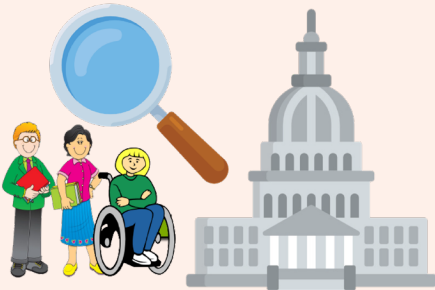
They can change some of their rules.

2. ↻

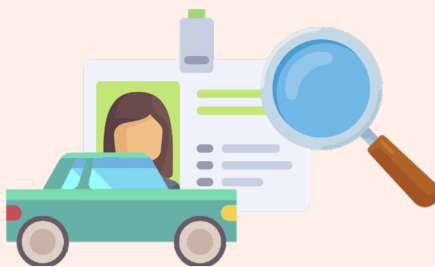
For example:



Some government buildings have rules about who can come in.



They want to know about every person who comes in.



So they might make you show them your driver's license.



But some disabled people can't drive. They can't get a driver's license.



1. =
2. =

So the government may change the rules for people with disabilities.



The government could come up with another way to show who you are.

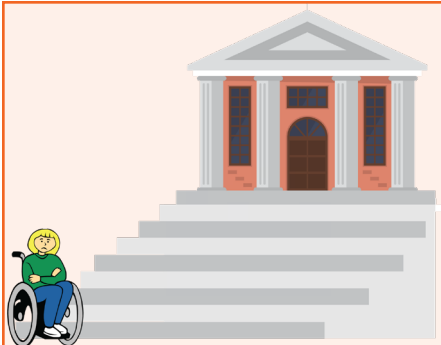


Governments can also change their buildings to make them accessible.

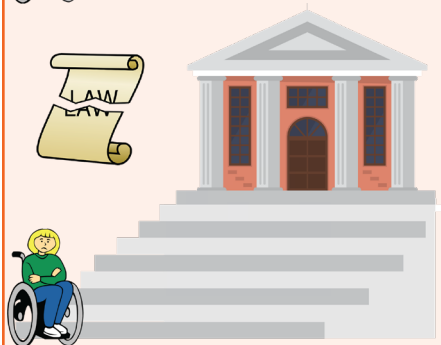
For example:



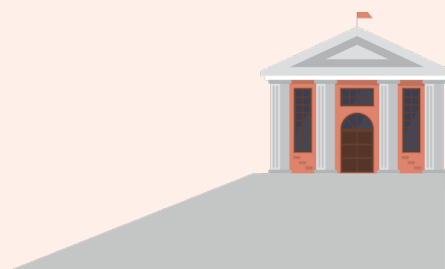
Stairtown's city hall is up a big staircase.



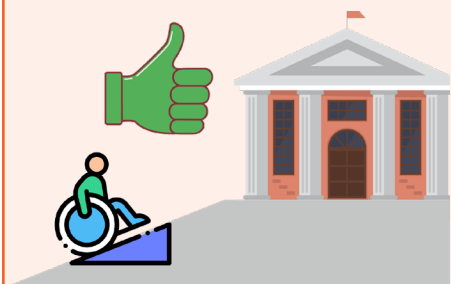
People with disabilities can't get in.



That's against the law!



So Stairtown builds a ramp up to the city hall.



Now, people with disabilities can get in.

1. = 1. =

2. = 2. =

↻ 1. =
2. =

There are lots of rules about changes governments need to make.

- 1. =
- 2. =



These rules help governments follow the ADA.

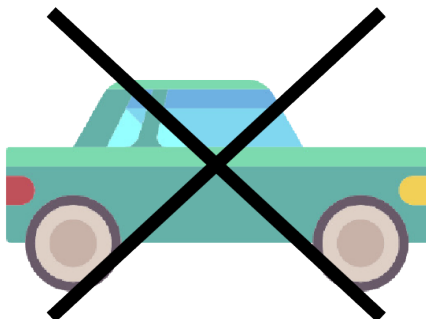


You can find a list of these rules at https://www.ada.gov/2010ADASTandards_index.htm.

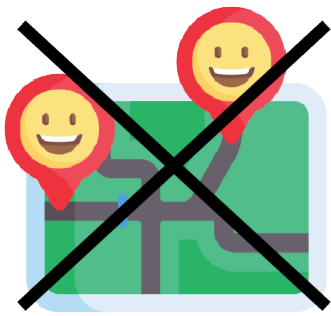
- 1. =
- 2. =



There are extra rules about public transportation.



Some people with disabilities can't drive.



Public transportation doesn't go everywhere we need to go.



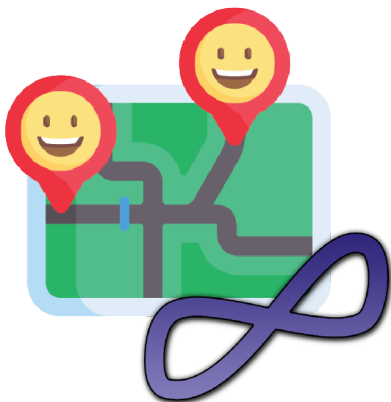
And public transportation might not work for us.



So the government has to make public transportation that we can use.



This public transportation is called **paratransit**.



It makes sure we can get to the same places as everyone else.

Title 3

What rights does Title 3 give me?

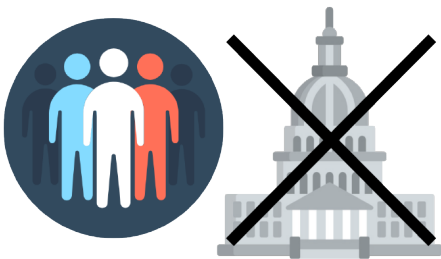
3



Title 3 talks about public places.



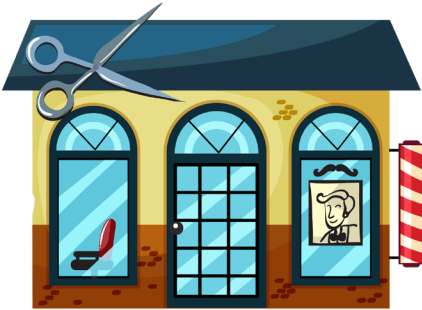
Public places are parts of the community that are open to everyone.



They are owned by businesses or people, not the government.

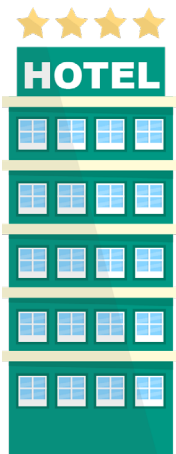


They are places where you could buy something.



They are also places where you could get services.

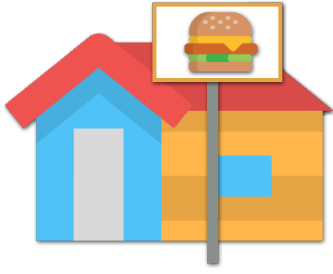
Some kinds of public places are:



- Hotels



- Hospitals



- Restaurants



- Movie theaters



- Stores



- Hairdressers



- Doctor's offices



- Zoos and parks



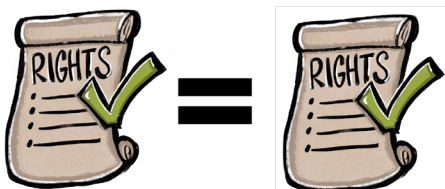
- Private schools and colleges



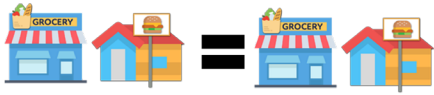
- Gyms



Title 3 says public places can't discriminate against people with disabilities.



You have the right to do the same things as everyone else.



You have the right to go to the same places.

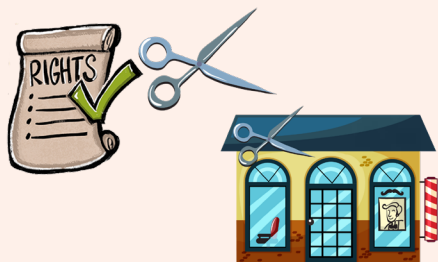


It also says you have the right to get accessible services in public places.



Public places have to make changes if something isn't accessible to you.

For example:



- If you go to a hairdresser, you have the right to get a haircut. The hairdresser can't say no because of your disability.



- If you go to a store, you have the right to go inside and buy things.



You have the right to get help reaching things if you need it.



- If you go to a restaurant, you have the right to order food.



You have the right to get a menu you can read.



Or, you have the right to get someone to read the menu to you.

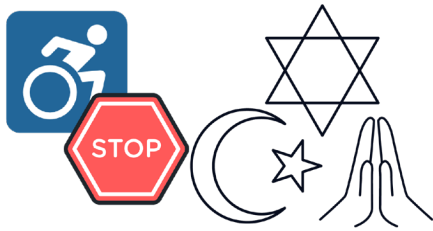
When does Title 3 not work?



Title 3 does not work for religious buildings or groups.



Places like mosques, churches, or synagogues don't have to be accessible.



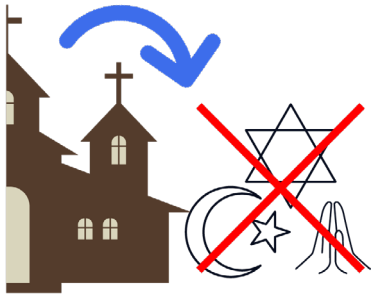
Religious groups can keep you out of their religion because of your disability.



Sometimes, a religious group will share their building with a business.



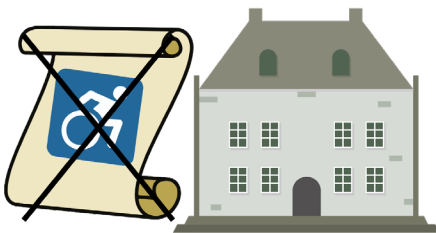
They might share their building with a daycare or a bookstore.



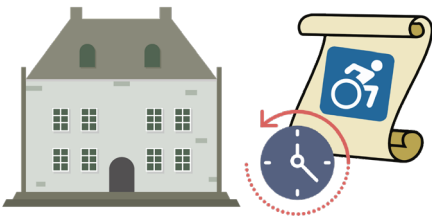
The business isn't religious.



So, their part of the building needs to be accessible.



Title 3 does not work for some old buildings.



Some buildings were built before the ADA.



It may be too hard to make them accessible.



So those buildings don't have to be accessible.



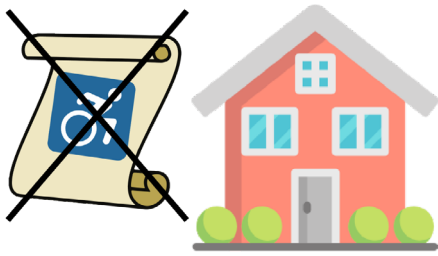
But, sometimes old buildings get new parts.



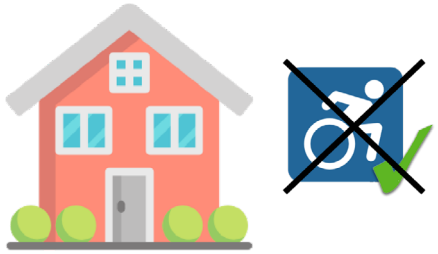
Or it may be easy to make the building accessible.



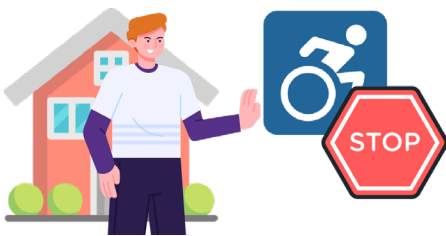
Then, the building has to become accessible.



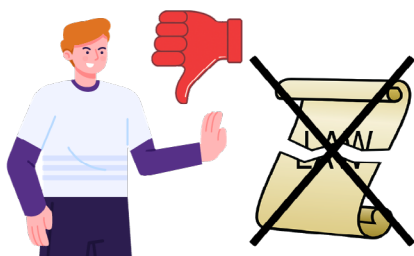
Title 3 also does not work in private places, like your friend's house.



Your friend's house does not have to be accessible.



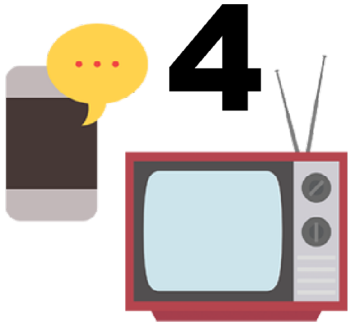
Your friend can choose to not let you in because of your disability.



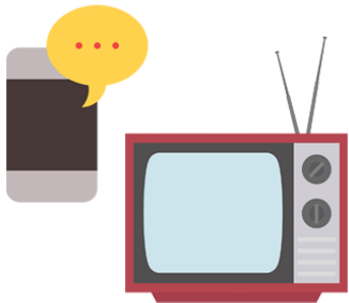
That would make them a bad friend. But they wouldn't be breaking the law.

Title 4

What is Title 4 for?



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.

What does the ADA say about phones?



Some people with disabilities have a hard time making phone calls.



Blind people may not be able to push buttons on a phone.



Deaf people may not be able to hear someone on the phone.



Some disabled people can't make phone calls at all.



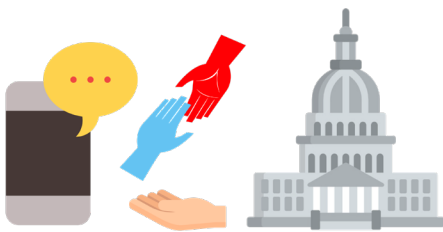
But talking on the phone is really important!



We use phones for our jobs.



We use phones to talk to friends and family.



We use phones to get help from the government.



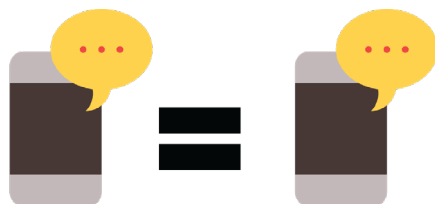
That's why the ADA protects our right to use phones.



The ADA says that phone calls have to be accessible to people with disabilities.



It says governments and businesses have to have phone services for us.



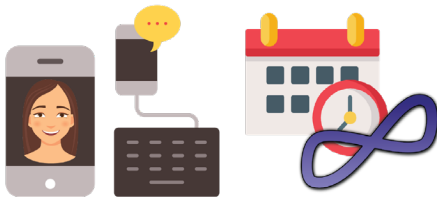
These services let us use the phone just like everyone else.



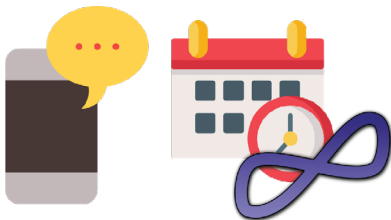
They let us talk on the phone by typing or video call.



They help us talk in ways that work for us.

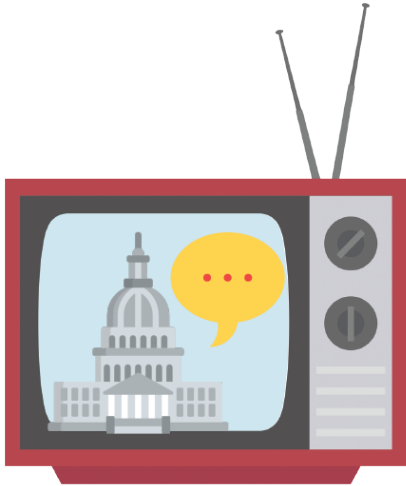


The ADA says that we have to be able to get these services all the time.



That makes sure we can all talk on the phone whenever we need to.

What does the ADA say about TV?



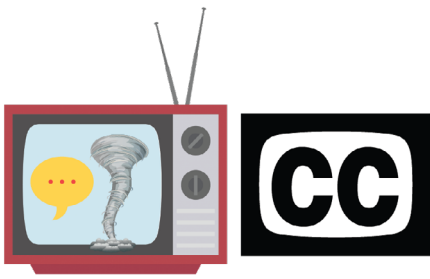
Sometimes the government sends messages on TV.



These messages help keep us safe.



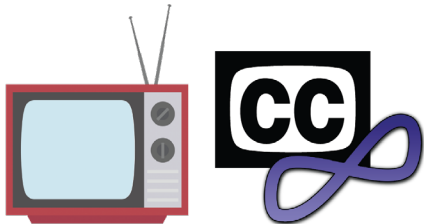
For example, there might be a message on TV about a tornado.



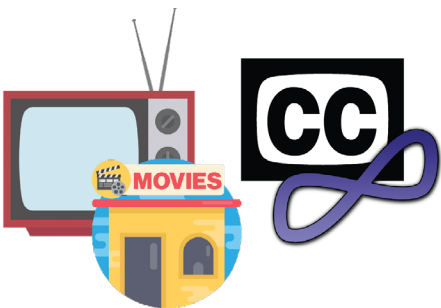
The ADA says these messages need to have captions.



That makes sure everyone can understand what is going on.



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



Today, almost every TV show or movie has captions.

Effective communication

What is effective communication?



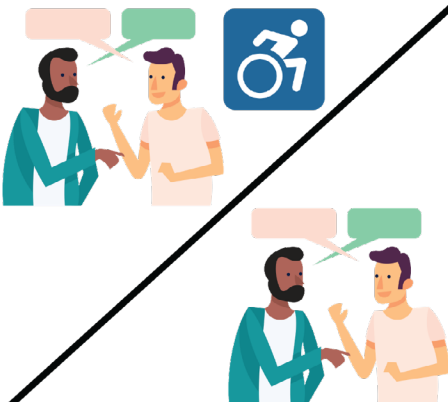
Communication is how we show others what we want and need.



Everyone communicates!



People with disabilities may need help to show what we want and need.



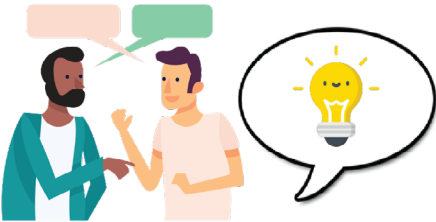
We may communicate in different ways than non-disabled people.



You have the right to effective communication.



Effective communication means communication that works for you.



It means you can share what you think.



It also means that you can understand what other people say.



If you don't have effective communication, you can't show what you want and need.



That means things won't be accessible to you.



That's why the ADA says you have a right to effective communication.

What ways can the ADA help you get effective communication?

Some services that help people get effective communication are:



- Sign language interpreters



- Captions on videos



- Books on tape



- Papers in braille for blind people



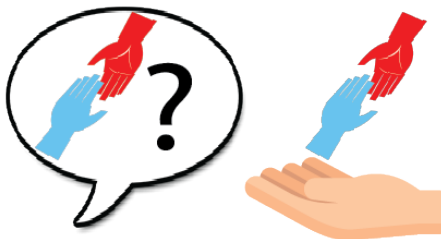
- A computer to type on if you can't speak



Effective communication is part of the whole ADA.



Title 2 says the government has to give you the help you need to communicate.



It says they have to give you the exact kind of help you ask for.



They can only give you a different kind of help if they have a really good reason.



It is like reasonable accommodations in Title 1.



Title 3 says public places have to give you the help you need to communicate

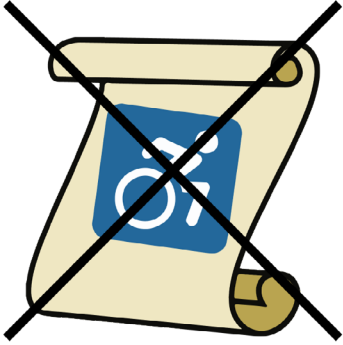


For example, a movie theater has to have captions on their movies.



That makes sure Deaf people can understand the movie.

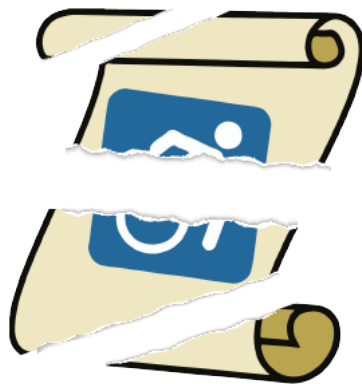
What are some holes in the ADA?



Sometimes, the ADA does not work on certain people or places.



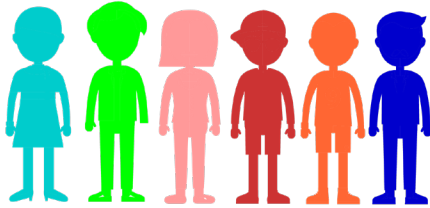
They might not have to follow the ADA.



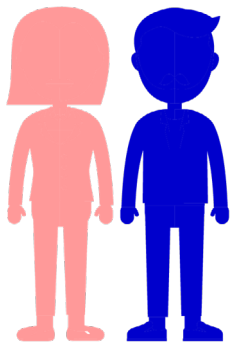
We call these things “holes” in the ADA.

Here are some of the big holes in the ADA:

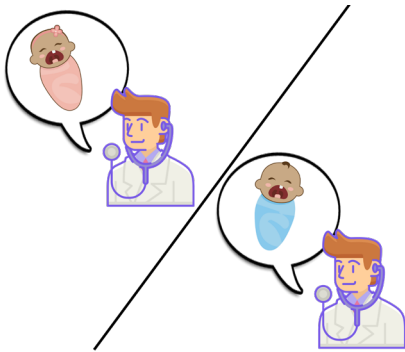
What does the ADA say about transgender people?



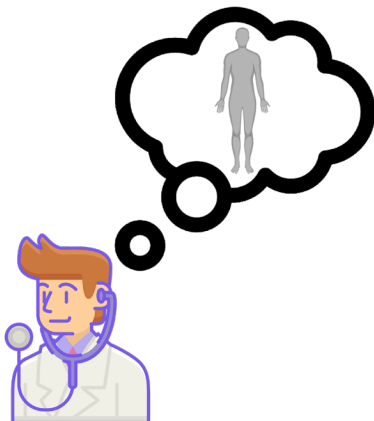
There are lots of different genders.



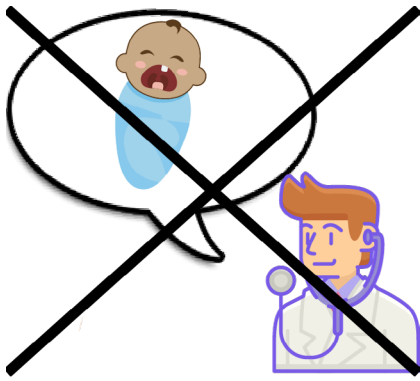
But some people think there are only 2.



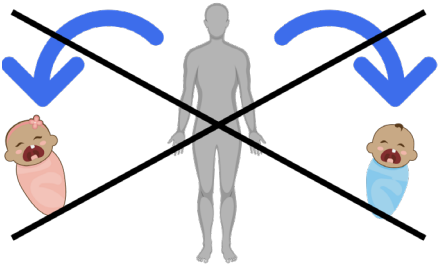
When people are born, the doctor usually says “It’s a boy!” or “It’s a girl!”



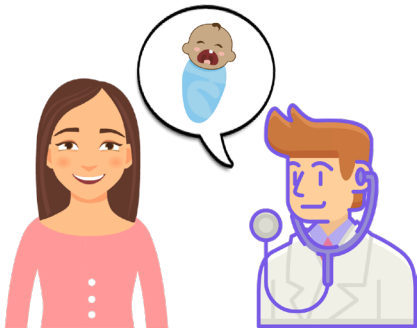
The doctor says this based on what someone’s body looks like.



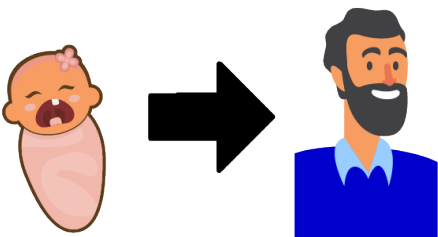
But sometimes the doctor is wrong.



You don't have to be a boy or girl just because of what your body looks like.

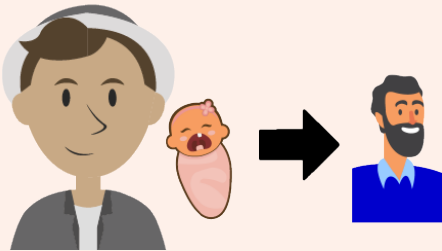


Sometimes, a person who was told she was a boy is actually a girl.

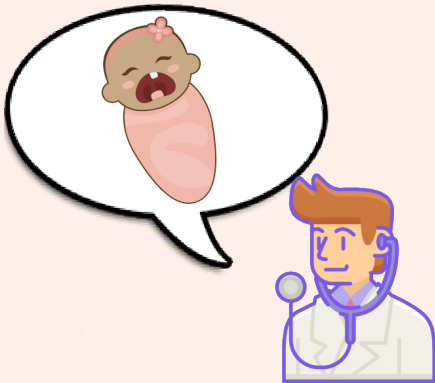


Transgender means your gender is different than people thought when you were born.

For example:



Rowan is transgender.



When Rowan was born, everyone thought he was a girl.



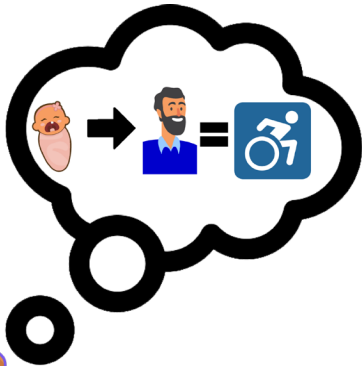
But Rowan knew he was a boy.



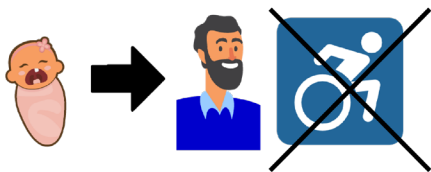
Rowan told people that he was a boy.



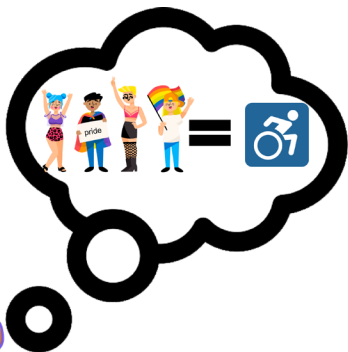
Now, he lives his life as a man.



When the ADA got written, doctors thought being transgender was a disability.



But the ADA said that being transgender doesn't count as a disability.



Doctors also thought being gay, bisexual, or a lesbian was a disability.

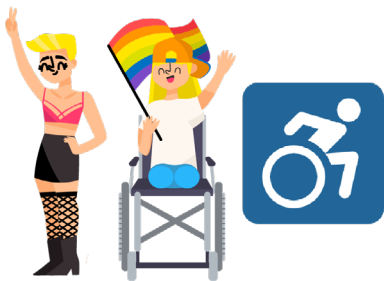




But the ADA said that being gay, bisexual, or a lesbian doesn't count as a disability.



So, these groups didn't get rights from the ADA.



Some gay, bisexual, lesbian, and transgender people also have disabilities.



They still get rights for those disabilities.

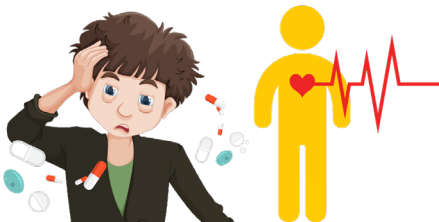
What does the ADA say about substance use disorders?



A **substance use disorder** is when someone takes a lot of drugs.



They take drugs for a long time.



Their body feels like it needs the drugs to stay alive.



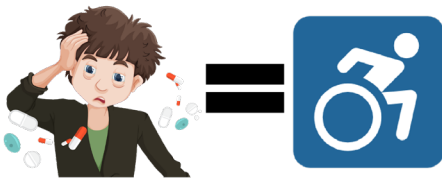
So they keep taking the drugs, even if they want to stop.



Some drugs, like alcohol or cigarettes, are legal.



Other drugs, like cocaine, are against the law.



Doctors say that substance use disorders are a disability.



But the ADA only gives rights to some people with substance use disorders.



It only gives them to people who use legal drugs.



People who use drugs that are against the law don't get ADA rights.



They only get rights if they also have other disabilities.



Recovering is when someone with a substance use disorder stops taking drugs.



But recovering is hard.



They may need lots of help.

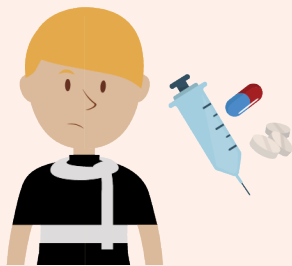


The ADA says that people who are recovering get rights.

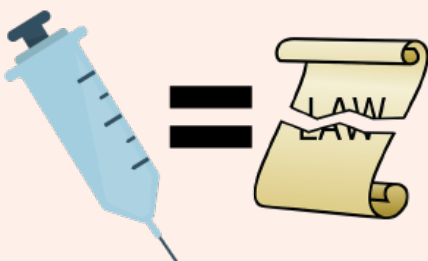


They get rights even if the drugs they used were against the law.

For example:



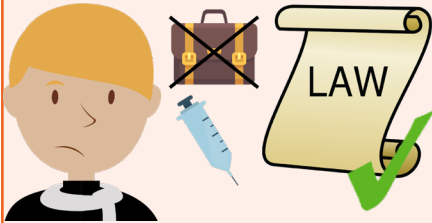
Kathy used to use heroin.



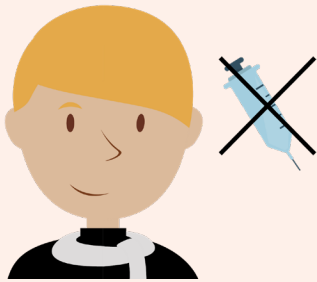
Heroin is a drug that is against the law.



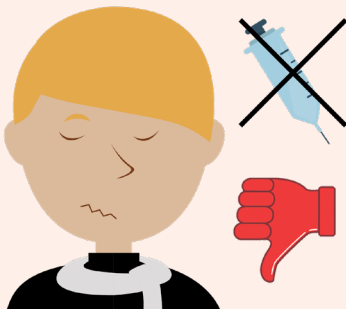
Her old boss fired her for using heroin.



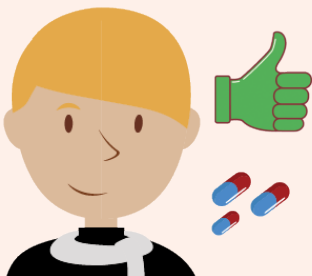
This was not against the law.



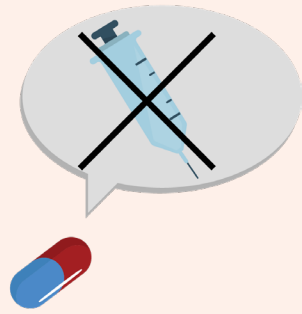
Kathy stopped using heroin.



This made her body feel very bad.



Kathy takes medicine to help her body feel better.



The medicine is called methadone.



Her new boss wants to fire her for taking methadone.



This **is** against the law.

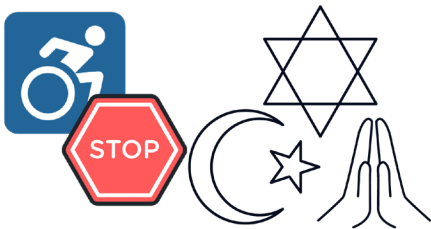
What does the ADA say about religious places?



The ADA does not work for religious buildings or groups.



Places like mosques, churches, or synagogues don't have to be accessible.



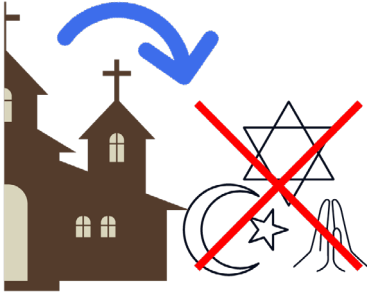
Religious groups can keep you out of their religion because of your disability.



Sometimes, a religious group will share their building with a business.



They might share their building with a daycare or a bookstore.

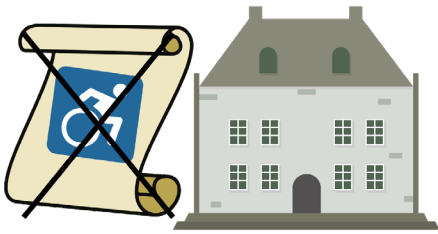


The business isn't religious.

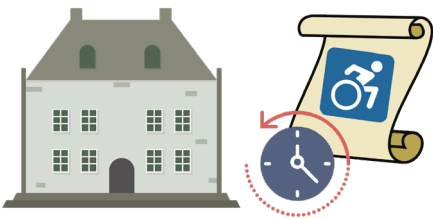


So, their part of the building needs to be accessible.

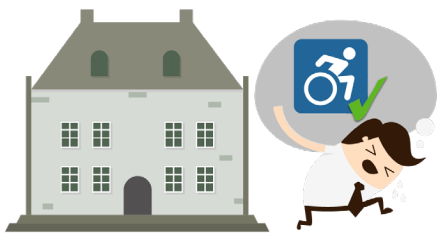
What does the ADA say about old buildings?



The ADA does not work for some old buildings.



Some buildings were built before the ADA.



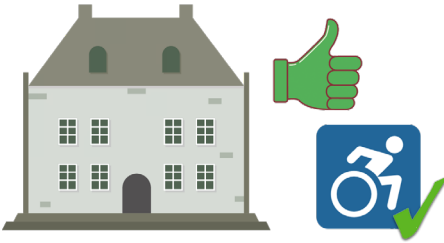
It may be too hard to make them accessible.



So those buildings don't have to be accessible.



But, sometimes old buildings get new parts.

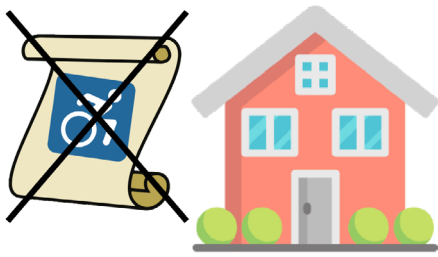


Or, it may be easy to make the building accessible.

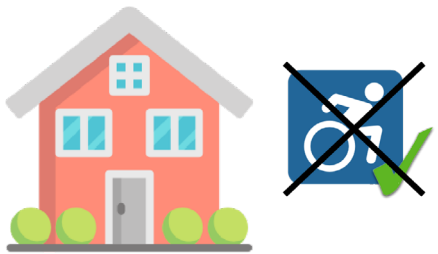


Then, the building has to become accessible.

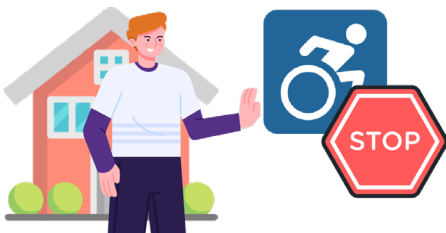
What does the ADA say about private places?



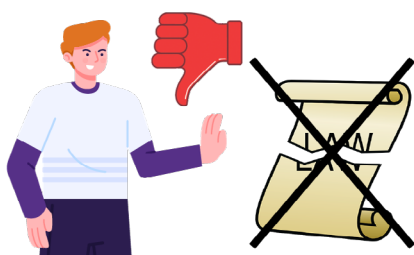
The ADA does not work in private places, like your friend's house.



Your friend's house does not have to be accessible.

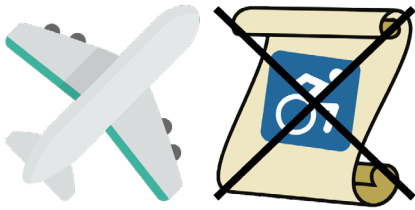


Your friend can choose to not let you in because of your disability.



That would just make them a bad friend. But they wouldn't be breaking the law.

Do airplanes have to follow the ADA?



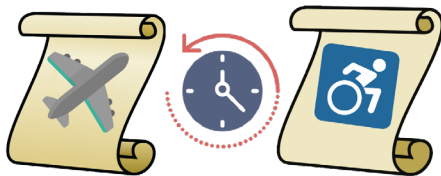
No, they do not!



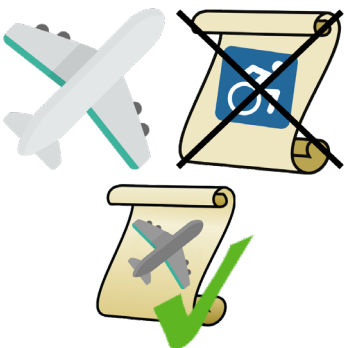
Airplanes follow another law called the **Air Carrier Access Act**.



It says what rights people with disabilities have in airplanes.



That law got made before the Americans with Disabilities Act.



So airplanes do not have to follow the ADA.

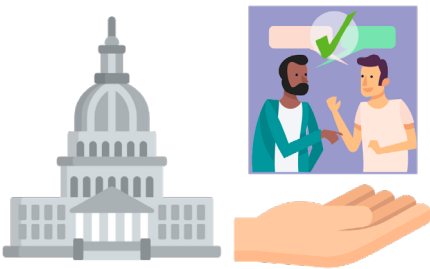
When do Title 2 and 3 not work?



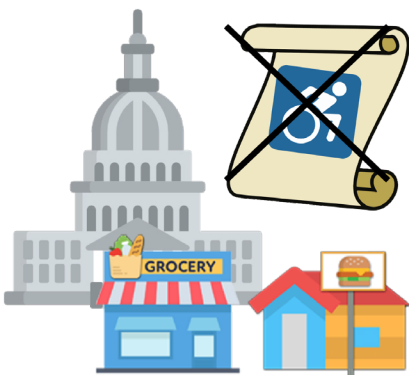
Title 2 says governments have to make things accessible for people with disabilities.



Title 3 says the same thing about public places.



They also say they have to help us get effective communication.



But sometimes, governments and public places don't have to follow the ADA.



This happens if what we need is too hard.



Governments or public places can say helping us would be too hard.

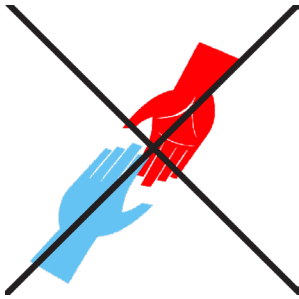
Here are some reasons they might say that:



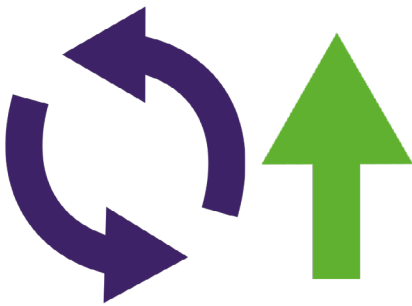
- Because it would cost too much money



- Because it would make the place we need to go less safe



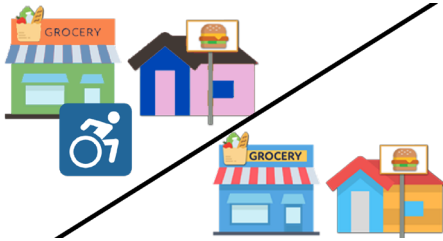
- Because there aren't enough people working there to help us



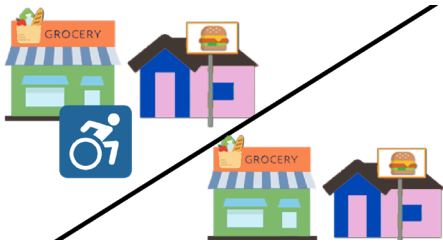
Governments or public places can also say helping us is too big a change.



That means helping us would make the place or service into something different.

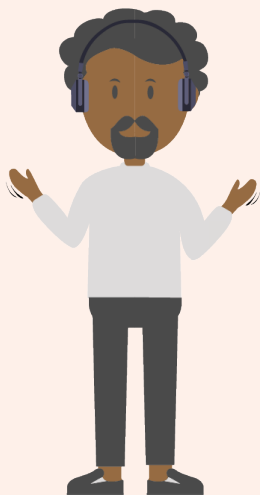


We wouldn't be getting the same things as non-disabled people.



And it might change what non-disabled people get, too.

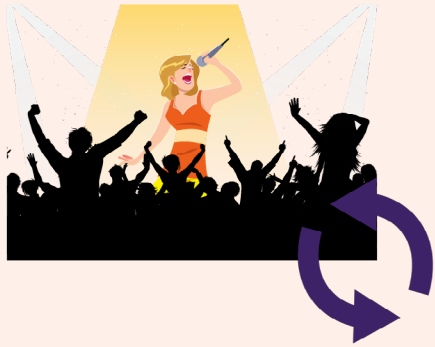
For example:



Tyrie is autistic.



They want to go to a concert.



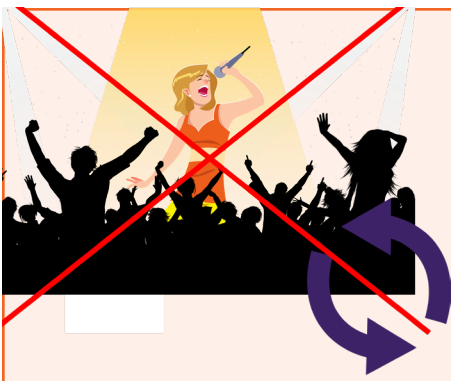
Tyrie needs some changes to make the concert accessible.



They need the music to not be too loud.



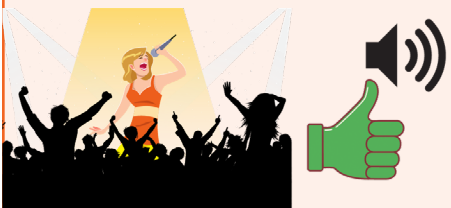
They need the space to not be too crowded.



All these things would change the concert too much.



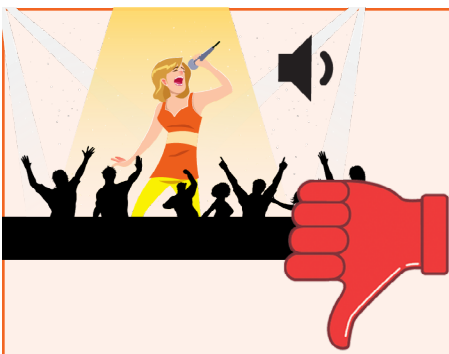
The concert wouldn't be like a concert anymore.



People go to concerts to listen to loud music.



They go to concerts to dance with big crowds of people.



So the people at the concert wouldn't get what they came for.



There is no way to make the concert accessible for Tyrie.

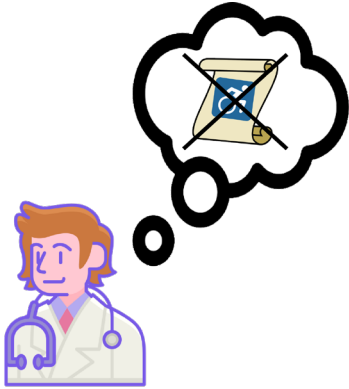


So they decide not to go.



They watch the concert on TV later instead.

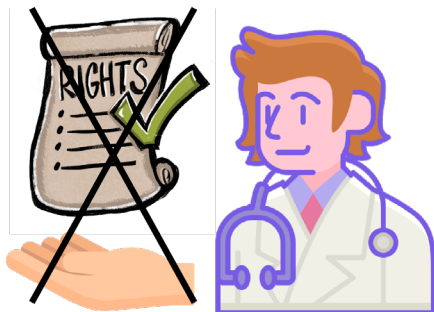
What are the problems with doctors and the ADA?



Sometimes, doctors think they don't need to follow the ADA.



They think they know what is best for people with disabilities.



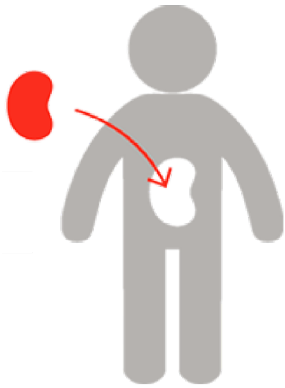
So they might not give us our rights.



One big way that happens is with organ transplants.



An **organ transplant** is when a doctor takes an organ, like a heart, from one person.



Then, they put that organ in a different person.



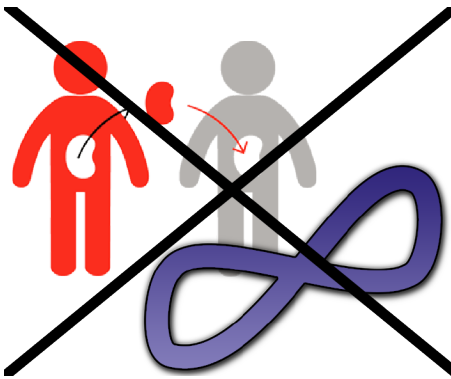
The person getting that organ usually needs it to stay alive.



They might die if they don't get an organ transplant.



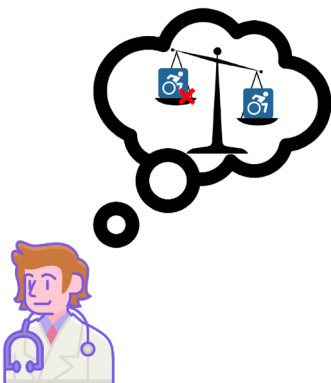
Some doctors think that people with disabilities should not get organ transplants.



There aren't enough organs for everyone to get one.



So doctors might think only non-disabled people should get organs.



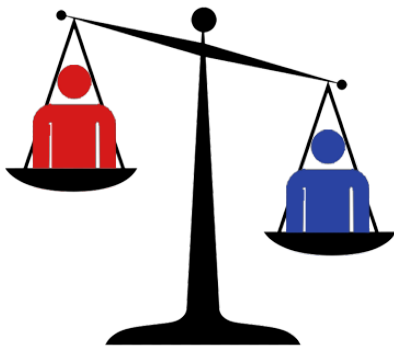
They may think people with disabilities matter less.



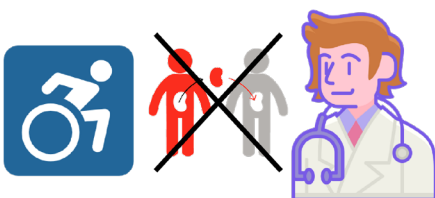
They may think our lives are not worth living.



The ADA says that is against the law.



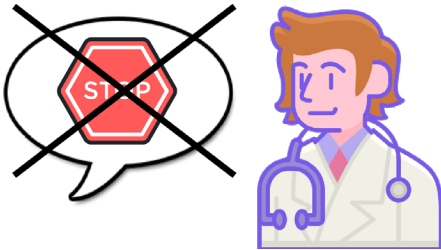
Keeping disabled people from getting organ transplants is discrimination.



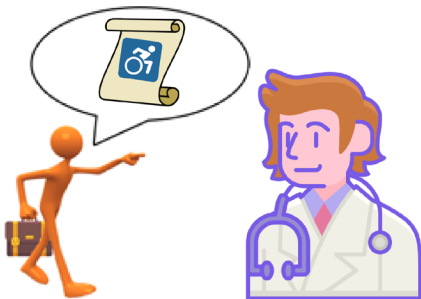
But some doctors keep doing this.



Most people think that doctors know what's best for everyone.



So they don't tell doctors to stop.



ASAN thinks that doctors need to follow the ADA.

What are the problems with the ADA and websites?



There are lots of websites that don't follow the ADA.

Here are some ways websites don't follow the ADA:



- Screen readers don't work on some websites.



So, Blind people can't read those websites.



- Some websites don't have captions on pictures.



Videos might not have subtitles either.



- Captions or subtitles on websites might not make sense.



They get written by a computer and not a person.



The ADA happened before most people used websites.



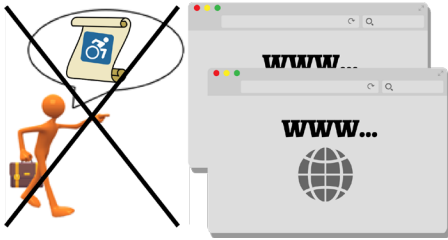
It is hard to know which websites need to follow the ADA.



People asked the courts to help.



Different courts said different things.



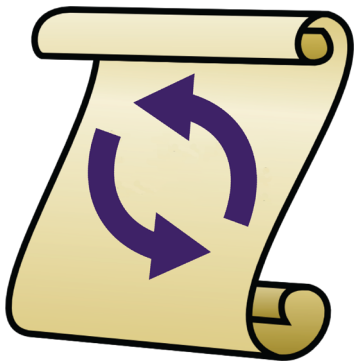
So, a lot of websites don't follow the ADA.



ASAN thinks that all websites need to follow the ADA.

The ADA Amendments

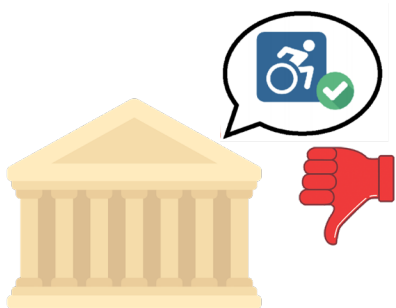
Why did the ADA Amendments Act happen?



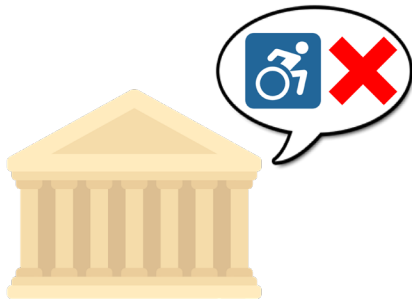
The **ADA Amendments Act** was a list of changes to the ADA.



It changed the ADA in 2008.



Before that, courts were bad at deciding who had a disability.



They told some people they didn't really have disabilities.



So, a lot less people got ADA rights.

How did the ADA Amendments Act fix this?

The ADA Amendments Act did a few things to fix this:



- It made a big list of things that counted as disabilities in the ADA.



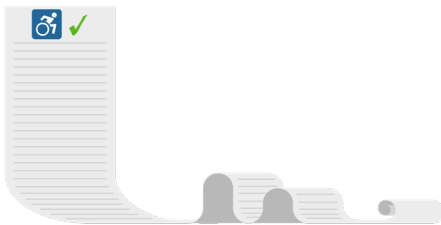
It wasn't a list of disabilities.



It was a list of things that disabilities make it hard to do.



For example: seeing, reading, hearing, breathing, eating, thinking, working...



It was a long list.



It made more things "count" as disabilities.



That means more people get ADA rights!



- It told courts to focus more on discrimination.



- Before, courts spent more time trying to decide who “counted”.



They argued about if someone had a disability or not.



Now, they need to focus on discrimination.



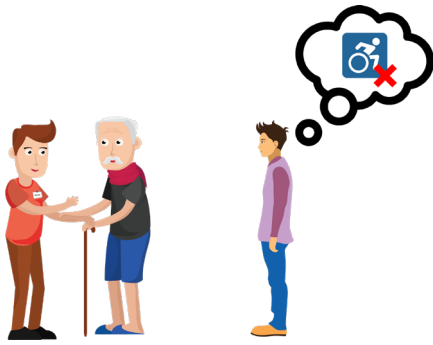
They need to decide if discrimination happened or not.



- Some people with disabilities need help doing things.



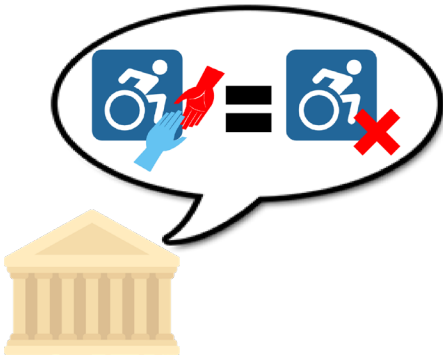
With help, they can do the same things as non-disabled people.



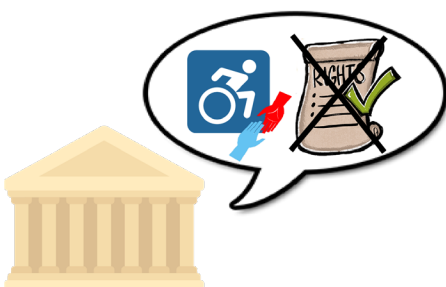
They might even look like they don't have disabilities anymore.



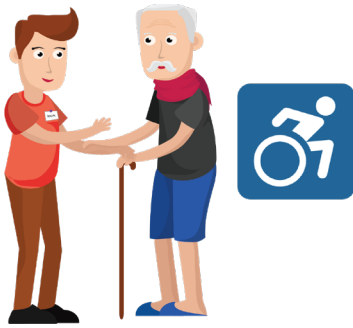
Some courts got confused.



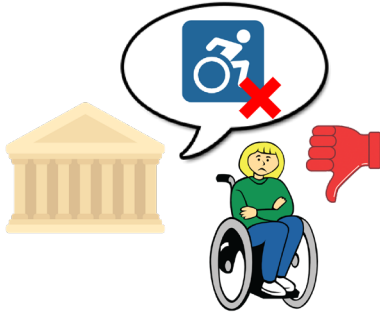
The courts said they didn't actually have disabilities.



The courts said they shouldn't get ADA rights.



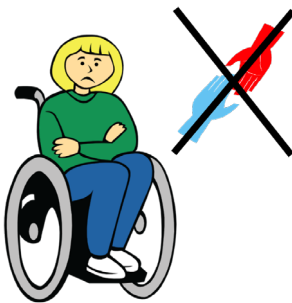
But getting help doesn't take away our disabilities.



When courts said someone didn't have disabilities, it hurt them.



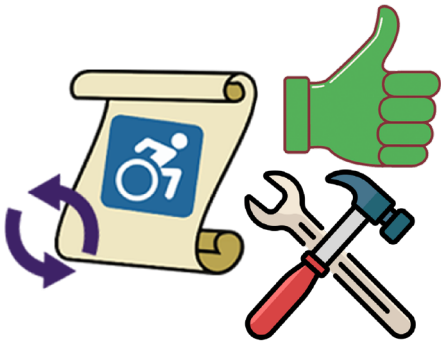
They lost their rights.



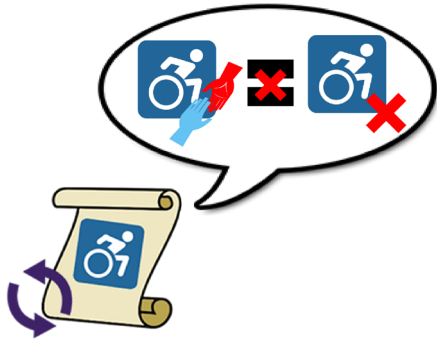
They stopped getting help.



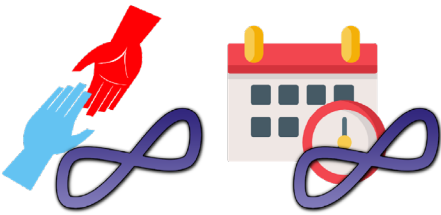
It was a big problem.



The ADA Amendments Act fixed that problem.



It says getting help doesn't take away our disabilities.

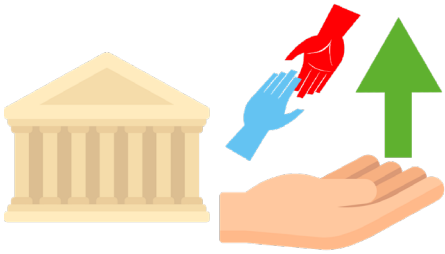


It made sure we can get the same help for as long as we need.

What does the ADA Amendments Act mean for me?



The ADA Amendments Act mostly helps you if you need to go to court.



It means the court might help you more than before.



The ADA Amendments Act made things more fair for some people with disabilities.



It said that more things counted as disabilities.



It made things more fair for people who only have a disability for a short time.



It made things more fair for people who don't always "look" disabled, like autistic people.

What is Olmstead?



Olmstead v. L.C. was a big court case.



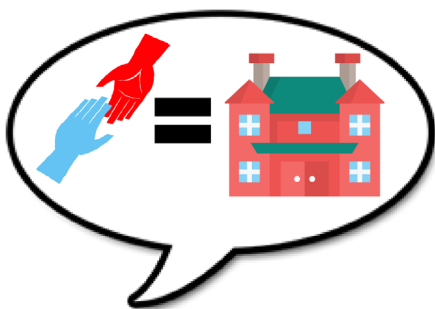
It was about the ADA and living in the community.



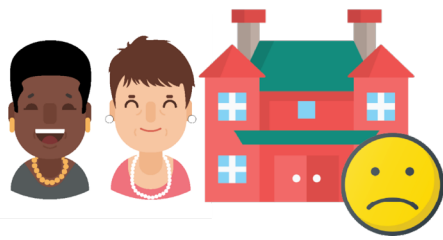
People just call it "Olmstead" for short.



Lots of people with disabilities get forced into institutions to get services.



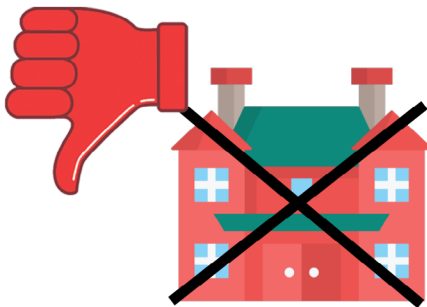
They get told they can only get services in an institution.



In 1999, two women were living in an institution.



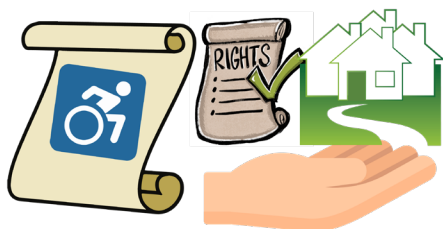
Their names were Lois Curtis and Elaine Wilson.



They didn't want to live in an institution.



They wanted to live in the community.



Lois and Elaine said the ADA gave them the right to live in the community.



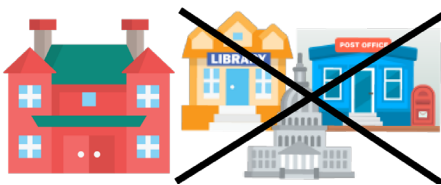
Title 2 of the ADA said that people with disabilities have rights.



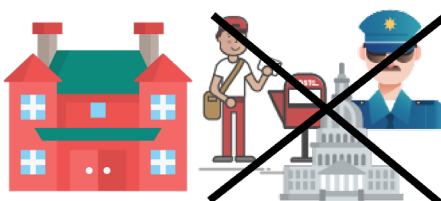
We have the right to go to the same places as non-disabled people.



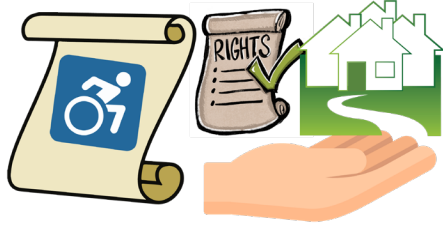
We have the right to get the same services.



But, when we are in institutions, we can't go to the same places.



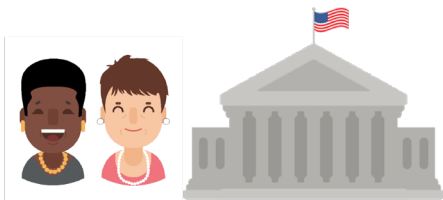
We can't get the same services.



So Lois and Elaine said they had a right to live in the community!



They fought for their rights from the ADA.



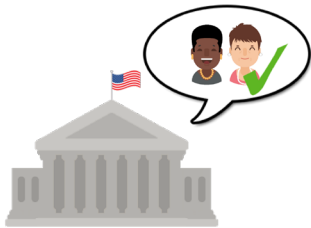
They went to the Supreme Court to fight for their rights.



The **Supreme Court** is the biggest court in the United States.



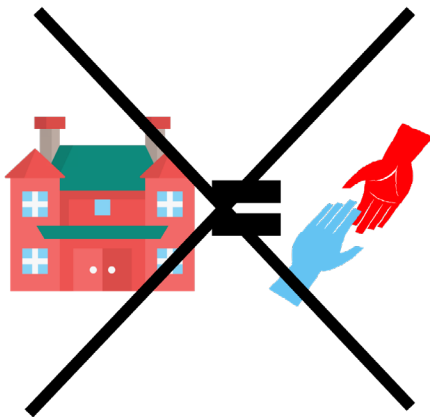
They have the final say on how laws work.



The Supreme Court said that Lois and Elaine were right.



Olmstead means that you have a right to live in the community.



If the government says you can only get services in an institution, they are wrong.



You can get services in the community.



But Olmstead is not a law. It is a court case.



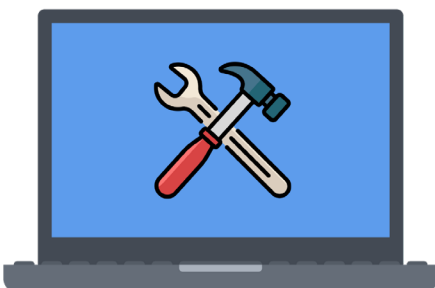
That means you might have to go to court to get your Olmstead rights.



Lots of people are still fighting for their Olmstead rights.



You learn more Olmstead at <https://www.ada.gov/olmstead/index.htm>



The website has tools to help you fight for your rights.