

## Americans with Disabilities Act (ADA)

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Kentucky state government is committed to the full implementation of the Americans with disabilities Act (ADA). It is the policy of the Commonwealth to maximize the full inclusion and integration of people with disabilities in all aspects of employment and all programs, services and activities. The KY Office for the Americans with Disabilities Act website provides information to Kentuckians with Disabilities about their rights and available programs. For more information, visit the KY Office for the Americans with Disabilities Act website at [ada.ky.gov](http://ada.ky.gov) or call (877) 423-2933.

### **The Americans with Disabilities Act is divided into five titles:**

#### **Title I Employment**

Title I, which took effect July 26, 1992, prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions and privileges of employment. The Equal Employment Opportunity Commission (EEOC) offers technical assistance to the public about Title I and takes complaints about violations of Title I (Employment) by state agencies and local government or by private employers. For more information, contact (800) 669-4000 or (800) 669-6820 (TDD) or visit their website: [eeoc.gov](http://eeoc.gov).

The U.S Department of Labor/Office of Disability Employment Policy provides information on employment issues and the ADA for individuals with disabilities. For more information, contact (866) 633-7365 or visit their website: [dol.gov/odep](http://dol.gov/odep)

#### **Title II State & Local Governments**

Subtitle A is intended to protect qualified individuals with disabilities from discrimination on the basis of disability in the services, programs, or activities of all State and local governments. It additionally extends the prohibition of discrimination on the basis of disability established by section 504 of the Rehabilitation Act of 1973, as amended, to all activities of State and local governments, including those that do not receive Federal financial assistance. By law, the Department of Justice's title II regulation adopts the general prohibitions of discrimination established under section 504, and incorporates specific prohibitions of discrimination from the ADA. For more information regarding Title II, contact the Department of Justice (800) 514-0301 (Voice) (800) 514-0383 (TDD) or visit their website: [ada.gov](http://ada.gov).

Subtitle B is intended to clarify the requirements of section 504 for public transportation entities that receive Federal financial assistance. Also it extends coverage to all public entities that provide public transportation, whether or not they receive Federal financial assistance. It establishes detailed and complex standards for the operation of public transit systems, including commuter and intercity rail (AMTRAK). The Department of Transportation is responsible for the implementation of the second subtitle of Title II and issued a regulation implementing that subtitle. For more information concerning the transportations provisions of Title II and Title III of the ADA, contact (888) 446-4511 or visit their website: [transit.dot.gov](http://transit.dot.gov)

#### **Title III Public Accommodations**

The purpose of this part is to implement title III of the Americans with Disabilities Act of 1990 (42 U.S.C. 12181), which prohibits discrimination on the basis of disability by public accommodations and requires places of public accommodation and commercial facilities to be designed, constructed, and altered in compliance with the accessibility standards established by this part. The US Architectural and Transportation Barriers Compliance Board or the ACCESS Board offers technical assistance to the public on the ADA Accessibility Guidelines or ADAG. For documents or questions, call (800) 872-2253 (voice) (800) 993-2822 (TTY) or visit their website: [access-board.gov](http://access-board.gov).

## Title IV Telecommunications

Title IV of the ADA amends the Communications Act of 1934 to require that telephone companies provide telecommunication relay services. The relay services must provide speech-impaired or hearing-impaired individuals who use TDD's (Telecommunication Device for the Deaf) or other non-voice terminal devices opportunities for communication that are equivalent to those provided to other customers. Also covered under ADA Title IV are Closed Captioning services; namely, televisions 13 inches or more in size must have closed captioning capabilities. The Federal Communications Commission offers technical assistance to the public concerning Title IV of the ADA. For questions, contact (888) 225-5322 (Voice) or (888) 835-5322 (TDD) or visit their website: [fcc.gov](http://fcc.gov).

## Title V Miscellaneous

Title V of the ADA contains supplemental regulations that are not explicitly covered in other parts of the ADA. Some of the topics can include but are not limited to: Coverage under congress, Attorney's Fees, Other Federal & State Laws, and Retaliation. US Department of Justice operates a toll free information line to provide information and publications to the public about requirements for the ADA. To obtain general information, answers for technical questions, order ADA documents or ask about filing a complaint, contact (800) 514-0301 (Voice) (800) 514-0383 (TDD) or visit their website: [ada.gov](http://ada.gov).

## National, State and Local Resources

- Disability Rights Education and Defense Fund (DREDF) offer an ADA hotline for answering inquiries concerning ADA issues contact (510) 644-2555 V/TDD or visit their website: [dredf.org](http://dredf.org)
- Equal Employment Opportunity Commission in Louisville is the local contact for the Federal EEOC. For more information, contact (502) 582-6082 or (800) 669-4000 or visit their website: [eeoc.gov/louisville/index.htm](http://eeoc.gov/louisville/index.htm)
- The Job Accommodations Network (JAN) is a free telephone consulting service on reasonable accommodation, contact (800) 526-7234 (Voice & TDD) or visit their website: [jan.wvu.edu](http://jan.wvu.edu)
- Project Action through Easter Seals offers technical assistance to the public concerning the transportation provisions of Title II & Title III of the ADA. For information, contact (800) 659-6428 (voice) or visit their website [projectaction.org](http://projectaction.org)
- Protection and Advocacy provides assistance in protecting the rights of individuals with disabilities. For more information, contact (800) 372-2988 (Voice & TTY) (502) 564-2967 (Voice) or visit their website: [kypa.net](http://kypa.net)
- Southeast Disability & Business Technical Assistance Center (SEDBTAC), funded by NIDDR, provides technical assistance to the southeast region, contact (800) 949-4232 (voice & TTY) or visit their website: [sedbtac.org](http://sedbtac.org)

## Other ADA Related Resources

- Center for Universal Design: [projects.ncsu.edu/ncsu/design/cud](http://projects.ncsu.edu/ncsu/design/cud)
- Information and technical assistance on the Americans with Disabilities Act is available: [usdoj.gov/crt/ada/adahom1.htm](http://usdoj.gov/crt/ada/adahom1.htm)
- For information on Fair Housing, visit the HUD website: [hud.gov/program\\_offices/fair\\_housing\\_equal\\_opp](http://hud.gov/program_offices/fair_housing_equal_opp)
- National ADA Technical Assistance Program (ADA) PAC:
- National Center on Accessibility: [ncaonline.org](http://ncaonline.org)

**For more information contact the KATS Network (800) 327-5287 or [katsnet.org](http://katsnet.org)**