

Americans with Disabilities Act (ADA) What, Why, How

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Office of ADA Compliance
& Accessibility



What is the Americans with Disabilities Act (ADA)?



- Federal Civil Rights Law
- Enacted in 1991
- Prohibits discrimination on the basis of disability in all services, programs and activities provided or made available by the City

Disability Defined

“Actual Disability”

- A physical or mental impairment that substantially limits one or more major life activities.

“Record of”

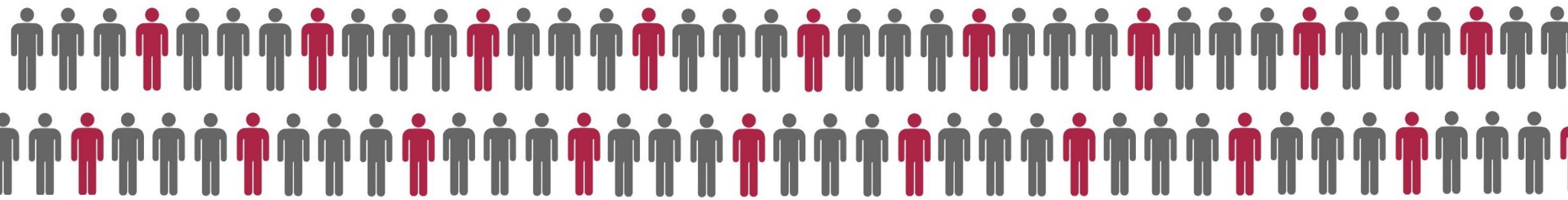
- A record of such an impairment.

“Regarded as”

- Being regarded as having, or having had, such an impairment.

26%

of adults in the United States has a disability¹



40%

of adults over 65 years old have a disability²

How Does the City Comply?

Provide Physical Access



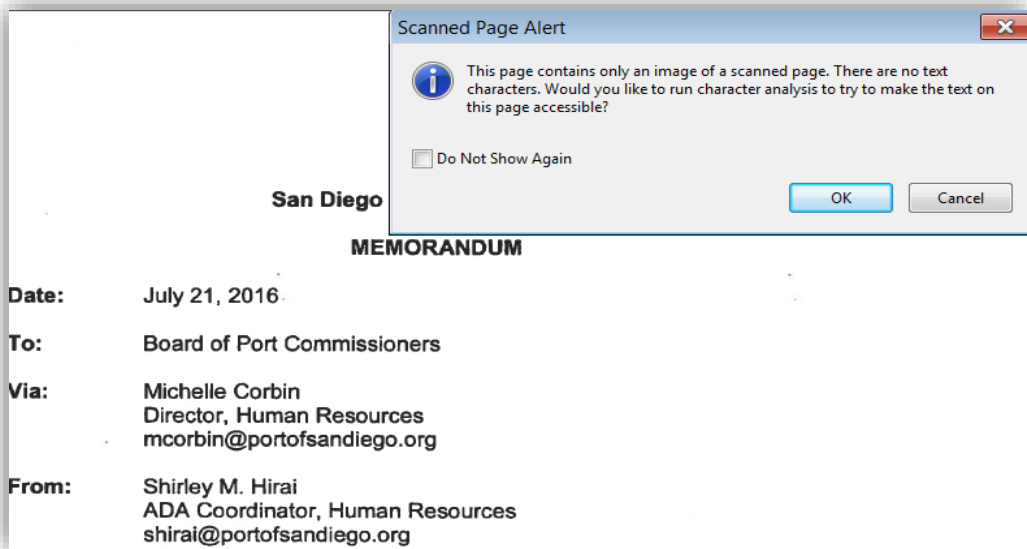
How Does the City Comply?

Provide Programmatic Access



How Does the City Comply?

Provide Accessible Documents



The screenshot shows a document titled "San Diego MEMORANDUM" with a "Scanned Page Alert" dialog box overlaid. The dialog box contains the following text: "This page contains only an image of a scanned page. There are no text characters. Would you like to run character analysis to try to make the text on this page accessible?" Below this text is a checkbox labeled "Do Not Show Again" which is currently unchecked. At the bottom of the dialog box are "OK" and "Cancel" buttons. The document text below the dialog box is as follows:

Date: July 21, 2016
To: Board of Port Commissioners
Via: Michelle Corbin
Director, Human Resources
mcorbin@portofsandiego.org
From: Shirley M. Hirai
ADA Coordinator, Human Resources
shirai@portofsandiego.org

Provide Alternative Communication



“ADA Compliance Required”

– Ralph M. Brown Act

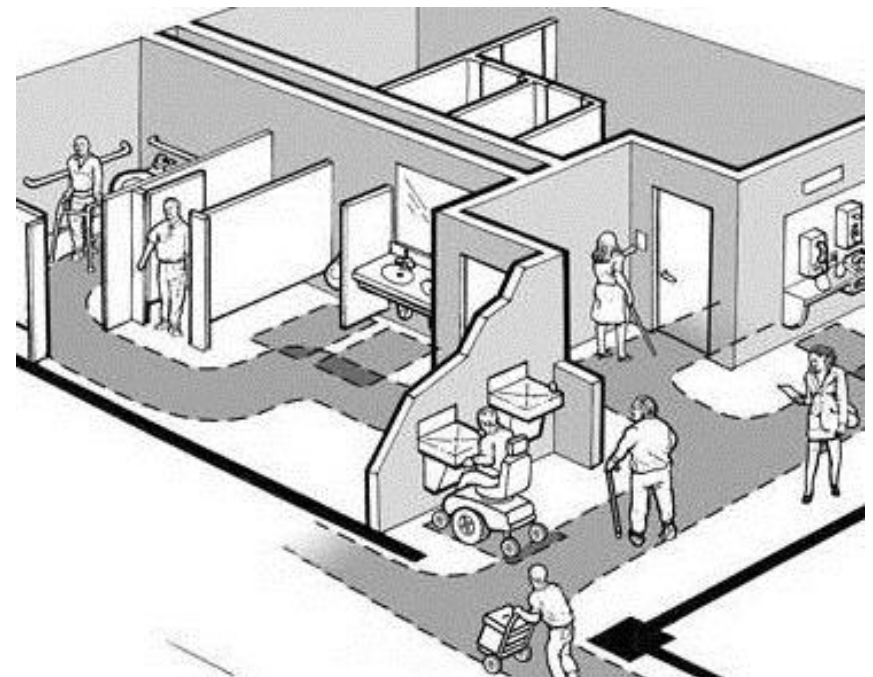
“All meetings of a legislative body of a local agency that are open and public shall meet the protections and prohibitions contained in...ADA.”





How do you comply?

Ensure Meeting Location is Accessible.





How do you comply?

Provide Reasonable Modifications to policies and procedures.





How do you comply?

**Provide Effective Communication,
when requested, for free.**



Service Animals

A service animal is **Any Breed Dog** trained to **Do Work or Perform Tasks** for a person with a disability



Service Animals



Service Animals

You Can Only Ask Two Questions:



Is the dog a service animal
required because of a
disability?



What work or task has the
dog been trained to perform?

Service Animals

Do Not



Ask questions about the person's disability



Request for the dog to perform the work or task



Watch Your Language!

DO NOT USE:

INSTEAD USE:

Afflicted.....	Has
Cerebral Palsied.....	Person with/has...
Confined to a Wheelchair.....	Uses a wheelchair
Crippled.....	Person w/a disability
Handicapped.....	Person w/a disability
Suffers From.....	Person with/has
Victim.....	Victim
Wheelchair Bound.....	Uses a wheelchair
Mental Retardation.....	Intellectual Disability
Midget.....	Little person
Normal person.....	Person w/out a disability



Resources

Information and Technical Assistance
on the Americans with Disabilities Act
United States Department of Justice, Civil Rights Division

www.ada.gov

Office of ADA Compliance and Accessibility
City of San Diego

www.sandiego.gov/ADACompliance

Deaf Community Services (Sign Language Interpreting)

www.deafcommunityservices.org/interpreter-request