

Americans with Disabilities Act

University of Louisiana at Monroe
ADA Policy

Americans with Disabilities Act

- The ADA of 1990 provides people with disabilities access to:
 - Employment
 - Public Accommodations
 - Public Service
 - Transportation
 - Telecommunications

The ADA is not an affirmative action bill

Americans with Disabilities Act

- The ADA defines a person disabled if the following criteria are met:
 - A physical or mental impairment substantially limiting one or more major life activities
 - Mobility, hearing or vision impairments, AIDS, mental disorders, etc.

Americans with Disabilities Act

- Under the ADA employees are assured:
 - Federal Civil Rights Protection
 - Employers can not prohibit them from jobs, services and activities or benefits
 - Applicants must meet qualifications needed for the job, program, or activity being sought
 - Applicants must be able to perform the essential functions of the job

Americans with Disabilities Act

- There are five provisions for the ADA:
 - Employment (Title I)
 - Public Services & Transportation (Title II)
 - Public Accommodations (Title III)
 - Telecommunications (Title IV)
 - Other Provisions (Title V)

Americans with Disabilities Act

- Requesting Accommodations
 - Applications are available from the Department of Human Resources

Americans with Disabilities Act

- Grievance Procedures
 - Prepare a written statement
 - Detail the allegations
 - Deliver statement to appropriate administrator
 - EEO Coordinator
 - Vice President for Business Affairs
 - Vice President for Academic Affairs
 - Dean for Student Affairs