What is the ADA? The Americans with Disabilities Act

When was it signed? 1990

|  | **Reading A** | **Reading B** | **Reading C** | **Reading D** |
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| **Area of Focus** | Employment | Public Services | Public Accommodations | Telecommunications |
| **Requirements** | Employers must reasonably accommodate employees with disabilities and cannot discriminate against them. | State and local governments must offer accessibility to those with disabilities on public forms of transportation. | Public places must offer accessibility to those with disabilities. They must also remove architectural and communication barriers. | Tech advancements must be made for those with visual and hearing impairments. |
| **Challenges faced prior to the ADA** | People could be denied jobs or promotions or even fired because of their disability, even if they were the most qualified. | Those with physical impairments couldn’t ride buses, trains, taxis, planes, etc. They were limited in their ability to travel. | Many individuals were denied access because of their disabilities to common public areas like stores, restaurants, museums, and more. | Close captioning wasn’t widely used, and there weren’t options for effective communication with those with visual and hearing disabilities. |
| **How has the ADA met those challenges?** | It protects individuals who might have been discriminated against and gives them equal opportunities for advancement and hire. | It requires that the means to travel be available to all persons, despite their disability. | Now businesses must provide things like elevators or ramps, and individuals with hearing or vision impairments can also have accommodations. | The Telecommunication Device for Deaf Persons (TDD) must be available for any who needs it and closed captioning must be placed on all public service announcements. |
| **How does this connect to the promises outlined in the Declaration of Independence?** | Those with disabilities have the same rights as anyone else and should be afforded the same equality as any other when pursuing careers and their treatment in the workplace. | Those with disabilities have the same rights as anyone else and should be afforded the same equality as any other. No one should be bound to their location because public transportation cannot service them. | Those with disabilities have the same rights as anyone else and should be afforded the same equality as any other. No one should be bound to their location because public locations cannot service them. | Those with disabilities have the same rights as anyone else and should be afforded the same equality as any other. No one should be denied communication based on hearing or visual disabilities. |