

ADA / Americans with Disabilities Act

The ADA is...

A federal civil rights law. It protects people from disability discrimination by the government, schools, employers, and anyone who offers goods and services to the public.

The ADA covers...

People of all ages who have a physical or mental disability that substantially limits a major life activity.

People with disabilities have the right to...

Reasonable accommodations so they can have equal access to different areas of life. Accommodations can be anything from a wheelchair ramp to written text being available in an audio format. But an accommodation isn't required if it causes an **undue burden** or a **fundamental alteration** to what a school, program, or business is offering. It has to be **reasonable**.

Open or offered to the public

It applies to anyone who offers goods or services to the public, like stores, hotels, and museums. This includes websites. It doesn't apply to religious organizations or private clubs.

Schools

The ADA applies to nearly all public and private schools, except for some religious schools. Other federal laws may give students even more rights.

Workplaces

The ADA applies to businesses with 15+ employees. But it doesn't guarantee a job. Employees must still be qualified for a position.

Experienced disability discrimination?

If you believe you've been discriminated against because of a disability, visit ADA.gov to learn how to file a complaint.