

Americans with Disabilities Act

WCMCA HEAD START ADA ORIENTATION

What is
covered by
the ADA?

The Americans with Disabilities Act gives civil rights protection to individuals with disabilities that are like those provided to individuals on the basis of race, sex, national origin and religion.

Equal Rights in...

- **Employment**
- **Public Accommodations**
- **Transportation**
- **State and Local Government Operations**
- **Telecommunications Relay Services**

Employment:

Accommodates
qualified applicants
unless an undue
hardship would result.



Public Accommodations

Auxiliary aids and services must be provided

New construction must be accessible.

- Bathrooms
- Telephones
- Drinking fountains
- Elevators

Covers locations such as...

- **Retail stores**
- **Museums**
- **Libraries**
- **Parks**
- **Private schools**
- **Day care centers**

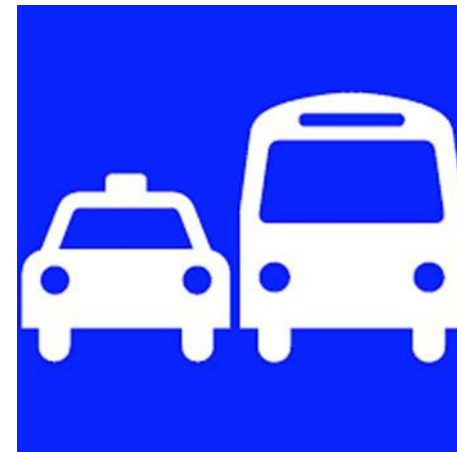
Transportation:

Public bus systems

Public rail systems

Privately operated bus and van companies

- Comparable transit for persons with disabilities
- Stations must be accessible



Government:

State and Local Governments may not discriminate against qualified individuals with disabilities

All government facilities, services and communications must be accessible.

Telecommunications Relay Services

Companies offering telephone service to the general public must offer telephone relay services to individuals who use telecommunications devices for the deaf (TDD's) or similar devices.

ADA:
Impacting
Education



Section 504

of the Rehabilitation Act of 1973

No otherwise qualified individual with a disability in the United States...shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving **Federal** financial assistance...

Title II and Education

Section 504
combined with
**Title II (state
and local level)**
protects
students in the
following areas
of educational
service...

- **Student Placement**
- **Evaluation and Placement Procedures**
- **Educational Setting**
- **Reevaluations**

Child Placement

Prohibit discriminatory placement of children with disabilities to segregated classes.

Evaluation and Placement Procedures

Before placing children with disabilities in any educational program, schools must evaluate carefully each child's skills and special needs. Federal requirements provide standards for proper evaluations and placement procedures.

Educational Setting

Law requires that children with disabilities be educated along with typically development children to the maximum of their development.

Reevaluations

Schools must conduct periodic reevaluations of all children with disabilities prior to making a change in program.

Individualized Education Program (IEP)

Individuals with Disabilities Education Act (IDEA) requires schools to develop an IEP for each eligible student with disabilities.

An IEP that meets the requirements of the IDEA also fulfills the requirements of Section 504 and Title II of the ADA.

Procedural Safeguards

The following protects parents during the IEP process...

Must establish procedures to allow parents to challenge

- Evaluations

- Placement procedures

- Decisions

Requires parent/guardian notification of any evaluation of placement action, and that they be allowed to examine child's records.

Non-academic services

Students with disabilities may not be excluded from extracurricular activities and nonacademic services.

Discrimination in counseling practices is prohibited.

Questions

For specific questions regarding ADA or program policies contact your Head Start Supervisor or WCMCA Human Resources

