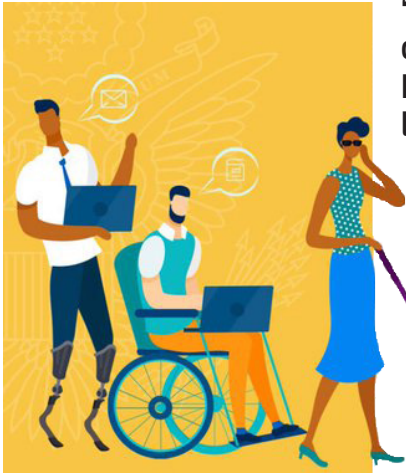


NATIONAL DISABILITY INDEPENDENCE DAY

07-26-2022



“National Disability Independence Day on July 26th commemorates the signing of the Americans with Disabilities Act (ADA) on July 26, 1990.”¹ “This civil rights law made it illegal to discriminate against people with disabilities in areas like employment, transportation, public accommodation, communications, and access to state and local government programs/services.”² Since 1990, the ADA has transformed American society, guaranteeing that people with disabilities have the same opportunities as everyone else to enjoy employment opportunities, purchase goods and services, and participate in state and local government programs.

“The ADA was modeled after the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin. The ADA is an equal opportunity law for people with disabilities.”³

The ADA broke down barriers that individuals with disabilities faced every day and opened doors to them that had previously been closed. Soon narrow doors and small bathrooms stalls, barriers for those in wheelchairs, became accessible as doors widened and stalls were enlarged. Braille signs and crosswalks for those with poor eyesight also became part of the growing change to give access and to individuals afflicted with various disabilities.¹

“Under the ADA, you have a disability if you have a physical or mental impairment that substantially limits a major life activity. The ADA also protects you if you have a history of such a disability, or if an employer believes that you have such a disability, even if you don’t. To be protected under the ADA, you must have, have a record of, or be regarded as having a substantial, as opposed to a minor, impairment. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, walking, breathing, performing manual tasks, caring for oneself, learning or working.”⁴

For more information on the ADA and its five titles, please visit:

<https://adata.org/learn-about-ada> UAW-FORD DIVERSITY DIGEST | JULY 2022



Employment



Public Service



Public Accommodations



Telecommunications



Miscellaneous Provisions

ADA 32

★ ★ ★ ★ ★
★ 1990 - 2022 ★
★ ★ ★ ★ ★

Americans with Disabilities Act

Celebrate the ADA! July 26, 2022

Sources: 1. <https://nationaldaycalendar.com/national-disability-independence-day-july-26/>
2. <https://www.diversityresources.com/july-2022-diversity-calendar/>
3. <https://beta.ada.gov/> and 4. <https://www.eeoc.gov/laws/guidance/your-employment-rights-individual-disability>
Photo sources: Top left: Shutterstock, Bottom right: adaanniversary.org
Titles: <https://www.vgm.com/communities/us-rehab/celebrating-30-years-of-ada/>

