

The Americans with Disabilities Act and Your Rights

The Americans with Disabilities Act (ADA) talks about some of the rights you have in the community and at a job.

- The ADA talks about *discrimination*.
- *Discrimination* means treating someone differently or unfairly just because of some group the person belongs to.
- The ADA talks about discrimination against people *because* they have a disability.
- The ADA says discrimination based on disability is wrong.
- The ADA says people with disabilities should be able to go to the same places in the community as people who do not have a disability—places like shopping malls, restaurants, community centers, and on buses and trains.
- The ADA says people with disabilities should have the same chance for a job that people without disabilities have.
- The ADA says your boss cannot discriminate against you while you are working.
- The ADA says you have rights if you are arrested.
- The ADA helps you know what you can do if you think discrimination is happening to you because of your disability.

Where to get information about ADA:

Disability and Business
 Technical Assistance Center
www.adata.org
 1-800-949-4232

The Arc National Headquarters
 1010 Wayne Avenue, Suite 650
 Silver Spring, MD 20910
 1-800-433-5255
www.thearc.org

Source: This information is adapted from draft copies of the “The ADA Training Program for Self-Advocates,” “Know Your Rights If You Get Arrested,” and “ADA Help Checklist” written by The Arc (National Headquarters) and from “The Americans with Disabilities Act (ADA) and Working” and “The Road to Opportunity” published by The Arc and The Great Lakes Disability and Business Technical Assistance Center.

Rights and Responsibilities



RIGHT:

To choose when and what type of exercise to do

RESPONSIBILITY:

Participate in developing a plan as to what you are going to do and when.



RIGHT:

To speak up and express your own ideas

RESPONSIBILITY:

Know what you want. Speak up for yourself instead of complaining.



RIGHT:

To own your own things

RESPONSIBILITY:

Keep your things in a safe place and in good condition.



RIGHT:

To have privacy

RESPONSIBILITY:

Respect the rights of others while you are alone.



RIGHT:

To make your own food choices and express what you like.

RESPONSIBILITY:

Understand the pros and cons of your choices. Understand how your choices affect other people and respect their rights.

Sutton, E., Heller, T., Sterns, H.L., Factor, A., & Miklos, S. (1993). *Person-centered planning for later life: A curriculum for adults with mental retardation*. Akron, Ohio: Rehabilitation Research and Training Center on Aging with Mental Retardations, the University of Illinois at Chicago and the University of Akron.

Rights and Responsibilities



RIGHT: To do things in the community

RESPONSIBILITY: *Act according to the rules and dress appropriately.*



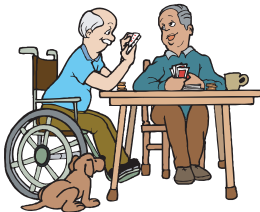
RIGHT: To be safe

RESPONSIBILITY: *Know how to stay safe. Don't harm other people.*



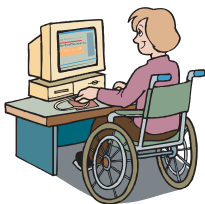
RIGHT: To choose your health care provider

RESPONSIBILITY: *Participate in choosing health care providers you like to see.*



RIGHT: To visit and spend time with your family and friends

RESPONSIBILITY: *Respect the rules of other people's homes. Help out when needed.*



RIGHT: To have a job

RESPONSIBILITY: *If you don't have a job, prepare for the job you want by finding the support you need to look for a job.*

If you have a job, be on time, do not be absent, do good work, and dress professionally.

Rights and Responsibilities

**RIGHT:**

To have your own room or your own space

RESPONSIBILITY:

Take care of your room or your space yourself.

**RIGHT:**

To live in a neighborhood

RESPONSIBILITY:

Take care of the place where you live.

**RIGHT:**

To have intimate relationships

RESPONSIBILITY:

Make sure you know the other person, you are both safe, and you both agree.

**RIGHT:**

To vote

RESPONSIBILITY:

Know as much as you can about the people who are running for office.

**RIGHT:**

To go to a church, synagogue, or temple

RESPONSIBILITY:

Find out when the services are. Commit yourself to spending time going to services. Act according to the rules.