



WESTCHESTER INSTITUTE FOR  
HUMAN DEVELOPMENT

# A GLANCE INTO

# The Americans with Disabilities Act Of 1990.

## Transition Conference 2025

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# Session Goals For Today:

1. What is the Americans with Disabilities Act.
2. The History of The Americans with Disabilities Act of 1990.
3. Leaders of The Americans with Disabilities Act
4. What are five main parts of the Americans with Disabilities Act.
5. How can the Americans with disabilities help a person in their everyday life.



Definitions of Americans with Disabilities Act;

THE AMERICANS WITH DISABILITIES ACT OF 1990 IS A LAW THAT HELPS MAKE SURE EVERYONE, INCLUDING PEOPLE WITH DISABILITIES, IS TREATED FAIRLY AND HAS THE SAME CHANCES TO DO THINGS AS ANYONE ELSE. IT MEANS BUILDINGS, SCHOOLS, AND JOBS NEED TO BE ACCESSIBLE AND THAT PEOPLE SHOULD NOT BE TREATED DIFFERENTLY JUST BECAUSE THEY HAVE A DISABILITY. FOR EXAMPLE, IT MAKES SURE THERE ARE RAMPS FOR WHEELCHAIRS AND THAT PEOPLE WITH DISABILITIES CAN USE PUBLIC PLACES JUST LIKE EVERYONE ELSE.



# The History of The Americans with Disabilities Act Life before and life after the passage in 1990.



**"NOTHING  
ABOUT US,  
WITHOUT US"**

# A TIMELINE OF DISABILITY LEGISLATION.

**ADA Is Signed:  
July 26th**

**1990**

**Title I, II, III, &  
IV Made Law**

**1991**



**ADA  
Amendments  
Signed**

**2008**

**35th Anniversary  
of ADA**



**2025**

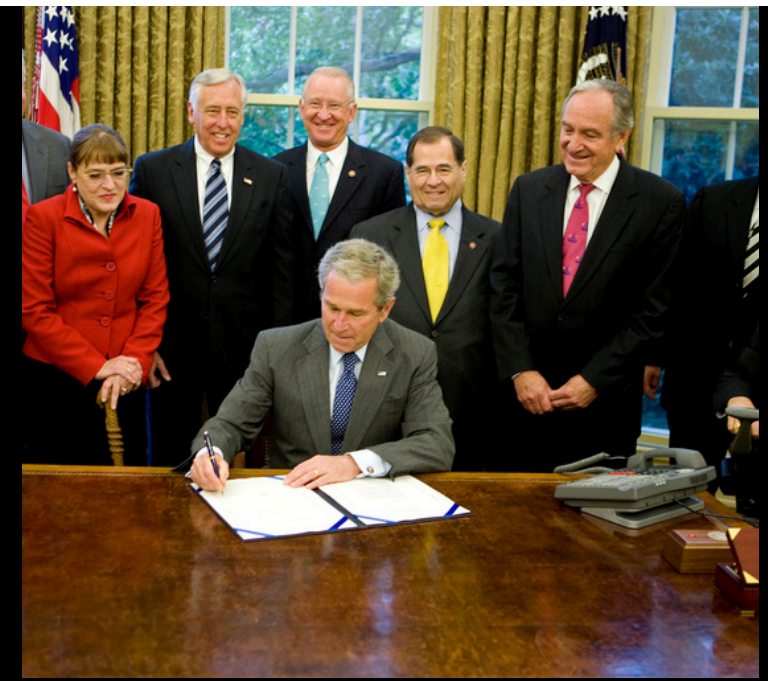
**1986**



**NCD: Toward  
Independence**

**1999**

**Olmstead Act**



**Titles II & III Updated,  
Rosa's Law Passed**

**2010**

**2014**

**ABLE Act  
Passes**

A short clip on demonstration that took place to get the  
504 signed into law





**Any questions  
so far?**

# Pre- Americans with Disabilities Act Federal Laws:



# Developmental Disabilities Bill of Rights Act:

- The Developmental Disabilities Bill of Rights Act makes sure that people with developmental disabilities have the same rights as everyone else.

# Developmental Disabilities Bill of Rights Act:

- It helps protect their choices, gives them support, and makes sure they can live in their communities and be part of society.

# Attempts to Amend Civil Rights Act:

The Civil Rights Act helps protect the rights of all people, but some groups, like people with disabilities, wanted more specific help. So, there were attempts to change the law to make sure people with disabilities are treated fairly.

When people try to "amend" a law, it means they want to add new rules or make changes. For example, they might want to make sure that all buildings have ramps so people in wheelchairs can get in easily.

# Attempts to Amend Civil Rights Act:

These proposed changes would help make sure that everyone, no matter their abilities, had the same chances in school, work, and life. It's important to help everyone feel included and treated fairly!



**Any questions  
so far?**

# Leaders of The Americans with Disabilities Act Were:

## Justin Dart

(1930-2002)

Justin Dart was a key advocate for disability rights in the United States. He played a crucial role in the passage of the Americans with Disabilities Act (ADA) in 1990. Dart was known for his tireless efforts to promote accessibility and equality for people with disabilities, leveraging his own experiences with polio and his deep commitment to social justice.



# Leaders of The Americans with Disabilities Act Were:

## Bob Williams

Bob Williams is a former U.S. congressman who was involved in the legislative process of the Americans with Disabilities Act (ADA). He is known for his role in shaping and advocating for disability rights during the ADA's passage.



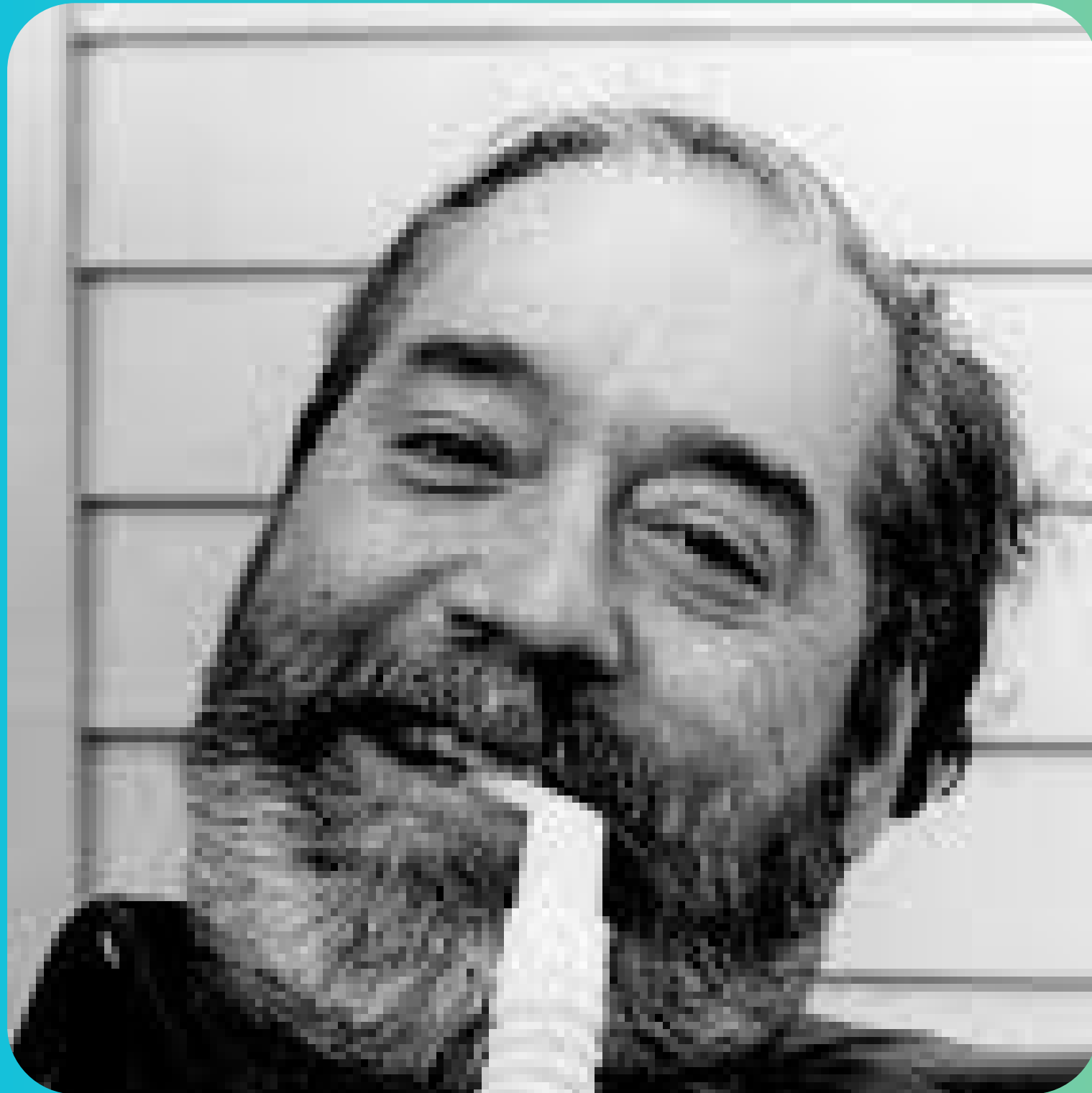
# Leaders of The Americans with Disabilities Act Were:



## Judy Heumann (1947 - 2023)

Judy Heumann was a prominent disability rights activist and leader. She was instrumental in advancing disability rights legislation, including the Americans with Disabilities Act (ADA). Heumann was known for her advocacy work, including leading the 504 Sit-In in 1977, which was pivotal in securing disability rights protections.

# Leaders of The Americans with Disabilities Act Were:



## Ed Roberts (1939-1995)

Ed Roberts was a pioneering disability rights activist and advocate for independent living. Often referred to as the "father of the independent living movement," he played a key role in promoting disability rights and was instrumental in establishing the Center for Independent Living (CIL) in Berkeley, California.



**Any questions  
so far?**

# Important political figures in the ADA history



President, George H .W. Bush

# Important political figures in the ADA history



President Barack Obama

Five major parts of the Americans with Disabilities Act, that help individuals with disabilities.

1. Employment
2. Public Accommodations
3. Telecommunications
4. Transportation
5. Miscellaneous



# Employment:

The Americans with Disabilities Act helps people with disabilities find and keep jobs.

It says that companies have to make things easier for them to work, like providing special tools or making sure the workplace is easy to get to.

# What is a reasonable accomodation?

## Disability Prevention Strategies



Job Sharing



Job Design



Job Rotation



EAP  
(Employee  
Assistance Program)



Flexible  
Work Arrangements

# Public Accommodations:

The Americans with Disabilities Act (ADA) says that places like stores and restaurants need to be easy for people with disabilities to use.

This means there should be ramps, special bathrooms, and other things to help everyone get inside and enjoy the services.

# Telecommunications:

The Americans with Disabilities Act (ADA) says that phone companies and internet services need to help people with disabilities.

This means they should have special tools, like captions for phone calls and services that are easy for everyone to use, so everyone can stay connected.

# Transportation:

The Americans with Disabilities Act (ADA) says that buses, trains, and other transportation must be easy for people with disabilities to use.

This means there should be ramps, special seating, and help for getting on and off so everyone can travel safely and easily.

# Miscellaneous:

In the Americans with Disabilities Act (ADA), "miscellaneous" means a mix of different things that help people with disabilities.

These things don't all fit into one group but are still important for making sure everyone has the same chances and help they need.





**Any questions  
so far?**

# Samples of worksheets you can do to learn more about the Americans with Disabilities Act

## Americans with Disabilities Act - Then & Now

Directions: Compare the two speeches made by President Bush and President Obama. Fill in the chart with the information about the Americans with Disabilities Act. Think about what changed between the time that President Bush gives his speech and the speech given by President Obama.

THEN/ PRESIDENT BUSH 	NOW/ PRESIDENT OBAMA 

## Americans with Disabilities Act - Vocabulary Activity

Disability

Equal Access

Guarantee

MS-Multiple Sclerosis

**TEACHER NOTE:** to use this resource in your classroom - click 'file' and then click 'make a copy' to create your own Google Doc version to edit as needed and share with your students.

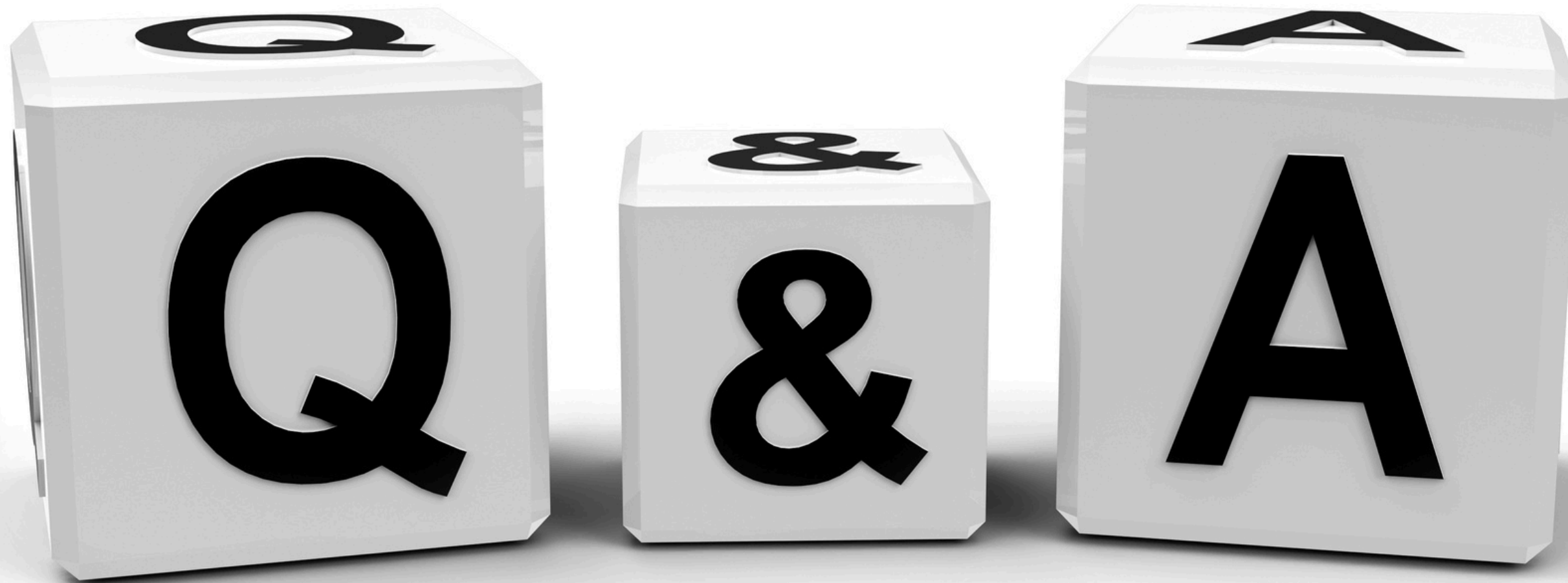
United Nations

Veteran

Epilepsy

Public Accommodations

# Any Questions?



# Thanks For Learning with me

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