

ADA

25

AMERICANS WITH  
DISABILITIES ACT  
1990-2015

DISABILITY  
RIGHTS

ARE

CIVIL  
RIGHTS

# Happy Anniversary

- 75<sup>th</sup> Anniversary of the Social Security Act
- 50<sup>th</sup> Anniversary of Medicare/Medicaid Act
- 40<sup>th</sup> Anniversary of the Individuals with Disabilities Education Act
- 25<sup>th</sup> Anniversary of the American with Disabilities Act

In order to appreciate where we are we need to know  
how we got here!

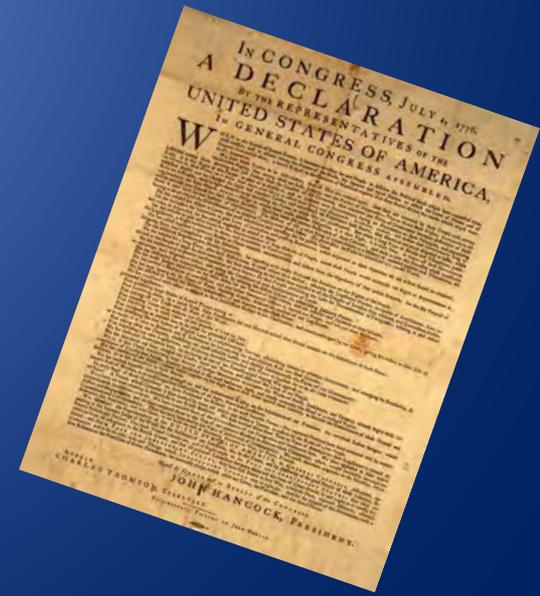
The Declaration of Independence (1776)

The United States Constitution

Gettysburg Address prior to the Emancipation  
Proclamation

# The Declaration of Independence

*“We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.”*



# The Constitution Of United States

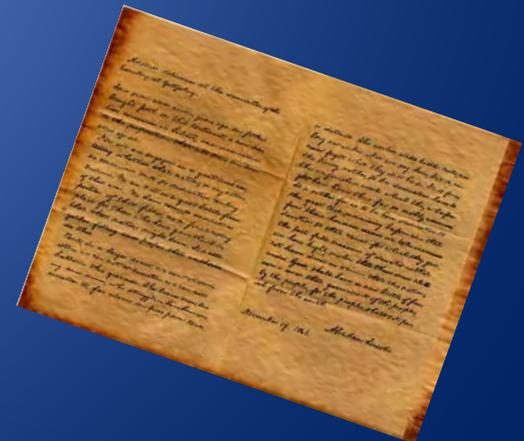
*“We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.”*



# Gettysburg Address

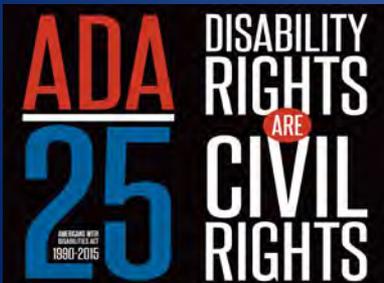
*“Four score and seven years ago our fathers brought forth on this continent, a new nation, conceived in Liberty, and dedicated to the proposition that all men are created equal.”*

- Abraham Lincoln



# 1990 Passing of the Americans with Disabilities Act

- Title I - Equal Employment Opportunity for individuals with disabilities
- Title II - Nondiscrimination on the basis of disability in State and Local Government Services
- Title III - Nondiscrimination on the basis of disability by Public Accommodations and in Commercial Facilities
- Title IV – Telecommunications
- Title V - Miscellaneous Provisions



# Title II of the ADA

This title prohibits discrimination on the basis of disability by public entities. The public entity is required to provide access to programs, services and activities provided by the state or local government, when viewed in their entirety.

# 25 Years...*REALLY?*



**Aol!**

# Celebrate the Progress NOT the Date

2006 – DeIDOT Settlement Agreement

2011 – ADA Self-Evaluation

2012 – Hired a Fulltime ADA Coordinator

2012 – Dedicated Staff for ADA Compliance

2014 – Adopted the ADA Title II Transition Plan

A Lot More To Come...

# Let's Flip the Switch

How Far Would We Be If This Was The  
Americans with OUT Disabilities Act?

We Can Imagine If We Try



Let Me Thank You