

# Access for All

Read how the ADA protects equal participation.

**USII.8.e** “describing the protections and provisions of the Americans with Disabilities Act (ADA);”

NAME \_\_\_\_\_

DATE \_\_\_\_\_

## 1 READ AND MARK \_\_\_\_\_ Read it twice

**YOUR JOB** Underline three statements that describe an ADA protection or requirement, and circle two examples of changes that remove barriers.

### The ADA and Equal Access

- ① In 1990, the United States passed the Americans with Disabilities Act, called the ADA. This civil rights law helps protect people with disabilities from unfair exclusion. A disability may affect a major life activity, such as walking, seeing, hearing, learning, or communicating. The ADA aims to give people equal chances to take part in everyday life. It covers important settings, including jobs, services run by state and local governments, public places, transportation, and communication services.
- ② At work, an employer with 15 or more workers cannot refuse to hire a qualified person simply because of a disability. The employer may need to provide a reasonable accommodation, such as a screen reader or a changed work schedule, unless it causes undue hardship. State and local government programs must be accessible. Public places such as stores, restaurants, theaters, and doctors' offices also cannot deny equal access to a person because of a disability.
- ③ The ADA can lead to changes that make participation possible. A city might add curb ramps so wheelchair users can move from sidewalks to streets. A library might offer materials in accessible formats, and a business might provide an interpreter when needed for effective communication. These changes are not special favors. They remove barriers that can block access. The law does not promise that every request will be granted, but it requires covered groups to consider equal access and reasonable accommodations.

**2 ANSWER WITH EVIDENCE** \_\_\_\_\_ Use the passage

**1** What unfair treatment does the ADA help protect people with disabilities from?

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**2** According to the passage, when may an employer with 15 or more workers not refuse to hire a person?

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**3** What does the ADA require of programs run by state and local governments?

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**4** Name two changes from the passage that can remove barriers, and tell how one of them helps people take part.

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**3 YOUR TURN** \_\_\_\_\_ Your own words

A town recreation center has only stairs at its entrance. Write three sentences describing one change the center could make and how that change would support equal access for people with disabilities.

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**PART 1 • READ AND MARK**

Underline three statements that describe an ADA protection or requirement, and circle two examples of changes that remove barriers. Accept any marking that follows this job and points at the right text.

**PART 2 • ANSWERS**

| # | QUESTION                                                                                                     | ANSWER                                                                                                                                                                                                              |
|---|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | What unfair treatment does the ADA help protect people with disabilities from?                               | <b>Unfair exclusion from everyday life and important settings.</b>                                                                                                                                                  |
| 2 | According to the passage, when may an employer with 15 or more workers not refuse to hire a person?          | <b>The employer cannot refuse to hire a qualified person simply because of a disability.</b>                                                                                                                        |
| 3 | What does the ADA require of programs run by state and local governments?                                    | <b>They must be accessible.</b>                                                                                                                                                                                     |
| 4 | Name two changes from the passage that can remove barriers, and tell how one of them helps people take part. | <b>Answers may include curb ramps, accessible library materials, a screen reader, a changed work schedule, or an interpreter. For example, curb ramps help wheelchair users move between sidewalks and streets.</b> |

**PART 3 • YOUR TURN (SAMPLE ANSWER)**

The center could install a ramp at its entrance. This would let visitors who use wheelchairs enter the building without using stairs. The change removes a barrier and supports equal access to the program.

Accept responses that accurately connect an ADA-related change to equal access or removal of a barrier. For Question 4, accept any two passage examples and a correct explanation of one example.