

Chapter 1 : Understanding disability statistics | ADA National Network

This course is intended for people who work at a transit agency or provide transit service, those who manage or operate paratransit services, and Federal, State, and local representatives who work with the ADA community.

A food with a high GI raises blood glucose more than a food with a medium or low GI. Meal planning with the GI involves choosing foods that have a low or medium GI. If eating a food with a high GI, you can combine it with low GI foods to help balance the meal. Examples of carbohydrate-containing foods with a low GI include dried beans and legumes like kidney beans and lentils, all non-starchy vegetables, some starchy vegetables like sweet potatoes, most fruit, and many whole grain breads and cereals like barley, whole wheat bread, rye bread, and all-bran cereal. Below are examples of foods based on their GI. Fat and fiber tend to lower the GI of a food. As a general rule, the more cooked or processed a food, the higher the GI; however, this is not always true. Below are a few specific examples of other factors that can affect the GI of a food: Cooking method – how long a food is cooked al dente pasta has a lower GI than soft-cooked pasta Variety – converted long-grain white rice has a lower GI than brown rice but short-grain white rice has a higher GI than brown rice. Other Considerations The GI value represents the type of carbohydrate in a food but says nothing about the amount of carbohydrate typically eaten. Portion sizes are still relevant for managing blood glucose and for losing or maintaining weight. The GI of a food is different when eaten alone than it is when combined with other foods. When eating a high GI food, you can combine it with other low GI foods to balance out the effect on blood glucose levels. Many nutritious foods have a higher GI than foods with little nutritional value. For example, oatmeal has a higher GI than chocolate. Use of the GI needs to be balanced with basic nutrition principles of variety for healthful foods and moderation of foods with few nutrients. GI or Carbohydrate Counting? There is no one diet or meal plan that works for everyone with diabetes. The important thing is to follow a meal plan that is tailored to personal preferences and lifestyle and helps achieve goals for blood glucose, cholesterol and triglycerides levels, blood pressure, and weight management. Research shows that both the amount and the type of carbohydrate in food affect blood glucose levels. Studies also show that the total amount of carbohydrate in food, in general, is a stronger predictor of blood glucose response than the GI. Based on the research, for most people with diabetes, the first tool for managing blood glucose is some type of carbohydrate counting. Because the type of carbohydrate can affect blood glucose, using the GI may be helpful in "fine-tuning" blood glucose management. In other words, combined with carbohydrate counting, it may provide an additional benefit for achieving blood glucose goals for individuals who can and want to put extra effort into monitoring their food choices Last Reviewed:

Chapter 2 : Understanding the ADA | Minnesota Council On Disability

Understanding the Americans with Disabilities Act (ADA) 25th Anniversary Edition The Americans with Disabilities Act of (ADA) is the most.

By William Goren Leave a Comment Before getting started on the blog of the week, would be hard to not mention what happened in Pittsburgh. In my class I teach seventh grade , we discussed the story of Samson which focuses on revenge v. That led to a spirited discussion over what penalty might be in order for the shooter. My thoughts and prayers go out to Pittsburgh. Far as I know, it is uncertain what security measures out own synagogue may be taking. I was able to catch some of the games. Absolutely remarkable how they won three in a row in Los Angeles. Congratulations to Red Sox nation. I think one of the reason people enjoy sports so much, especially spectator sports, is because for the most part they offer an escape. Again, my thoughts and prayers are with Pittsburgh and with the Jewish community all over America. My parents always said that it could happen here, but I never wanted to believe itâ€™. Turning to the blog entry for the week, back in July , I blogged on a 10th Circuit case that held a plasma center was a place of public accommodation under title III. Now, two years later the Fifth Circuit was faced with the exact same issue and decided the opposite. So, we now have a Circuit Court split. As usual, the blog entry is divided into categories and they are: The reader is free to concentrate on any or all of the categories. I Facts If anything, the facts in the case we are blogging on today, Silguero v. Levorsen involved a schizophrenic person wanting to donate blood. Here, one plaintiff used a service dog for anxiety, and the other one had an unsteady gait. What this plasma center does is exactly the same as what we discussed in my July , blog entry. That particular section denotes laundromats, dry cleaners, banks, barbershops, beauty shops, travel services, shoe repair services, funeral parlors, gas stations, office of an accountant or lawyer, pharmacies, insurance offices, professional offices of the healthcare provider, and hospitals as specific service establishments. This construction of what is a service establishment, is essentially the same as what the 10th Circuit came up with in Levorsen. The structure of the ADA itself indicates that an establishment typically does not pay a customer for services it provides. When it comes to a service provided by a service establishment, customarily, the service flows from the establishment to an individual. For example, donors do not have the plasma earmarked for themselves or to a specific third party for whom they are concerned. Rather, the plasma becomes the property of the plasma collection center to do with whatever it wants. The labor furnished when donating blood is not useful to the donor, it is useful to the establishment, and the payment of money to the donor is wholly collateral to the act of plasma collection. The canon of construction ejusdem generis says that a catchall phrase should be read in light of the preceding list. So, while the ADA itself says that the statute is to be liberally construed, that does not mean a court can come up with a construction that is untethered from its text. If Congress wanted to cover all establishments, it could have done so by omitting the word service. Legislative history is of no help to the plaintiffs. In a footnote, the court noted that it was essentially doing what the legislative history called for by trying to figure out what the overall category meant rather than whether particular places were service establishments. Each of the items listed in 42 U. In each of these situations, the establishment performs an action directly benefiting the individual. A plasma collection center does not provide any such benefits to its donors. That is simply not the case with plasma centers where the plasma belongs to the plasma collection center, and the plasma collection center does not manage or oversee the plasma on behalf of the donor. Paying for plasma donation is governed by other provisions of the ADA. In particular, that is more akin to employment or contract work, not to the provision of services to a customer. Customers are purchasers of goods and services, while an employee is a person working for an employer for wage or salary. So, whether a person is being paid is relevant because it can indicate whether an individual was a customer or is instead an employee or other hired laborer. With respect to the ADA, it is title I that applies to employment relationships, while it is title III that applies to places of public accommodations, which includes service establishments. In fact, it would make title I largely redundant by turning virtually every employer and entrepreneur into a service establishment. Payment to or by the establishment is highly relevant for determining whether an establishment provides a service to a

customer, and is therefore a service establishment. For example, it was enacted before the ADA and was not split into various titles covering distinctly different activities. The Texas Human Resources Code use a different term to define its scope. For instance, instead of applying to public accommodations, The Texas Constitution grants the Supreme Court of Texas the power to answer questions of state law certified by a federal appellate court. In deciding whether such certification is proper the following factors are considered: When all of these factors are applied, certification is appropriate because: Finally, neither party presented any reasons not to certify the relevant questions as to the Supreme Court of Texas. With respect to what questions are certified to the Supreme Court of Texas, they are: Finally, the Supreme Court of Texas may certainly not confine its reply to the precise questions certified by the Fifth Circuit. Much is made in this decision about the structure of the ADA and how a person donating plasma resembles an employee more than anything else. Could that person be an employee of the plasma center? There are various tests that can be used to figure out whether a person is an employee. A common one is whether the employer controls when, where, and how to do the job. When I was a general counsel to two different mental health mental retardation authorities in Texas many many moons ago, this was an issue that I dealt with constantly because we utilized a tremendous amount of independent contractors to provide services to the clients of the mental health and mental retardation authority. I thought it would make sense to discuss those factors here: If so, you have an employee. This factor seems to cut against employee status because the person donating blood can show up to the plasma center whenever they feel like it. This factor cuts against employee status because nothing of this kind is going on when donating plasma. When the success or continuation of a business depends to an appreciable degree upon the performance of certain services, workers performing those services must necessarily be subject to a certain amount of control by the owner of the business. This one is a bit odd in the plasma donation context. Clearly, without the donor, the plasma center has no business at all. On the other hand, in the traditional sense of the term, you would be hard-pressed to say that the plasma center has direction and control over the employee in the way this paragraph would customarily refer to the term. With respect to this factor, services are certainly being rendered personally, but the hiring entity is certainly not interested in the methods used to accomplish the work. They are interested in the results. Hiring, supervising, and paying assistants: This factor is not applicable to the person donating blood at a plasma center and certainly cuts against an employment relationship. A continuing relationship may exist where work is performed at frequently recurring although irregular intervals. This factor works in favor of the employment relationship. This factor cuts against an employment relationship because there are no set hours of work. This factor also cuts against an employment relationship as donors of blood are not working full time in that capacity nor could they be. Control over the place of work is indicated when the person for whom the services are performed, such as the right to compel the worker to travel a designated route, to canvas a territory within a certain time, or to work at specific places as required. Further, this is not a situation where the donor of blood is having to travel designated routes, canvas a territory, or work at specific places. Order or sequence set: Taken literally, this factor cuts in favor of the employment relationship. Oral or written reports: This factor cuts against an employment relationship because no written reports or oral reports are occurring. Payment by hour, week, month: With respect to this factor, the person is being paid every time they donate blood. So, this factor also cuts against the employment relationship. That is simply not what is going on here with respect to someone who would donating blood, and therefore, this factor cuts against the employment relationship. Furnishing of tools and materials: This factor works in favor of an employment relationship because the donator of the blood is not furnishing any tools or materials him or herself. On the other hand, lack of investment in facilities indicates dependence on the person for whom the services are performed for such facility and thereby indicate the existence of an employer employee relationship. This factor cuts in favor of an employment relationship. Realization of profit or loss: This factor also cuts in favor of an employment relationship because the person donating blood is receiving a take it or leave fee for the donation. Working for more than one firm at a time: That said, it is possible that such a worker could be an employee of more than one person. Making service available to general public: This factor cuts in favor of the employment relationship as services are not being made available to the general public. An independent contractor cannot be fired so long as the independent contractor produces a result that

meet the contract specifications. Here, a plasma center might refuse to provide its services to a person wanting to donate blood. So, you might argue that the person is being fired, but each time a person wants to donate blood, it starts another relationship. So, my view is that this factor cuts against an employment relationship. This factor cuts in favor of an employment relationship as certainly the person donating blood can end the relationship at any time they want for any reason without incurring liability. All they have to do not show up.

Chapter 3 : Understanding the Americans with Disabilities Act (ADA) | United Spinal Association

The Americans with Disabilities Act is a civil rights law that protects individuals from discrimination in different areas of public life; Employers and businesses are responsible for providing reasonable accommodations to employees with disabilities.

The changes in the definition of disability in the ADAAA apply to all titles of the ADA, including title I employment practices of private employers with 15 or more employees, state and local governments, employment agencies, labor unions, agents of the employer and joint management labor committees ; title II programs and activities of state and local government entities ; and title III private entities that are considered places of public accommodation. Other federal agencies, such as the U. Department of Justice, the U. Department of Transportation and the U. Department of Labor, will need to amend their regulations to reflect the changes in the definition of disability required by the ADAAA. Which employers are covered by title I of the ADA? The title I employment provisions apply to private employers with 15 or more employees, state and local governments, employment agencies, labor unions, agents of the employer and joint management labor committees. What practices and activities are covered by the employment nondiscrimination requirements? The ADA prohibits discrimination in all employment practices, including job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities. Who is protected from employment discrimination? Employment discrimination against individuals with disabilities is prohibited. This includes applicants for employment and employees. Persons discriminated against because they have a known association or relationship with an individual with a disability also are protected. The first part of the definition makes clear that the ADA applies to persons who have impairments and that these must substantially limit major life activities. There are two non-exhaustive lists of examples of major life activities: Major life activities also include the operation of major bodily functions, including: Examples of specific impairments that should easily be concluded to be disabilities include: The second part of the definition protecting individuals with a record of a disability would cover, for example, a person who has recovered from cancer or mental illness. Under the third part of the definition, a covered entity has regarded an individual as having a disability if it takes an action prohibited by the ADA e. Does the ADA require that an applicant or employee with a disability be qualified for the position? Requiring the ability to perform "essential" functions assures that an individual with a disability will not be considered unqualified simply because of inability to perform marginal or incidental job functions. If the individual is qualified to perform essential job functions except for limitations caused by a disability, the employer must consider whether the individual could perform these functions with a reasonable accommodation. If a written job description has been prepared in advance of advertising or interviewing applicants for a job, this will be considered as evidence, although not conclusive evidence, of the essential functions of the job. Does an employer have to give preference to an applicant with a disability over other applicants? An employer is free to select the most qualified applicant available and to make decisions based on reasons unrelated to a disability. For example, suppose two persons apply for a job as a typist and an essential function of the job is to type 75 words per minute accurately. One applicant, an individual with a disability, who is provided with a reasonable accommodation for a typing test, types 50 words per minute; the other applicant who has no disability accurately types 75 words per minute. The employer can hire the applicant with the higher typing speed, if typing speed is needed for successful performance of the job. What limitations does the ADA impose on medical examinations and inquiries about disability? An employer may not ask or require a job applicant to take a medical examination before making a job offer. It cannot make any pre-offer inquiry about a disability or the nature or severity of a disability. An employer may condition a job offer on the satisfactory result of a post-offer medical examination or medical inquiry if this is required of all entering employees in the same job category. A post-offer examination or inquiry does not have to be job-related and consistent with business necessity. However, if an individual is not hired because a post-offer medical examination or inquiry reveals a

disability, the reasons for not hiring must be job-related and consistent with business necessity. The employer also must show that no reasonable accommodation was available that would enable the individual to perform the essential job functions, or that accommodation would impose an undue hardship. A post-offer medical examination may disqualify an individual if the employer can demonstrate that the individual would pose a "direct threat" in the workplace. Such a disqualification is job-related and consistent with business necessity. A post-offer medical examination may not disqualify an individual with a disability who is currently able to perform essential job functions because of speculation that the disability may cause a risk of future injury. After a person starts work, a medical examination or inquiry of an employee must be job-related and consistent with business necessity. Employers may conduct employee medical examinations where there is evidence of a job performance or safety problem that they reasonably believe is caused by a medical condition, examinations required by other federal laws, return-to-work examinations when they reasonably believe that an employee will be unable to do his job or may pose a direct threat because of a medical condition, and voluntary examinations that are part of employee health programs. Information from all medical examinations and inquiries must be kept apart from general personnel files as a separate, confidential medical record, available only under limited conditions. Tests for illegal use of drugs are not medical examinations under the ADA and are not subject to the restrictions of such examinations. When can an employer ask an applicant to "self-identify" as having a disability? A pre-employment inquiry about a disability is allowed if required by another federal law or regulation such as those applicable to veterans with disabilities and veterans of the Vietnam era. Pre-employment inquiries about disabilities may be necessary under such laws to identify applicants or clients with disabilities in order to provide them with required special services. An employer also may ask an applicant to self-identify as an individual with a disability when the employer is voluntarily using this information to benefit individuals with a disability. Federal contractors and subcontractors who are covered by the affirmative action requirements of section of the Rehabilitation Act of may invite individuals with disabilities to identify themselves on a job application form or by other pre-employment inquiry, to satisfy the section affirmative action requirements. Employers who request such information must observe section requirements regarding the manner in which such information is requested and used and the procedures for maintaining such information as a separate, confidential record, apart from regular personnel records. Does the ADA require employers to develop written job descriptions? The ADA does not require employers to develop or maintain job descriptions. However, a written job description that is prepared before advertising or interviewing applicants for a job will be considered as evidence along with other relevant factors. If an employer uses job descriptions, they should be reviewed to make sure they accurately reflect the actual functions of a job. A job description will be most helpful if it focuses on the results or outcome of a job function, not solely on the way it customarily is performed. A reasonable accommodation may enable a person with a disability to accomplish a job function in a manner that is different from the way an employee who does not have a disability may accomplish the same function. Reasonable accommodation is any modification or adjustment to a job or the work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodation also includes adjustments to assure that an individual with a disability has rights and privileges in employment equal to those of employees without disabilities. What are some of the accommodations applicants and employees may need? Examples of reasonable accommodation include making existing facilities used by employees readily accessible to and usable by an individual with a disability; restructuring a job; modifying work schedules; acquiring or modifying equipment; providing qualified readers or interpreters; or appropriately modifying examinations, training, or other programs. Reasonable accommodation also may include reassigning a current employee to a vacant position for which the individual is qualified, if the person is unable to do the original job because of a disability even with an accommodation. However, there is no obligation to find a position for an applicant who is not qualified for the position sought. Employers are not required to lower quality or production standards as an accommodation; nor are they obligated to provide personal use items such as wheelchairs, glasses or hearing aids. The decision as to the appropriate accommodation must be based on the particular facts of each case. In selecting the

particular type of reasonable accommodation to provide, the principal test is that of effectiveness, i. However, the accommodation does not have to ensure equal results or provide exactly the same benefits. When is an employer required to make a reasonable accommodation? An employer is only required to accommodate a "known" disability of a qualified applicant or employee. The requirement generally will be triggered by a request from an individual with a disability, who frequently will be able to suggest an appropriate accommodation. Accommodations must be made on an individual basis, because the nature and extent of a disabling condition and the requirements of a job will vary in each case. If a person with a disability requests, but cannot suggest, an appropriate accommodation, the employer and the individual should work together to identify one. There are also many public and private resources that can provide assistance without cost. What are the limitations on the obligation to make a reasonable accommodation? The individual with a disability requiring the accommodation must be otherwise qualified, and the disability must be known to the employer. Undue hardship is determined on a case-by-case basis. Where the facility making the accommodation is part of a larger entity, the structure and overall resources of the larger organization would be considered, as well as the financial and administrative relationship of the facility to the larger organization. In general, a larger employer with greater resources would be expected to make accommodations requiring greater effort or expense than would be required of a smaller employer with fewer resources. If a particular accommodation would be an undue hardship, the employer must try to identify another accommodation that will not pose such a hardship. Also, if the cost of an accommodation would impose an undue hardship on the employer, the individual with a disability should be given the option of paying that portion of the cost which would constitute an undue hardship or providing the accommodation. Must an employer modify existing facilities to make them accessible? For example, if an employee lounge is located in a place inaccessible to an employee using a wheelchair, the lounge might be modified or relocated, or comparable facilities might be provided in a location that would enable the individual to take a break with co-workers. The employer must provide such access unless it would cause an undue hardship. However, employers should consider initiating changes that will provide general accessibility, particularly for job applicants, since it is likely that people with disabilities will be applying for jobs. The employer does not have to make changes to provide access in places or facilities that will not be used by that individual for employment-related activities or benefits. Can an employer be required to reallocate an essential function of a job to another employee as a reasonable accommodation? An employer is not required to reallocate essential functions of a job as a reasonable accommodation. Can an employer be required to modify, adjust, or make other reasonable accommodations in the way a test is given to an applicant or employee with a disability? Accommodations may be needed to assure that tests or examinations measure the actual ability of an individual to perform job functions rather than reflect limitations caused by the disability. Tests should be given to people who have sensory, speaking, or manual impairments in a format that does not require the use of the impaired skill, unless it is a job-related skill that the test is designed to measure. Can an employer establish specific attendance and leave policies? An employer can establish attendance and leave policies that are uniformly applied to all employees, regardless of disability, but may not refuse leave needed by an employee with a disability if other employees get such leave. An employer also may be required to make adjustments in leave policy as a reasonable accommodation. The employer is not obligated to provide additional paid leave, but accommodations may include leave flexibility and unpaid leave. However, if an individual with a disability requests a modification of such a policy as a reasonable accommodation, an employer may be required to provide it, unless it would impose an undue hardship. Can an employer consider health and safety when deciding whether to hire an applicant or retain an employee with a disability? The ADA permits employers to establish qualification standards that will exclude individuals who pose a direct threat "i. However, an employer may not simply assume that a threat exists; the employer must establish through objective, medically supportable methods that there is significant risk that substantial harm could occur in the workplace. By requiring employers to make individualized judgments based on reliable medical or other objective evidence rather than on generalizations, ignorance, fear, patronizing attitudes, or stereotypes, the ADA recognizes the need to balance the interests of people with disabilities against the legitimate interests of employers in maintaining a safe workplace. Are applicants or employees

who are currently illegally using drugs covered by the ADA? Individuals who currently engage in the illegal use of drugs are specifically excluded from the definition of an individual with a disability protected by the ADA when the employer takes action on the basis of their drug use.

Chapter 4 : Understanding the ADA: Are You in Compliance?

Understanding the Americans with Disabilities Act (ADA) can make it easier for you to get your child the help she needs. ADA is a federal civil rights law. It makes it illegal to discriminate against people with disabilities at work, in school and in public spaces.

Hotels are required to have at least one room with both mobility features and communication features. The ADA does not prescribe a one-size-fits-all design for accessible guest rooms, but instead demands adherence to a set of design principles and accessibility features that can be applied to guest rooms of all types and sizes. The ADA requires that accessible rooms be "dispersed among the various classes of guest rooms" and hotels shall provide people with disabilities "choices of types of guest rooms, number of beds, and other amenities comparable to the choices provided to other guests. In the event that a hotel cannot achieve complete dispersion of ADA accessible rooms across the entire range of rooms and amenities, the law says that "guest rooms shall be dispersed in the following priority: Requirements for dispersion are ignored by many hotels, making it exceedingly difficult to find ADA accessible suites. In the interest of equitable dispersion, hotels should offer accessible guest rooms on a range of floors, both high and low. They may not always be able to accommodate requests for a specific floor and are not required to do so unless they will guarantee a specific floor to other guests. The minimum width of doors and entryways in hotel facilities is 32 inches, to allow for the clear passage of people with disabilities. Hallways, ramps and other routes must be at minimum 36 inches wide throughout the hotel. Bathrooms in accessible guest rooms must provide enough clear floor space for a wheelchair to turn around - specifically in the form of either a 60" diameter circle or a "T" turn area as shown in the diagram above. A similar turning space is required in the guest room itself. In hotels with only one bed, a clear space of at least 30 inches wide must exist on both sides of the bed to accommodate parallel positioning of a wheelchair for side transfers. In hotels with two beds, a clear space of at least 30 inches is required between the beds, but is not required on both sides of each bed. Bed Height The height of sleeping beds in hotel rooms is of great concern to those with limited mobility who must transfer into the bed from a wheelchair. Trends in hotel design have led to the installation of taller beds, with the top of the mattress often being 30 inches or more from the floor. Platform beds are also becoming quite common, restricting the use of portable transfer hoists like the hoier lift. No standard for bed height is mandated or prescribed by the ADA. Comments relating to this issue were accepted prior to publication of the rules, but bed height was not addressed by the Access Board in the final regulations. Bathtub Specifications Accessible hotel rooms with a bathtub have required in-tub seats since the standards took effect 4. The majority of hotels do not provide this feature. Section of the standards permits two designs, which are pictured below. Removable seats must be capable of secure placement. The top of bathtub seats must be between 17 and 19 inches above the bathroom floor. Parallel grab bars are required on the back wall of the tub, and a single horizontal grab bar must be affixed to the control wall. A grab bar on the second end wall opposite the control wall is only required for bathtubs using the removable in-tub seat. The bathtub in picture 2 above fails the grab bar compliance test: Many hotels built after when these standards came into effect do not provide the required type of bathtub seat, offering instead plastic shower chairs or stools. In addition to being a regulatory violation, such chairs can be dangerous when used in a bathtub. The photographs below depict these problematic roll-in shower designs, both of which violate the and ADA Standards. All hotels built since the standards 9. Water controls and a handheld shower nozzle must be placed on the adjacent back wall and within reach of the provided seat. Grab bars must be located on the side wall opposite the shower seat and also along the back wall. Grab bars are not allowed on the side wall to which the shower seat is attached 4. ADA-compliant roll-in shower design. The roll-in shower compartment pictured above is an example of ADA compliance. It features the required folding seat, water controls within reach, a handheld showerhead and grab bars placed in the appropriate locations. In addition to the rectangular roll-in shower pictured above, the law permits the transfer shower as an acceptable alternative. ADA-compliant transfer shower design. Transfer type shower compartments are 36 inches square and must contain a folding or fixed seat, grab bars and a handheld shower nozzle 4. A clearance space of 36

inches wide by 48 inches long for parking a wheelchair must be provided outside of the transfer shower. The transfer shower pictured above meets all of the relevant ADA requirements found in section of the standards. Although this was permissible in the ADA standards, the standards now prohibit sinks from overlapping the clear floor space that is required next to a toilet. The diagrams above explain the change in requirements for toilet accessibility, with the standard on the left and the standard on the right. In accessible hotel rooms, the height of the toilet seat from the floor must be at least 17 inches but not more than 19 inches. Grab bars shall be provided on the side wall closest to the toilet and also on the wall behind the toilet. To access section

Requests for Reasonable Accommodations

In addition to the basic design requirements discussed here, hotels are also required to fulfill requests for reasonable accommodations that do not place an undue burden or cost on the businesses. Below, I have listed a few examples of reasonable requests that a hotel should honor: A request to remove the bed frame or box spring to lower the bed to a more acceptable height. A request to place the bed frame on bed risers provided by the guest, to allow for use of a transfer hoist or hoist lift. A request to relocate a telephone or other equipment to a more accessible position. A request to remove additional furniture from the room like chairs or tables that may impede access for the wheelchair user. A request to provide a mini-refrigerator for the storage of medication. A request to remove an interior door in the guest room such as a bathroom door that might otherwise impede access for the wheelchair user. A request to provide an extension cord to allow for greater access to electricity. The following is a list of sample requests that are not likely to be honored by hotels, as there is no such requirement for them to do so: A request to provide a transfer hoist or hoist lift. A request to provide specialized equipment for use in the bathroom, such as a bedside commode or raised toilet seat. A request to adjust the height of a bed where it is not technically feasible to do so. You have a right to request reasonable accommodations at any point before or during your stay. To learn how to protect yourself against ADA violations like the ones mentioned here, read the article on resolving ADA disputes. Questions about the ADA and how it applies to the design of hotel rooms? Ask away in the comments below!

Chapter 5 : Understanding Carbohydrates: American Diabetes Association®

Understanding Your Employment Rights Under the Americans with Disabilities Act (ADA): A Guide for Veterans Introduction. In recent years, the percentage of veterans who report having service-connected disabilities (i.e., disabilities that were incurred in, or aggravated during, military service) has risen.

What does this mean? The question you should be asking is, "What information do I need to make sure that my program is prepared to support and meet the needs of the child? Keep in mind that there is a lot of misinformation and stereotypes about what children with disabilities can and cannot do or how much assistance caring for them may require. This type of information is not helpful and can be detrimental to the child and family that is looking to enroll in your program. Almost all children will need some form of individualized attention while in your care, especially when learning new skills. Before moving on, there are some important things that should be understood about the need for a one-on-one aide or program assistant. These are unfortunate stereotypes that have become associated with children who need one-on-one assistance or supervision and making decisions based on this type of information is short sighted and unproductive. You may find that it is a non-issue for that child while they are attending your program. Please keep in mind that there are a multitude of reasons for why a special education team may determine that a child could benefit from a particular service or support. Can I charge a family more to care for their child who has a disability? Such costs should be passed on to all participants like any other overhead cost. A family wants to enroll their child in my program, but the child has diabetes. If I do, do I have to test their blood sugar levels? The child may also have a restricted diet that is usually easily accommodated, but talking with the family will always make things easier. My insurance company says it will raise our rates if we accept children with disabilities. It might be worth talking with your insurance company to get the specifics for why your rates were increased. Can I ask the family to find a different program? The first thing a provider should do in this case is discuss the situation honestly and sensitively with the family. When a child displays a challenging behavior, our first response is usually one of overreaction. Programs should never make assumptions about how a child with a particular disability might behave based on past experiences they may have had caring for children with disabilities. Each situation must be considered individually.

Chapter 6 : Early Childhood Inclusion - Understanding the American with Disabilities Act (ADA)

*calendrierdelascience.com Legal, technical, and enforcement information for the Americans with Disabilities Act. Here are information and resources to help you understand the Americans with Disabilities Act (ADA).
calendrierdelascience.com Legal, technical, and enforcement information for the Americans with Disabilities Act.*

Are You in Compliance? The Americans with Disabilities Act is a civil rights law that protects individuals from discrimination in different areas of public life. Employers and businesses are responsible for providing reasonable accommodations to employees with disabilities. Modifications in the workplace, emergency preparedness and partnerships can help companies to ensure they are in compliance with the ADA. Posted by Marina Nolla October 23, The ADA may sound familiar—but do you know what it is, exactly? Individuals with physical or mental impairments can find themselves limited when it comes to certain day-to-day tasks and activities. In order to accommodate employees with disabilities, employers and businesses must be in compliance with the Americans with Disabilities Act (ADA). Understanding what this act is, how it affects employers and how to comply with it can create a work environment suitable for everyone, regardless of their abilities. The ADA is a law that protects people with disabilities from discrimination, giving them the same civil rights as everyone else. This law is split into five sections—referred to as titles—associated with different areas of public life. Title I addresses employment. The purpose of this title is to provide equal opportunities and benefits to those with disabilities in the workplace. How Does it Affect Employers and Businesses? According to the U. Equal Employment Opportunity Commission (EEOC), employers and businesses with 15 or more employees are required to provide reasonable accommodations to workers with disabilities. The purpose of a reasonable accommodation is to allow employees to perform the essential functions of their jobs with minimal limitations, as well as enjoy the same benefits as all other employees. Employees can make reasonable accommodation requests, which will then be evaluated based on each individual situation. An accommodation is considered reasonable if it does not cause the employer undue hardship. Discrimination against qualified employees with disabilities is illegal. Employees who face discrimination have the option of filing a charge with the EEOC, who would then investigate the situation. There are different ways employers and businesses can ensure they are in compliance with the ADA. Making sure employees know about reasonable accommodations—and how to ask for them—is one primary way to provide equal opportunities and benefits. Common accommodations include modifications of the workplace, such as different types of equipment or devices, alternative schedules and job restructuring. Another important part of compliance is emergency preparedness. Employees with disabilities should feel as safe and secure as those without disabilities. It is vital to have emergency exits that are accessible to individuals with disabilities, and to make sure those employees know where they are. Developing a plan ahead of time can help workers know what resources are available to them. Phyllis Rupert, Manager of Diversity and Inclusion at Highmark Health, recommends establishing a buddy system through which employees can designate a coworker to assist them in case of an emergency. It is also a good idea to make fire wardens aware of people with disabilities in the office so that they can be of assistance, if necessary. Partnerships are effective when complying with the law. Establishing partnerships with organizations that value the inclusion of people with disabilities can provide additional support and resources. The Americans with Disabilities Act helps to decrease limitations of individuals with disabilities. Complying with this law is not only helpful to your employees, but it is helpful to your business because it enables the workforce to perform efficiently. If you have questions about legal requirements involving employment, you can reach out to the EEOC for more information. October 23rd, by Marina Nolla.

Chapter 7 : Understanding ADA Design Requirements for Hotels - calendrierdelascience.com

This topic helps human resources, workers' compensation liaisons, and management to understand the employee's rights and obligations and the employer's rights and obligations under the ADA and provides tips and proactive steps

that employers can take to help protect the Company in the event of a request for reasonable accommodations or a.

Chapter 8 : Glycemic Index and Diabetes: American Diabetes Association®

Is the court's website meaningfully accessible per the ADA (WCAG AA is the gold standard), for persons with disabilities. Pay particular attention to screen readers, voice dictation, and captioning of audio.

Chapter 9 : Understanding the ADA – The Blog of William D. Goren, J.D. LL.M.

Understanding Carbohydrates. How much and what type of carbohydrate foods are important for managing diabetes. The balance between how much insulin is in your body and the carbohydrate you eat makes a difference in your blood glucose levels.