



The Americans with Disabilities Act (ADA) is federal legislation passed in 1990 that prohibits discriminate against a disabilities. The law made it illegal to discriminate against a disabled person in terms of employment opportunities, access to transportation, public accommodations, communications, and government activities. The law prohibits private employers, state and local governments, employment agencies, and labor unions from discriminating against the disabled.

\*\*The Americans with Disabilities Act (ADA) apply to IAA's:

\*\*Employees\*\*

\*\*Tenants\*\*

\*\*Concessionaires\*\*

\*\*Lessees\*\*

\*\*Contractors\*\*

\*\*Fixed based operators\*\*

\*\*Discrimination against people with disabilities is prohibited at IAA.\*\*



WHAT IS THE PURPOSE OF THIS TRAINING?

## The purpose of ADA/Sec. 504 training is:

- To safeguard against the Americans with Disabilities Act (ADA) at IAA. It is important for you to know what discrimination is and how to report and assist should discrimination occur.
- To be certain that all IAA employees, tenants, concessionaires, lessees, contractors and fixed based operators are aware of the provisions of the Americans with Disabilities Act (ADA) and what it takes to comply.
- In the event of discrimination, WE WANT YOU TO KNOW WHAT TO DO.

# Disability Discrimination is unfair treatment based on the grounds of:

- · A physical or mental impairment that substantially limits one or more of the major life activities
- · A record of such an impairment
- Being regarded as having such an impairment
- Approximately 57 million people in the U.S. have a disability
   Many disabilities are hidden

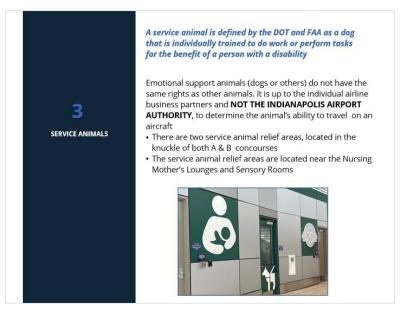
Under ADA federal laws, airports are required to take affirmative action to ensure there is nondiscrimination in all of their operations

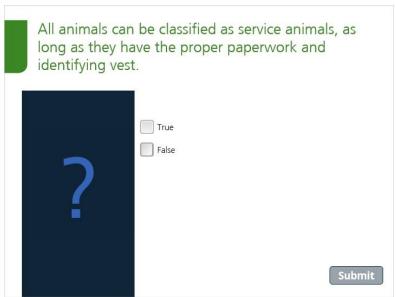
Sec. 504 of the Rehabilitation Act of 1973 (Sec. 504). - 49CFR § 27.7

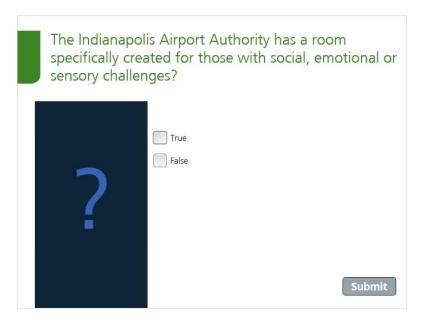
Section 504 of the 1973 Rehabilitation Act was the first disability civil rights law to be enacted in the United States. It prohibits discrimination against people with disabilities in programs that receive federal financial assistance, and set the stage for enactment of the Americans with

Americans with Disabilities Act of 1990 (ADA) - 428CFR § 35.130(b)(7); 28CFR § 35.302

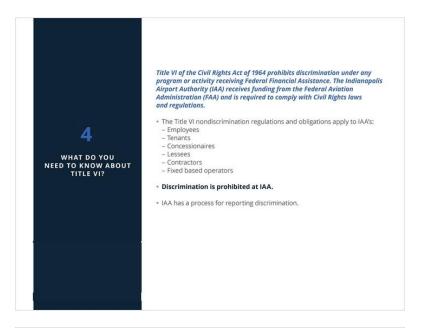
The ADA/Section 504 — Airport Disability Compliance Program staff assists with upholding Section 504 of the Rehabilitation Act of 1973, as amended, Title II of the Americans with Disabilities Act (ADA) of 1990. This act provides comprehensive civil rights protection to individuals with disabilities in the areas of employment, public accommodations, State and local government services, and telecommunications.



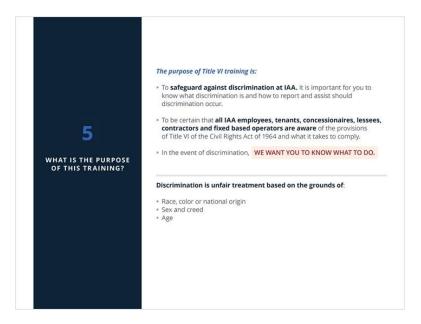




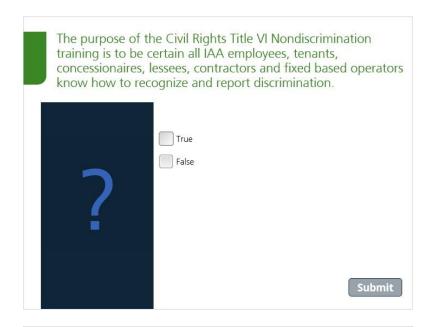












Under Title VI federal laws, airports are required to take affirmative action to ensure that there is nondiscrimination in all of their operations.

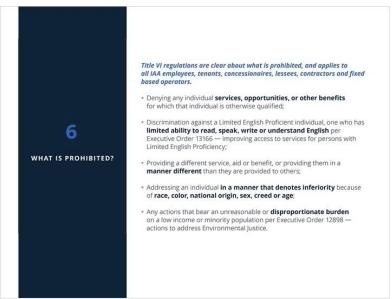
Title VI of the Civil Rights Act of 1964, as Amended (42 U.S.C.2000d)
Prohibits discrimination on the grounds of race, color or national origin. "Civil Rights" are the rights of individuals to receive equal treatment (and to be free from unfair treatment or "discrimination") in a number of settings, including education, employment, housing, and more, and based on certain legally-protected characteristics.

49 Code of Federal Regulations (CFR) Part 21

No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation.

Additional Federal Regulations and Operating Requirements per the United States Code (U.S.C.)
49 U.S.C. 47123 further prohibits recipients of FAA financial assistance from engaging in discrimination based on sex and creed; the Age Discrimination Act of 1975, as amended (42 U.S.C. Section 6101et seq.) prohibits discrimination against FAA program beneficiaries on the grounds of age.





# What is prohibited by Title VI regulations? Providing a different service, aid or benefit in a manner different than they are provided to others. Improving access to services for persons with Limited English Proficiency, limited ability to read, speak, write or understand English. Addressing an individual in a manner that denotes inferiority. Denying service opportunities or other benefits on grounds of race, color, national origin, sex, creed or age. Submit

