

The Bill that made this month be spotlighted:

Americans with Disabilities Act (1990)

Signed in 1990, “It prohibits discrimination against people with disabilities, including in employment, transportation, public accommodations, communications, and in relation to access to state and local government services.”

Introduction:

The Americans

with Disabilities Act (ADA) is a federal civil rights law that prohibits discrimination against people with disabilities in everyday activities. The ADA prohibits discrimination on the basis of disability just as other civil rights laws prohibit discrimination on the basis of race, color, sex, national origin, age, and religion. The ADA guarantees that people with disabilities have the same opportunities as everyone else to enjoy employment opportunities, purchase goods and services, and participate in state and local government programs.

The ADA protects people with disabilities:

A person with a disability is someone who:

- has a physical or mental impairment that substantially limits one or more major life activities,
- has a history or record of such an impairment (such as cancer that is in remission), or
- is perceived by others as having such an impairment (such as a person who has scars from a severe burn).

Examples of Disabilities:

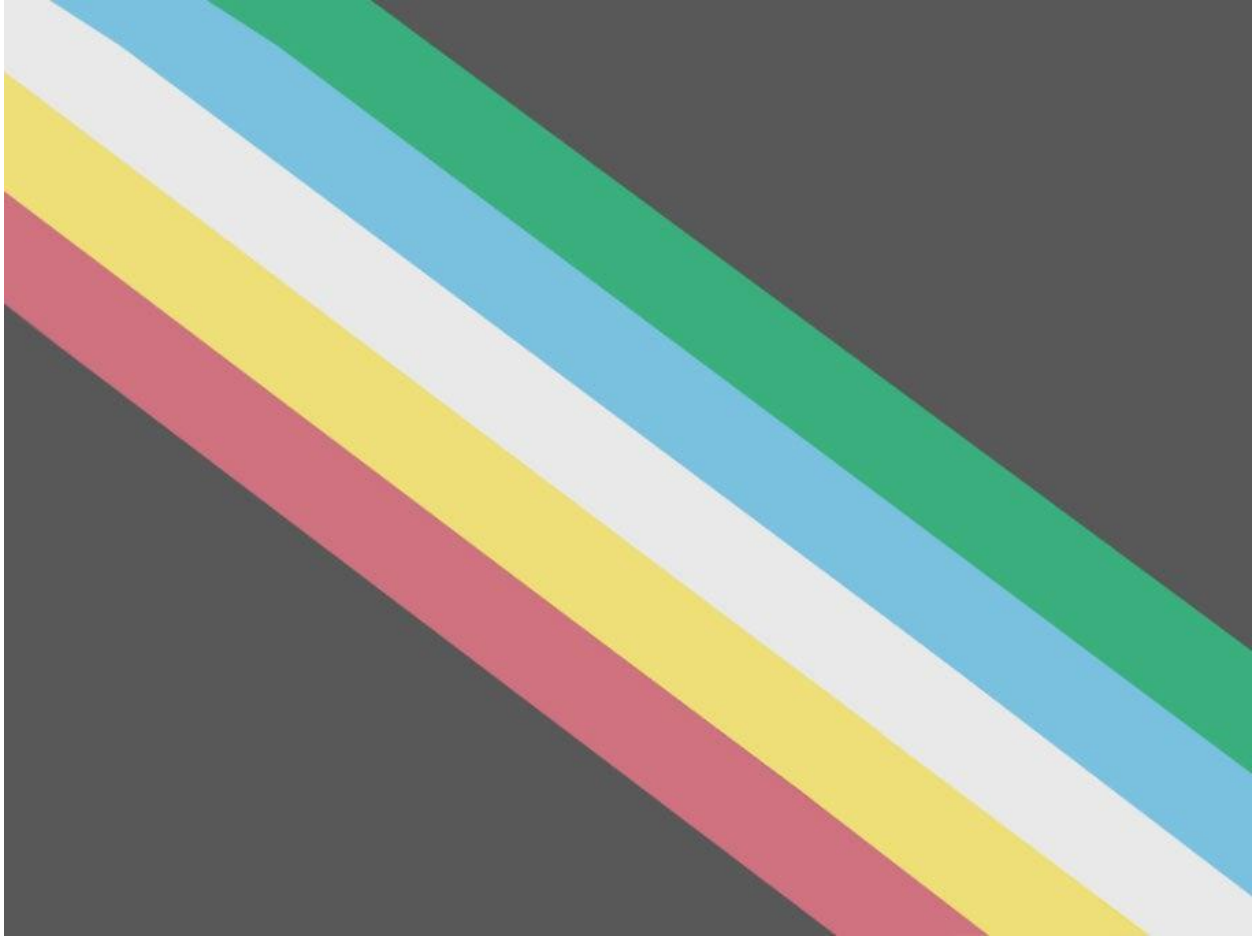
There is a wide variety of disabilities, and the ADA regulations do not list all of them. Some disabilities are visible and some are not. Some examples of disabilities include:

- Cancer
- Diabetes
- Post-traumatic stress disorder
- HIV
- Autism
- Cerebral palsy
- Deafness or hearing loss
- Blindness or low vision
- Epilepsy
- Mobility disabilities such as those requiring the use of a wheelchair, walker, or cane
- Intellectual disabilities
- Major depressive disorder
- Traumatic brain injury

The ADA covers many other disabilities not listed here.

The ADA Prohibits disability discrimination in many areas of life:

To prevent discrimination against people with disabilities, the ADA sets out requirements that apply to many of the situations you encounter in everyday life. Employers, state and local governments, businesses that are open to the public, commercial facilities, transportation providers, and telecommunication companies all have to follow the requirements of the ADA.



Designed by Ann Magill and updated in 2021 to ensure accessibility, each color of the Disability Pride Flag represents a different type of disability: physical (red), cognitive and intellectual (yellow), invisible and undiagnosed (white), psychosocial (blue), and sensory (green). The charcoal background symbolizes mourning and rage for the victims of ableist violence and abuse, and the colored bands are placed diagonally to convey persons with disabilities “cutting across” societal barriers.

Information gathered from: <https://www.hrw.org/news/2022/07/22/observing-disability-pride-month-july> and <https://www.ada.gov/topics/intro-to-ada/>

9 common types of Physical Disabilities:

1. Vision Impairment disability

People who are blind or have partial vision are inflicted with some type of vision impairment disability. There is a range with this type of disability, some may be severely impacted while others only partially blind. Regardless of the severity, vision impairment can impact an individual's work life, social life and independence.

2. Hearing Impairment disability

Hearing impairment disability has quite a range as vision impairment does. People can have mild to profound hearing impairment conditions.

Fortunately, individuals with hearing impairment can benefit from a number of strategies and equipment to improve their quality of life. Some strategies include, lip reading, note taking, hearing aids and sign language.

3. Paraplegia, Quadriplegia, and Hemiplegia

Paraplegia is a condition where the individual struggles with movement and sensation below the waist. Quadriplegia is a similar condition to paraplegia, however, individuals with this condition struggle with movement and sensation below the neck. Finally, hemiplegia is paralysis of one half of the body.

All three of these physical disabilities result from damage to the brain, spinal cord or both. More specifically, the thoracic, lumbar and sacral spinal cord are to blame for these physical disabilities.

4. Multiple Sclerosis (MS)

Multiple Sclerosis is an autoimmune disease of the central nervous system which includes the brain and spinal cord. The symptoms of multiple sclerosis can be quite extreme, including fatigue, coordination difficulty, weakness, tingling, inflicted sensation, vision issues, bladder problems, impairment to cognition and mood shifts.

Unfortunately, there is currently no cure for multiple sclerosis, although, there are many modes of support in Canada to improve individuals lives with multiple sclerosis.

5. Cerebral Palsy

Impacting children, cerebral palsy is a neurological disorder that impacts movement, motor skills and muscle tone. In the majority of cases, cerebral palsy is caused by brain damage that occurred during pregnancy or very shortly after birth.

While there is no cure for cerebral palsy, there are ample treatment options available that help children and babies suffering from the condition. These treatment options are generally effective and lead to quality lives both in childhood and adulthood.

6. Absent Limb or Reduced Limb Function

Absent limb, also known as amelia, is a birth defect whereby a person is born with one or more limbs missing. It also classifies shrunk or deformed limbs. On the other hand, reduced limb function is a physical disability whereby an individual is unable to use their limbs to their full potential.

As you can imagine, missing or partially functioning limbs can greatly impact your quality of life. However, many suffering from these physical abilities still live great lives once they learn to overcome their limitations.

7. Dystrophy

Dystrophy, also known as muscular dystrophy, is a group of disorders that involves the progressive loss of muscle mass and loss of muscle strength. As the condition worsens, it makes movement increasingly difficult for the sufferer. In some cases, the condition can impact breathing and heart function making the disability life threatening.

Unfortunately, there currently isn't a way to reverse or prevent muscular dystrophy. That being said, there are different kinds of therapy and drug treatment options to improve the person's quality of life and delay symptom progression.

8. Polio

Polio is caused by a virus called poliovirus that impacts a person's brain and spinal cord eventually leading to paralysis. Initially, the symptoms aren't severe, but over time they become worse.

Polio can be prevented by getting vaccinated, but if already infected, there is no cure. Although, there are supportive treatments available to better your quality of life with polio.

9. Acquired Brain Injury (ABI)

Any brain damage or injury that occurs after birth is referred to as an acquired brain injury. There are a number of reasons one may incur an acquired brain injury including infection, disease, oxygen deprivation or trauma to the head. It is important to note that individuals with an acquired brain injury are not suffering from an intellectual disability or mental illness, these are entirely different disabilities.

Individuals suffering from an acquired brain injury can experience mild or severe effects in the long term. Every person is unique, although, some effects are fatigue mentally and physically, slower mental processes, alterations in behavior and personality, alterations in physical and sensory abilities, and challenges with memory, focus and communication.

Place a sticker on the colored sheet next to any of the disabilities if you know someone that is affected by one or some of these.