

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>, <https://www.ada.gov/topics/intro-to-ada/>, <https://www.ssdfacts.com/hidden-disabilities>

Hidden Disabilities

Hidden disabilities are various types of disabilities that are not immediately recognizable by the naked eye. Individuals with hidden disabilities may face unique challenges, like social stigma and a lack of acceptance from people who don't understand their disabilities.

22 Examples of Hidden Disabilities

1. ADD/ADHD
2. Allergies (seasonal, common, and food related)
3. Anxiety
4. Arthritis
5. Asthma
6. Autism Spectrum Disorder
7. Brain Injury
8. Chronic Pain
9. Depression
10. Diabetes
11. Digestive Disorders
12. Epilepsy
13. Fibromyalgia
14. HIV/AIDS
15. Learning Disabilities
16. Lupus
17. Lyme Disease
18. Mental Illnesses
19. Multiple Sclerosis
20. Sensory Processing Disorders
21. Sleep Disorders
22. Spinal Disorders

While hidden disabilities are no less important than visible disabilities, they can sometimes be difficult for others to acknowledge. While seeing someone in a wheelchair may be a consistent reminder that a person has a disability, the same does not hold true with invisible disabilities.

Temporary Disabilities

Temporary Disabilities can often be looked at as something that can hinder your day to day work-life balance. In many cases, women who are pregnant have been seen to have a temporary disability and, unfortunately, workplaces are recognizing that more and more.

Read this article that walks through application process of someone who needs temporary disability.

<https://hrdailyadvisor.blr.com/2022/08/23/time-is-on-her-side-temporary-disabilities-under-the-ada/>