

Section 507 of the Americans with Disability Act of 1990

Section 507 of the Americans with Disabilities Act of 1990 concerns fair treatment for Americans with disabilities. This act covers equal employment opportunities, public services, public transportation, public accommodations, and telecommunications.

A disability can be a physical or mental disability that can diminish a person to participate in all aspects of society. Many people with physical or mental disabilities have been precluded from doing so because of discrimination.

A portion of Section 507 that covers equal employment states that an employer with 15 or more employees may not discriminate against qualified individuals with disabilities, 29 CFR 1630.4. This act also states that employers must reasonably accommodate the disabilities of qualified applicants or employees, including modifying work station and equipment, unless undue hardship would result.

Title II of Section 507 states that each service, program, or activity must be operated so that it is readily accessible to and usable by individuals with disabilities, unless it would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Structural changes to existing buildings to meet program accessibility requirement must be made by January 26, 1995. Public entities with 50 or more employees must develop transition plans for such change by July 26, 1992. The disability community must be involved in developing the plan. (<http://www.access-board.gov/about/laws/ADA.htm>)

Title II of Act 507 covers transportation. Public entities operating fixed route bus, and rapid rail and light rail systems must provide comparable complementary paratransit service to individuals with disabilities who meet certain eligibility criteria to the extent that an undue financial burden is not imposed.

Title IV of Section 507 states that telephone companies must provide telecommunications relay services for hearing – impaired and speech – impaired individuals 24 hours per day.

These are the standards and guidelines that are in place for the individuals with disabilities.