

# **American Disabilities Act**

## **UMCES ADA Policy**

The Horn Point Laboratory is committed to creating a workplace accessible to all individuals, regardless of their disabilities, and will accommodate all workers to remove any barriers which interfere with their ability to perform their job duties.

**ADA WEBSITES:** [https://www.ada.gov/2010\\_regs.htm](https://www.ada.gov/2010_regs.htm)

A Guide to Disability Rights Laws can be found at:

It states the following:

- The ADA prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications.
- To be protected by the ADA, one must have a disability or have a relationship or association with an individual with a disability.
- An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such impairment, or a person who is perceived by others as having such impairment.
- The ADA does not specifically name all of the impairments that are covered.

### **REGULATORY STANDARD: Public Law 101-336, The Americans with Disabilities Act of 1990 and Revised ADA Regulations Implementing Title II and Title III**

The ADA was revised by the ADA Amendments Act of 2008 (P.L. 110-325), which became effective on January 1, 2009. The ADA is codified at 42 U.S.C. 12101 et seq.

To the greatest degree possible, HPL will provide all mechanical and physical facilities required for the personal well-being, ADA, and health of our employee's in keeping with the highest standards.

For more information and/or suggestions contact the Environmental Safety Compliance Officer (ESCO) at Ext. 8441 or Email [hpl-safety@hpl.umces.edu](mailto:hpl-safety@hpl.umces.edu)