

Americans with Disabilities Act (ADA) and Amendments Act (ADAAA)

- 0 **It is the policy of Southern Illinois University to comply with the provisions of the Americans with Disabilities Act, 42 U.S.C.A. Section 12101, et seq. ("ADA") as well as subsequent Act Amendments (ADAA). The ADA/ADAAA prohibit discrimination against qualified individuals with disabilities on the basis of disability.**

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Under the ADA, Congress laid out four summarized goals for persons with disabilities:

1. *equality of opportunity*
2. *full participation*
3. *independent living*
4. *economic self-sufficiency*

In order to assist with achieving these goals as well as adhering to compliance requirements outlined in the

Americans with Disabilities laws, SIU-C and SIU Medicine maintains the following:

- Not refusing to allow a person with a disability to participate in a service, program, or activity simply because the person has a disability.
- Providing programs and services in an integrated setting, unless separate or different measures are necessary to ensure equal opportunity.
- Eliminating unnecessary eligibility standards or rules that may deny individuals with disabilities an equal opportunity to enjoy its services, programs, or activities. Furthermore, making reasonable modifications in policies, practices, and procedures that may deny equal access to individuals with disabilities unless a fundamental alteration in its services, programs, or activities would result.
- Communicating effectively with individuals who may have speech, visual, or hearing impairments and furnishing auxiliary aides and services, when necessary to ensure effective communication, unless it would cause an undue burden for the University.
- Not applying special charges to individuals with disabilities to cover the costs of measures necessary to ensure nondiscriminatory treatment, such as making modifications required to provide program accessibility.

Since the passage of the Americans with Disabilities Act (ADA) doors are opening for Americans with Disabilities, however slowly. More and more places of business are accessible to both customers and employees with disabilities. Curb cuts are facilitating mobility for everyone from wheelchair users to in-line skaters.

People with disabilities are among our nation's commuters, many using accessible mass transit to get to work. Our country is in the midst of transforming the proverbial ladder of success for some Americans into a ramp of opportunity for all Americans.

On September 25, 2008, the President signed the Americans with Disabilities Act Amendments Act of 2008 ("ADA Amendments Act" or "Act"). The Act emphasizes that the definition of disability should be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis.

The Act makes important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.

The Act further defines disabilities and makes it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA. The American challenge for the 21st century is to become a nation in which all citizens have the opportunity for full employment. The ability of a diverse workforce provides the framework to meet this challenge. Person with disabilities want to be a vital component of the diverse workforce. America is in an excellent position to be a winner in the global economy of the 21st century because of the strength of its diversity, the power of the economy and the depth of the nation's values. Nevertheless, we must not overlook the abilities of the 54 million Americans with disabilities. We

should provide an atmosphere of inclusion, not exclusion. by opening doors to ability, employers gain the skills and talents of persons with disabilities.

Should you wish to review the ADA or its interpretive regulations, ask questions about your rights and remedies under the ADA, request a reasonable modification to the University's policies, practices or procedures, or file a written grievance with the University alleging noncompliance with the ADA, please contact the SIU School of Medicine ADA mailbox by **clicking here**.

Requesting Reasonable Accommodations:

For more information about reasonable accommodations or to request a reasonable accommodation, email the appropriate contact listed below:

- Employees: ada@siumed.edu
- Carbondale-based learners: [SIU Disability Support Services](#)
- Springfield-based learners: medstudentada@siumed.edu
- Residents and fellows: residentada@siumed.edu

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