

Welcome to the ADA Legal Webinar Series



A collaborative program between the
Southwest ADA Center and Great Lakes ADA Center,
members of the **ADA National Network**

The Session is Scheduled to begin at 2:00pm Eastern Time
We will be testing sound quality periodically

Audio and Visual are provided through the on-line webinar system. This session is closed captioned. Individuals may also listen via telephone by dialing 1-712-432-3066 Access code 148937 (This is not a Toll Free number)

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Listening to the Webinar



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You can control the audio broadcast via the Audio & Video panel. You can adjust the sound by "sliding" the sound bar left or right.

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Listening to the Webinar, *continued*



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Listening to the Webinar, *continued*



MOBILE Users (iPhone, iPad, or Android device (including Kindle Fire HD))

Individuals may listen** to the session using the Blackboard Collaborate Mobile App (Available Free from the Apple Store, Google Play or Amazon)



**Closed Captioning is not visible via the Mobile App and limited accessibility for screen reader/Voiceover users



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Captioning



Real-time captioning is provided during this webinar.

The caption screen can be accessed by choosing the  icon in the Audio & Video panel.



Once selected you will have the option to resize the captioning window, change the font size and save the transcript.



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Submitting Questions



You may type and submit questions in the Chat Area Text Box or press **Control-M** and enter text in the Chat Area

If you are connected via a mobile device you may submit questions in the chat area within the App

If you are listening by phone and not logged in to the webinar, you may ask questions by emailing them to webinars@ada-audio.org



Please note: This webinar is being recorded and can be accessed on the www.ada-audio.org within 24 hours after the conclusion of the session.

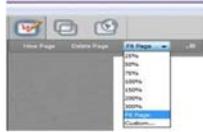


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Customize Your View



Resize the Whiteboard where the Presentation slides are shown to make it smaller or larger by choosing from the drop down menu located above and to the left of the whiteboard. The default is “fit page”



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Customize Your View *continued*



Resize/Reposition the Chat, Participant and Audio & Video panels by “detaching” and using your mouse to reposition or “stretch/shrink”. Each panel may be detached using the  icon in the upper right corner of each panel.



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Technical Assistance



If you experience any technical difficulties during the webinar:

1. Send a private chat message to the host by double clicking “Great Lakes ADA” in the participant list. A tab titled “Great Lakes ADA” will appear in the chat panel. Type your comment in the text box and “enter” (Keyboard - F6, Arrow up or down to locate “Great Lakes ADA” and select to send a message); or
2. Email webinars@ada-audio.org; or
3. Call 877-232-1990 (V/TTY)



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**What the ADA
is.**



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**What the ADA
is.**



unit

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Materials to download?



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You are not to blame!

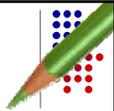


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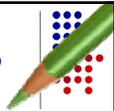
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Who is covered by ADA?



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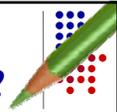
Who is covered by ADA?



Protected by ADA

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Who is covered by ADA?

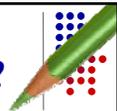


Protected by ADA

✓ People with disabilities!

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Who is covered by ADA?



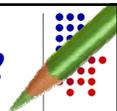
Protected by ADA

Obligated by ADA

✓ People with disabilities!

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Who is covered by ADA?



Protected by ADA

Obligated by ADA

✓ People with disabilities

Employers ✓

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Who is covered by ADA?

Protected by ADA

✓ People with disabilities

Obligated by ADA

Employers ✓

✓ State and local governments

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Who is covered by ADA?

Protected by ADA

✓ People with disabilities

Obligated by ADA

Employers ✓

✓ State and local governments

Places of public accommodation ✓

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ADA Thresholds?



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ADA Definitional Limits:

- ✗ Transitory AND minor impairments
- ✗ Certain diagnoses specifically excluded by statute*.

ADA vs. ADA

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*** “The Helms amendment”**

Specific exclusions under 42 U.S.C. § 12208-12211:

- **Homosexuality, bisexuality, transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders; compulsive gambling, kleptomania, or pyromania; or drug addiction.**

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ADA Title I: Employee Count Threshold?

ADA vs. ADA

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Employee Count Threshold & Title II Entities?



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Does the ADA apply to the Federal Government?



✓ ADA vs. ADA ✗

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Does the ADA apply to the Federal Government?



✓ ADA vs. ADA ✗

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ADA and the U.S. Congress?



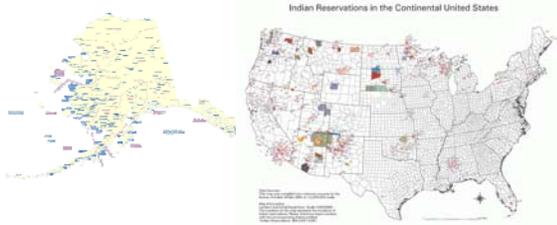
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Other ADA Boundaries?



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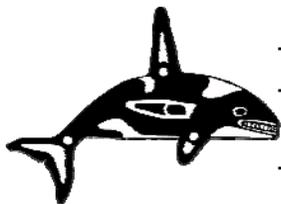
ADA & American Indian / Alaska Native Tribes?



ADA vs ADA

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ADA & American Indian / Alaska Native Tribes?

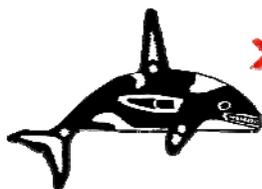


Title I – Employment?
Title II – State & Local
Government?
Title III – Public
Accommodations?

✓ ADA vs. ADA ✗

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ADA & American Indian / Alaska Native Tribes?

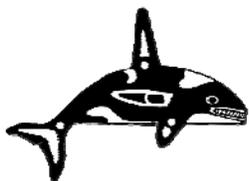


✗ Title I – Employment
Title II – State & Local
Government
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Accommodations

✓ ADA vs. ADA ✗

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ADA & American Indian / Alaska Native Tribes?

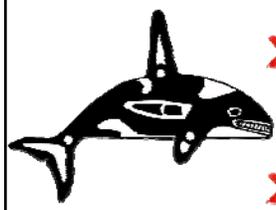


✗ Title I – Employment
Title II – State & Local
Government ✗
Title III – Public
Accommodations

✓ ADA vs. ADA ✗

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ADA & American Indian / Alaska Native Tribes?



- ~~X~~ Title I – Employment
- Title II – State & Local Government ~~X~~
- ~~X~~ Title III – Public Accommodations

✓ ADA vs. ADA ~~X~~

Michigan v. Bay Mills Indian Community



Miscellaneous ADA limits...



ADA & Private Clubs?



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ADA & Private Clubs?



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ADA & Private Clubs?



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ADA & Churches?



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ADA, the Clergy & Title I?



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ADA, the Clergy & the Ministerial Exception?



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ADA & Affirmative Action?



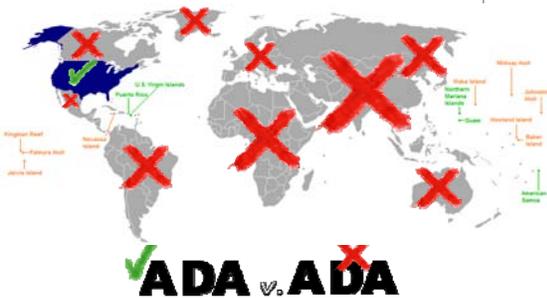
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Borders & the ADA?



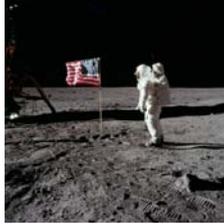
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“America” & the ADA?



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“America” & the ADA?



✓ ADA vs. ✗ ADA

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ADA Title I --- overseas?



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Borders & the ADA?



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ADA & International Air Carriers?



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ADA & International Air Carriers?



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ADA & Foreign Flagged Passenger Vessels?



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ADA & Foreign Flagged Passenger Vessels?



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THE END...
YOU ARE NOT TO BLAME BUT
YOU ARE NOW RESPONSIBLE!



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Session Evaluation

Your feedback is important to us

You will receive an email following the session with a link to the on-line evaluation



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Next ADA Legal Webinar Session



July 15, 2015

The Most Important Cases Since the ADA was Passed 25 Years Ago!

Speaker: Barry Taylor and Rachel Weisberg, Equip for Equality