

SOUTH CAROLINA AND THE ADA

What State and Local Governments Need to Know

The Americans with Disabilities Act (ADA) was signed into law in 1990 to prohibit discrimination against people with disabilities.

State and local governments are required to abide by the ADA.

The ADA has five sections, called "Titles." Each Title prohibits discrimination against people with disabilities in different areas of life.

Title I of the ADA prohibits employers, including State and local governments, from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.

Title II protects qualified individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by State and local government entities.

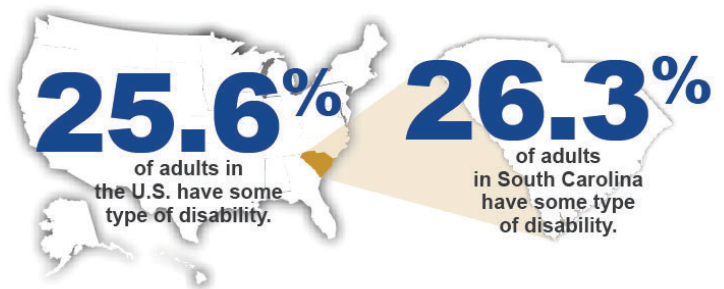


There are 61 million people with disabilities living in the US.

That's 1 in 4 adults living in the US.

26.3% of adults in South Carolina have a disability.

30.4% of Veterans in South Carolina have a disability.



Graphic by the Centers for Disease Control and Prevention
<https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/south-carolina.html>

Disabilities include physical disabilities, intellectual disabilities, hearing/visual disabilities, mental health disabilities, sensory disabilities, neurological disabilities, certain health conditions, and more!

WHO MUST COMPLY WITH TITLE I?

All employers with 15 or more employees, including state and local governments, must comply with Title I of the ADA and may not discriminate against people with disabilities in employment.

EXACTLY WHAT IS REQUIRED?

Giving an equal opportunity for people with disabilities to interview for a position, ensuring work spaces are physically accessible, providing interpreters for Deaf staff during meetings, and allowing people to request reasonable accommodations are some examples of providing equal access to employment for people with disabilities.



able
SOUTH CAROLINA
www.able-sc.org



AccessAbility
A BRIDGE TO INDEPENDENCE
www.abilitysc.org

WALTON
Options
Resources for Independent Living
www.waltonoptions.org

Have Questions?

**Contact the South Carolina Statewide
Independent Living Council:**
scsilc@scsilc.org

Learn more about Title I and Employment:
<https://askjan.org>

**Learn more about Title II and Public
Entities:**
<https://adaactionguide.org/>

WHO MUST COMPLY WITH TITLE II?

Under Title II, all state and local governments, including state agencies, legislatures, towns, cities, counties, school districts, courts, universities, community colleges, regional transit authorities, and other state and local government instrumentalities must comply with the ADA.

EXACTLY WHAT IS REQUIRED?

People with disabilities must have an equal opportunity to participate in and benefit from state and local governments' programs, services, and activities. Accessing government buildings, interacting with police, using a town playground, and attending a public university are some examples of public entities' programs, services, and activities covered by the ADA.