



PIMA COUNTY

HUMAN RESOURCES DEPARTMENT

Americans with Disabilities Act

In 1990, the **Americans with Disabilities Act** (ADA) was established to ensure inclusive equal opportunity for persons with disabilities in all aspects of American life. The ADA prohibits discrimination on the basis of disability and provides for equal access to education, housing, transportation, health care and employment.

The ADA **prohibits** discrimination:

- in employment (Title I)
- in the provision of State and local government programs, services and benefits (Title II)
- by private business and other entities that operate places of "public accommodation" (Title III)
- provisions for the deaf, hard of hearing and speech impaired (Title IV)

The **ADA Amendments Act** (ADAAA) went into effect on January 1, 2009. According to Congress, the ADAAA was passed "to carry out the ADA's objectives of providing 'a clear and comprehensive national mandate for the elimination of discrimination' and 'clear, strong, consistent, enforceable standards addressing discrimination' by reinstating a broad scope of protection to be available under the ADA."

By breaking down and eliminating barriers, individuals with disabilities have equal opportunity to participate in all aspects of community life. Most of all, the ADA enables society as a whole, and the Pima County community specifically, to benefit from the skills, talents, gifts and other contributions of individuals with disabilities. Pima County Government is committed to ensuring that the terms and conditions mandated by the ADA as amended are enforced within the County's level of authority and within its jurisdiction.

Pima County employees who wish to discuss a reasonable accommodation for their workplace, Pima County applicants who require special testing accommodations and members of the general public who have questions or concerns about access for disabled individuals are encouraged to contact the Pima County ADA Coordinator, whose location information is provided below.

Internet Resources

LINK	DESCRIPTION
AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED	Text of ADA, with 2008 Amendments
TITLE I REGULATIONS (EEOC)	From the Code of Federal Regulations
JOB ACCOMMODATION NETWORK (JAN)	Info About Disabilities, Accommodations
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	Info About Disability Discrimination
U.S. DEPARTMENT OF LABOR	Disability Resources
ARIZONA CENTER FOR DISABILITIES LAW	Local Resource for Disability Rights
AMERICANS WITH DISABILITIES ACT HOME PAGE	U.S. Department of Justice
DISABILITY RIGHTS LEGAL CENTER	Resources, Arizona and Federal

ADA Coordinator
Pima County Human Resources Dept.
150 West Congress Street, 4th Floor
Tucson AZ 85701

Contact Numbers:
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