

There have been no changes to ADA law.



## Letter from the Director

Greetings!

October is [National Disability Employment Awareness Month](#). Recent statistics from the Bureau of Labor Statistics show that there is a considerable gap in employment for people with disabilities. In 2017, 18.7% of individuals with disabilities were employed, in contrast to 65.7% of individuals without disabilities. While these data may not be a surprise, I always find them sobering.

When the ADA was signed into law, employment was top of mind – I mean, it is the first title! As you go about your professional lives this month, I challenge you to think about your employment practices. Are you unintentionally excluding people with disabilities from employment within your organization? Are there ways that you can make your workplace more inclusive? Have you considered looking at job descriptions and interview practices to ensure that you are creating opportunities for people with disabilities? Does your organization provide training to staff about the ADA?

I'd argue that it's not only the right thing to do, but it's one of the fundamental reasons the Americans with Disabilities Act was established.

Dana Barton



### News

- Is obesity a disability?
- DOJ intervenes in inmate lawsuit
- Uber denies ride to service animal user
- Sleeping at work not covered by ADA
- Grand Hyatt refused to accommodate



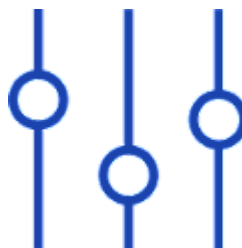
### ADA in Practice

- Free interpreting services in rural CO
- State rank for employment of PWD
- Why hire someone with a disability?
- Digital interviews don't violate ADA
- Grants awarded for transportation access



### Training and Events

- Free ADA Basics web course
- Wyoming Employment First Summit
- Implicit Bias Training
- Accessible Polling Places
- Request individualized training



### Research

- Vacation rentals and the ADA
- Drive-by lawsuits
- Montana's suicide problem
- Babies born addicted likely to be disabled
- Students with disabilities suspended more

## Featured Video





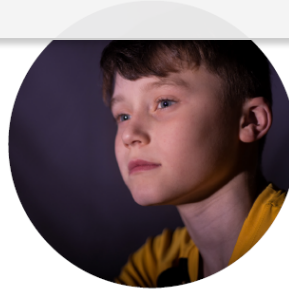
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## New Products in the Shop

We have several new products in our store, such as [A Resource for Parents of Children with Disabilities in Child Care](#). Don't see a resource that would be helpful to you? Send us a note with what you're interested in and we may be able to create it!

Under Title III, the ADA prohibits a public accommodation, such as a child care center, from discriminating against an individual on the basis of disability by denying them the right of full and equal access of its goods and services. Child care centers must comply with Title III of the ADA regardless of its size or number of employees. Even small, home-based centers that may not have to follow some state laws are covered by Title III.

Under Title III, "disability" can include any disorder, disease or impairment ranging from diabetes, to allergies, physical/mobility or developmental/learning challenges, as well as epilepsy, cerebral palsy, asthma and HIV/AIDS, among others.



### What rights do parents of children with disabilities have under Title III?

Children with disabilities are automatically protected by the ADA. Parents of children with disabilities are protected if they are discriminated against because of their association with a child with a disability or if they have a disability. If a child care center does not meet the Title III requirements, parents of children with disabilities and people with disabilities can file a formal complaint. A civil action case may be brought against the center in federal court and the Department of Justice can implement a fine of up to \$50,000 for a first violation.

The Rocky Mountain ADA Center (RMADAC) is operated by Meeting the Challenge, Inc., and makes information, training and technical assistance readily available to employers, people with disabilities and other entities with rights and responsibilities under the Americans with Disabilities Act (ADA). The RMADAC serves individuals and organizations within a six-state region including Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming.

For more information, visit the RMADAC website at <http://RockyMountainADA.org>, or call 800.949.4232.

### As a parent of a child with disabilities you are protected under Title III of the ADA.

While many parents struggle to find affordable, quality child care, the parents of a child with a disability struggle to find any program that will accept their child. The 1990 passage of the Americans with Disabilities Act (ADA) opened a new and exciting world for families and children with disabilities. Prior to ADA passage, care for many children with disabilities was limited to family, friends, or special disability-only child care centers. Now child care centers and home daycare providers are required to open their doors wide to welcome all children.

[Shop Now](#)

## Free Smartphones for the Deaf in Colorado

Unlocked Samsung S8 droid smartphones are now available as part of the Communications Technology Program (CTP).

Since the two smartphones (iPhone and Samsung S series) provided in this program are unlocked, a consumer can join any non-contracted service provider that accepts it. This means that no deposit or credit check would be needed and you can pick the plan that meets your needs and/or budget.

A qualified deaf or hard-of-hearing Colorado resident may receive one at no charge (or an iPad or Jitterbug), as well as accessories such as an amplified headset or neck loop and ring signaler.

[Download an application](#) or for more information email [JoAnne Hirsch](#), Communications Technology Program Manager.



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The Rocky Mountain ADA Center is owned and operated by [Meeting the Challenge, Inc.](#), and is supported by grant #90DP0094-01-00 from the [National Institute on Disability, Independent Living, and Rehabilitation Research](#). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS). The Rocky Mountain ADA Center is a part of the [ADA National Network](#) which consists of 10 regional centers and an ADA Knowledge Translation Center.

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