

ARE YOU IN COMPLIANCE?

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AMERICANS WITH DISABILITIES ACT (ADA)

ARE YOU IN COMPLIANCE?...



...CHECKLIST ENCLOSED!

AMERICANS WITH DISABILITIES ACT PUBLIC ACCOMMODATIONS

ARE YOU IN COMPLIANCE?

Title III of the Americans with Disabilities Act (public accommodations and services by private entities) took effect January 26, 1992. Is your organization covered? If so, is it in compliance with the law?

Title III covers all public businesses affecting commerce regardless of size. It prohibits denying full and equal enjoyment of goods, services, facilities, privileges, advantages or accommodations to disabled individuals by any place open to the public. Penalties for non-compliance can be steep: up to \$50,000 for a first violation and up to \$100,000 for subsequent violations.

Here is a quick-look "Barriers Checklist" to help you determine if your organization's public facilities comply with the law. A "No" answer indicates an area of needed improvement.

BUILDING ACCESS

- 1. Are 96"-wide parking spaces designed with a 60" access aisle?
- 2. Are parking spaces near main building entrance?
- 3. Is there a "drop off" zone at building entrance?
- 4. Is the gradient from parking to building entrance 1:12 or less?
- 5. Is the entrance door at least 32" wide?
- 6. Is door handle easy to grasp?
- 7. Is door easy to open (less than 8 pounds pressure)?
- 8. Are other than revolving doors used?

BUILDING CORRIDORS

- 1. Is path of travel free of obstruction and wide enough for a wheelchair?
- 2. Is floor surface not slippery?
- 3. Do obstacles (phones, fountains) protrude no more than four inches?
- 4. Are elevator controls low enough (48") to be reached from a wheelchair?
- 5. Are elevator markings in braille?
- 6. Do elevators have audible signals?
- 7. Does elevator interior provide a turning area of 51" for wheelchairs?

RESTROOMS

- 1. Are restrooms near building entrance/personnel office?
- 2. Do doors have lever handles?
- 3. Are doors at least 32" wide?
- 4. Is restroom large enough for wheelchair turnaround (51" minimum)?
- 5. Are stall doors at least 32" wide?
- 6. Are there grab bars in toilet stalls?
- 7. Are sinks at least 30" high with room for a wheelchair to roll under?
- 8. Are faucets easily reached and used?
- 9. Are soap dispensers, towels no more than 48" from floor?

PERSONNEL OFFICE

- 1. Are doors at least 32" wide?
- 2. Are doors easy to open?
- 3. Are thresholds 1/2" high or less?
- 4. Is the path of travel between desks, tables wide enough for wheelchairs?

Compliments of The International Resource Network on Disabilities.

Don't get lost in the confusing array of new laws. Contact **PROFESSIONAL TRAINING SYSTEMS** today, specialists in fair employment practices and employee/organization development. . . 1-800-783-4407.