

# **AMERICANS WITH DISABILITIES ACT OF 1990 VOCATIONAL REHABILITATION ACT OF 1973, REHABILITATION ACT OF 1974**

## **WHAT IS AMERICANS WITH DISABILITIES ACT? WHAT IS THE REHAB ACT?**

### **Americans with Disabilities Act of 1990 (ADA), as amended:**

A comprehensive civil rights legislation created to help integrate persons with disabilities not only into the workplace but into every segment of society. The act has provisions that address five areas: employment; accessibility of public services, including public transportation; public accommodations; telecommunications; and miscellaneous provisions including prohibiting retaliation against individuals seeking to enforce rights under the act.

Employers and institutions that provide public services, including the University, must provide reasonable accommodations to make employment and programs accessible to otherwise qualified individuals.

Many of the provisions of the ADA are similar to those of Sections 503 and 504 of the Rehabilitation Act of 1973. The ADA extends the remedies and procedures found in Title VII to persons with disabilities, and incorporates the provisions for a jury trial and compensation for damages added by the Civil Rights Act of 1991.

### **Vocational Rehabilitation Act of 1973, Rehabilitation Act of 1974:**

Prohibits discrimination on the basis of physical or mental disability or handicap, requires affirmative action and the provision of “reasonable accommodations” to ensure program accessibility.

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## **QUESTIONS OR CONCERNS**

Members of the University community who believe that the ADA has been violated should discuss their concerns and/or file a complaint with the University’s ADA Coordinator:

Leah Zimmerman, Coordinator, ADA Programs, Affirmative Action Office  
328 Boucke Building, University Park, PA 16802  
Phone: (814) 863-0471; Email: lrz2@psu.edu

To file a complaint with an agency external to the University (e.g. EEOC, PHRC, OCR), contact information for external agencies is available on the Affirmative Action Office web site at: <http://www.affirmativeaction.psu.edu/>

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## **PROHIBITION AGAINST RETALIATION**

University Policy and state and federal law prohibits retaliation against anyone who files a complaint and/or participates in an investigation involving alleged ADA violations. Retaliation constitutes a separate violation and may result in a sanction independent of the outcome of a complaint.



Affirmative Action Office, 328 Boucke Building, University Park, PA 16802