

ARTICLES

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Labor & Employment

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# Happy Anniversary, ADA

This week marks the 25th anniversary of the passage of the Americans with Disabilities Act (ADA). The anniversary is an opportunity to celebrate the positive impact the ADA has had on the lives of individuals with disabilities – and to take stock of your educational institution’s policies and programs.

## Are You Doing Your Part?

The landmark civil rights legislation was passed in 1990 to protect individuals with disabilities from discrimination and to support their full participation in education, the workforce and communities. The ADA anniversary serves as a reminder that colleges and universities have a legal obligation to ensure that individuals with disabilities are able to engage fully in educational experiences.

In meeting these obligations, consider taking these steps during this school year:

Ensure that appropriate processes are in place to provide all students the accommodations they may need to access services, programs and activities.

Review communications to your university or college community to ensure they clearly explain expectations and provide information about the supports available for students with disabilities.

Review policies and practices regarding employment of individuals with disabilities.

Review your web and physical accessibility to identify and remove barriers.

Consider an anniversary event to highlight the successes of students with disabilities, accessible program design and diversity efforts.