

ANNOTATED BIBLIOGRAPHY THE AMERICANS WITH DISABILITIES ACT

Adaptive Environments Center, Inc. and National Institute on Disability Rehabilitation Research (1992) ADA Title II Action Guide for State and Local Governments. LRP Publications, Horsham, PA 19044.

This manual and workbook is designed to help state and local governments comply with the ADA. The information was reviewed for accuracy by the U.S. Department of Justice, Public Access Section. The main concepts of Title II are discussed using examples applied to real-life situations. Citations to the Title II regulations are noted in the margins. Five "action steps" deemed necessary to bring these entities into compliance are explained. Seven worksheets are provided as a structure for coordinating the compliance process.

American Bankers Association (1991) Americans with Disabilities Act: An Implementation Guidebook for Financial Institutions. Author, 1120 Connecticut Ave. NW, Washington, DC 20036 (202) 663-5087.

This informative booklet covers the provisions of the ADA as they effect banks.

American Institute of Architects (1992) ADA: A Resource Guide. Author, 1735 New York Ave., Washington, D.C. 20006 (202) 626-7300.

Although the major part of this guide is a reprint of the law and resources from other sources, it also includes a bibliography of material relating to accessible design.

Ardinger, R (1991) The Americans with Disabilities Act Training Guide. Ardinger Consultants and Associates, P.O. Box 308, Columbia, MD 21043-0308.

This a three-part package, including a training guide with tips for providing training, a training outline and a curriculum including an "ADA Pre-Test," "Attitudes," "History," "Titles of ADA," "Measuring for Access," and "Scenarios." An Executive Summary contains brief overviews of each title of the Act, tables of implementation dates, problems and solutions, possible scenarios, remedies, and resources. Overheads provide brief definitions, key points, and outlines of the titles.

Bank of America (1992) BankAmerica and the Americans with Disabilities Act: Communicating with Employees and Managers about the ADA. ADA Programs #3553, Bank of America NT & SA, PO Box 37000, San Francisco, CA 94137 (415) 241-3333.

This guide includes reprints of ADA articles for managers and employees that have appeared in Bank of America internal publications. Articles cover topics such as hiring, interviewing, attitudes, etiquette, myths, and stereotypes.

Black, J.B., J. Black, R.O'Donnell, and J.Scheuerle (1992) Surveying Public Libraries for the ADA. Bureau of Library Development, Division of Library & Information Services, 500 S. Bronough St., Tallahassee, FL 32399-0250.

This monograph was proposed by a task force of Floridians with disabilities and library personnel and was funded through a grant from the State Library of Florida. It includes an introduction to the ADA, focusing particularly on Title II, but most of the document is specifically targeted to libraries and library patrons. There are sections discussing library literature about the ADA, how to communicate with consumers, staff training and public relations, accessible collections, and a lengthy section combining all of the previous information into diverse kinds of self-evaluations.

Blanck, P.D. (Summer 1991) "The Emerging Work Force: Empirical Study of the Americans with Disabilities Act," Journal of Corporation Law, (16), 693-803.

This is an empirical investigation of employment provisions of the ADA. The study examines myths about people with disabilities and work and provides employers and employees with models for analysis to avoid potential disputes. The study is geared towards employers and attorneys.

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This report provides a summary of the background and future of Title I primarily through the beginning of a longitudinal study in Oklahoma of people with mental retardation and their employers. Data is placed in quantitative and qualitative contexts, with suggested implications and future steps.

Bowe, F. (1983). Reasonable Accommodation Handbook. AT&T Human Resources Department EEO/AA Section. 295 North Maple Ave., Baskinridge, NJ 07920 (908) 221-6109.

The Handbook contains an introductory section discussing the concept of reasonable accommodation and reviewing the legal and regulatory requirements. It also contains one-page descriptions of hundreds of products and devices which may prove suitable for use as reasonable accommodations for certain individuals with disabilities.

Building Owners and Managers Association International (1991) ADA Compliance Guidebook: A Checklist for Your Building. Author, 1201 New York Ave., NW, Suite 300, Washington, DC 20005 (202) 408-2662 (202) 371-0181 (FAX).

The purpose of this guidebook is to offer detailed information on the Title III Regulations addressing accessibility in both public accommodations and such commercial facilities as parking, toilets, assembly areas, and other areas. This book can serve as a reference document and workbook in assessing the level of ADA Title III compliance.

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This article is a thorough analysis of the court decisions leading up to the passage of the ADA. It also includes a comprehensive analysis of specific definitions included in the law as well as the intent behind their inclusion. The article places the ADA in its context as a present-day civil rights statute.

Business & Legal Reports, Inc. (1993) How to Comply with the Americans with Disabilities Act. Author, 39 Academy St., Madison, CT 06443-1513 (800) 727-5257.

This compliance guide with supplements is written from an employer's viewpoint. Information on the ADA is presented in a concise manner.

Commerce Clearing House, Inc. (1990) CCH's Explanation of the Americans with Disabilities Act of 1990. Author 4025 Peterson Ave., Chicago, IL 60640.

This publication offers a detailed explanation, with examples, of the ADA's intent and expected interpretation. It also provides a general overview and summary of the Americans with Disabilities Act.

Commerce Clearing House, Inc. (1990) Americans with Disabilities Act of 1990: Law and Explanation. Author, 4025 Peterson Ave., Chicago, IL 60640.

This booklet is similar to CCH's Explanation, (above), provides more details about the ADA, and includes portions of the House, Senate, and Conference Committee reports.

Cook, Timothy M., (Summer, 1991) "The Americans with Disabilities Act of 1990: The Move to Integration," Temple Law Review. Vol.64(2), 393-470.

This guide provides a comprehensive comparison of the ADA to earlier civil rights legislation with a rationale explaining why the ADA must be viewed, enacted, and respected as equivalent to racial and other discrimination laws. The late author was one of the premier lawyers of the disability rights movement.

Council of Better Business Bureaus' Foundation and Disability Rights Education and Defense Fund (1992) Access to Equal Opportunity Author, 4200 Wilson Blvd., Arlington, VA 22203 (703) 247-3656.

This is a series of 30-page guides addressing ADA compliance topics such as "Car Sales & Service," "Fun and Fitness Centers," "Grocery Stores," "Medical Offices," "Restaurants & Bars," and "Retail Stores." Also included are answers to most frequently asked questions.

Cumblad, K., K. Dhanens, and R. Leemans (1991) The Americans with Disabilities Act: Turning Disability into Workability. The Work Fitness Center, 2407 40th Ave., Moline, IL 61265.

Although this publication contains a general overview of each title of the ADA, it focuses primarily on the employment provisions of the ADA. Information and examples, written in non-technical language, are provided to increase understanding of and compliance with the ADA. Sections also include recruitment strategies and tips on dealing with injured workers.

Dooley, J., N. Karp, and E. Wood (1992) Opening the Courthouse Door: An ADA Access Guide for State Courts. American Bar Association, Commission on Mental and Physical Disability Law, 1800 M St., NW, Washington, DC 20006, (202) 331-2240.

The access guide provides information for state courts on complying with the ADA. It includes background information about the range of disabilities and accommodations necessary to allow equal access to the physical structure of courthouses and the court

process. There are also sections discussing potential resources for funding accessibility projects.

Epilepsy Foundation of America (1992) The Americans with Disabilities Act: A Guide to Provisions Affecting Persons with Seizure Disorders. 4351 Garden City Drive, Landover, MD 20785 (301) 459-3700.

This guide is written for people with epilepsy and provides an overview of the ADA and disability legislation. There are examples relating to such ADA-related situations as driving, insurance, and employment. Questions are answered about epilepsy and various types of seizures.

Evan Terry Associates (1993) Americans with Disabilities Act: Facilities Compliance: A Practical Guide. Author, 2129 Montgomery Highway, Birmingham, AL 35209, (205) 871-9818.

This reference manual is geared toward entities wishing to understand the ADA's facilities requirements. It is written without legal jargon and is designed to provide information that is not overly technical. Sections include an overview of the ADA and strategies for compliance.

Evan Terry Associates (1993) Americans with Disabilities Act: A Pocket Guide to the ADAAG Author, 2129 Montgomery Highway, Birmingham, AL 35209, (205) 871-9818.

This concise guidebook covers major areas of the ADA Accessibility Guidelines, ranging from accessibility requirements of the physical environment to various types of buildings and structures. ADAAG figures illustrating space requirements in different situations for people with different disabilities are also included.

Evan Terry Associates (1992) A Non-Technical Overview of the ADA Accessibility Guidelines. 2129 Montgomery Highway, Birmingham, AL 35209, (205) 871-9818.

The guidebook provides an overview of the ADAAG which eliminates the need to cross-reference. The focus is on the requirements for new construction of buildings and facilities. The requirements for altered areas of existing buildings are noted when applicable.

Fersh, D. and P. W. Thomas (1993) Complying with the Americans with Disabilities Act: A Guidebook for Management and People with Disabilities. Quorum Books, 88 Post Road West, Westport, CT 06881.

This book places both the ADA and Americans with disabilities in an historical context and explains the ADA's titles and language by the use of specific concrete examples. The volume includes tables, illustrations, endnotes, a short bibliography and resource guides. Contents include chapters about empowerment issues, background and content of the ADA, reasonable accommodation, enforcement, and guest articles on various subjects.

Food Marketing Institute (1992) ADA Starter Kit for Supermarkets: An Introduction to the Americans with Disabilities Act, Title II, Action-Oriented Materials for Voluntary Compliance. Author, 800 Connecticut Ave., N.W. Washington, D.C. 20006-2701 (202) 452-8444, (202) 429-4519 (FAX).

The Kit, funded with a grant from and reviewed by the Department of Justice, examines Title III and includes federal information sheets. Three resources developed by FMI and included in the kit are: a ten-step action plan brochure; a Facilities Survey and Budget Book, including point-by-point ADA facts, comments, responses and budgets; and an ADA Nationwide Resources directory.

Foundation on Employment & Disability, Inc. The Americans with Disabilities Act of 1990: Entitlement to Access. Author, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, (800) 499-0559 (TDD).

Using a question and answer format, this booklet provides information on rights of people with disabilities and includes a list of resources.

Foundation on Employment & Disability, Inc. Doing Business in Compliance with the Americans with Disabilities Act of 1990 (Torrance, CA: author), TFED, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, and in CA (800) 499-4232 (V), (800) 499-0559 (TDD).

This booklet provides information on business' ADA obligations in question and answer format. There is also a list of resources.

Gostin L. and H. Beyer (1993) Implementing the Americans with Disabilities Act: Rights and Responsibilities of All Americans. Brookes Publishing Co., P.O. Box 10624 Baltimore, MD 21285-0624, (410)337-9580.

In addition to providing a clear explanation of all statutory requirements of the ADA, this book addresses the legal, medical and social questions that have been raised since the law's enactment. With chapters written by prominent disability experts, the book also examines ADA's relationship to the health care system, genetic system, genetic research, and AIDS. This book is divided into three sections: Modern History and the Legal Framework, Key Provisions, and Innovative and Controversial Issues.

Hartman, G.S., G.W. Homer, R. L. Hartz, and A.C. Vladeck (1993) Litigating Americans with Disabilities Act Claims. Federal Publications Inc., 1120 20th St., N.W., Washington, D.C. 20036.

This technical manual is geared specifically for attorneys and others interested in litigating ADA claims. Pre-ADA federal laws and Titles I, II, and III of the ADA are covered. Attorneys are given instructions on litigating ADA cases, including guidelines on developing cases, discovery and other legal strategies.

Illinois/Iowa Independent Living Center (1992) Quick Reference Guide to the Americans with Disabilities Act. Author, PO Box 6156, Rock Island, IL 61204-6156. (319) 324-1460, (IA), (309) 793-0170 (IL).

This guidebook offers ADA facts, hints which help businesses comply with the law, and general information. Additional sections include commonly asked questions and definitions.

Jarrow, J.E. (1992) Title by Title: The ADA's Impact on Postsecondary Education. Columbus: Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides a series of situations with examples illustrating different ways of making accommodations to comply with the ADA. Also included is a self-evaluation form designed by the University of Michigan and which can be used as a compliance model on other campuses.

Jarrow, J. E. and Ciritta B. Park (1992) Making Your Association Accessible: A "How-to Guide. Association on Higher Education and Disability, Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides examples of appropriate and inappropriate accommodations with a self-evaluation form for associations from the University of Michigan.

Jones, T.R. (1993) The Americans with Disabilities Act: A Review of Best Practices. AMA Publication Services, P.O. Box 319, Saranac, NY 12983. (800)538-4761

This publication details specific suggestions for businesses to comply with Title I of the ADA. Areas addressed include job descriptions, employee selection, pre-employment testing, interviewing, managing employees with disabilities, reasonable accommodations, and tax credits for business.

King, W. L. and J. E. Jarrow (1992) Testing Accommodations for Persons with Disabilities: A Guide for Licensure, Certification & Credentialing. Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This booklet examines the responsibilities of licensing and certification boards in testing procedures and accommodations in regard to ADA compliance. It also includes a sample accommodations request form.

Mental Health Law Project (1992) Mental Health Consumers in the Workplace: How the Americans with Disabilities Act Protects You Against Employment Discrimination. 1101 Fifteenth St., NW, Suite 1212, Washington, DC 20005, (202) 467-5730, (V) (202) 467-4232 (TDD), (202) 223-0409 (FAX).

The purpose of this pamphlet is to describe the employment provisions of the ADA and how they protect people with mental and emotional disabilities. Topics include the ADA's definition of disability and reasonable accommodations. Other sections describe various types of discrimination, methods of challenging discrimination, and the role of the Equal Employment Opportunity Commission.

Morrissey, P. (1992) Human Resources Executive's Survival Guide to the Americans with Disabilities Act. LRP Publications, 747 Dresher Road, PO Box 980, Horsham, PA 19044-0980 (205) 784-0860.

This guide provides suggestions for complying with the ADA to Human Resource Executives of mid-size and large corporations, public agencies, institutions and providers of public accommodations. Sections include legislation, employment implications, compliance strategies, accommodations for specific disabilities, and public accommodations for public entities. Appendices include EEOC, DOJ, ATBCB regulations and technical assistance manuals.

Morrissey, P. (1991) Disability Etiquette in the Workplace. Employment Policy Foundation, 1015 Fifteenth St., NW, Suite 1200, Washington, DC 20005 (202) 789-8685, (202) 789-1702 (FAX).

Designed to create a positive workplace, this publication offers general tips for nondisabled people when interacting with people with disabilities in the workplace and beyond.

National Association of Towns and Townships (1992) Americans with Disabilities Act: A Compliance Workbook for Small Communities. Author, 1522 K Street, NW, Washington, DC 20005-1202 (202) 737-5200.

This non-technical workbook provides small communities with general ADA information that is especially important for this audience. Common ADA questions are answered, and sample checklists for program accessibility offer a guide for preparing ADA self-evaluation and transition plans. Appendices include lists of major ADA-related resources.

National Center for State Courts (1992) The Americans with Disabilities Act Title II Self-Evaluation. Author, 300 Newport Ave., Williamsburg, VA 23187-8978.

This publication includes information about issues related to services, programs, and activities covered under Title II of the ADA. Sections include a court accessibility reference guide and an accessibility survey. There is also general information regarding employment policies, procedures, and practices.

National Council on Disability (1992) Furthering the Goals of the ADA Through Disability Policy Research in the 1990's. Author, 1331 F Street NW Suite 1050, Washington, DC 20004.

This publication is the product of a policy convention sponsored by the National Council on Disability designed to stimulate researchers to examine disability policy and to focus on assessing ADA implementation.

National Disability Law Reporter (1991) Americans with Disabilities Act: Law, Regulations and Interpretive Guidance. LRP Publications, 747 Dresher Rd., PO Box 980, Horsham, PA 19044-0980, (205) 784-0860.

This publication is a compilation of disability laws and includes perspectives of the ADA written from a variety of viewpoints, including legal, business and advocacy perspectives.

National Federation of the Blind (1992) Toward Equal Access: Providing Information Access Services to Blind and Visually Impaired Persons Under the Americans with Disabilities Act (ADA). Author, 1800 Johnson St., Baltimore, MD 21230, (410) 659-9314.

Using the ADA as a structural guide, this pamphlet emphasizes alternate media options for people who are blind or who have visual impairments.

National Rehabilitation Hospital (1992) The Americans with Disabilities Act (ADA): A Technical Assistance Manual. Author, ADA Compliance Program, 102 Irving St., NW, Washington, D.C. (202) 877-1974 (V) (202) 726-3996 (TDD) (202) 723-0628 (FAX).

This manual is an encyclopedic compilation of materials relating primarily to Titles I-III. Sections cover such areas as assistive technology, modifications, and commonly asked questions in health care settings. A significant component of the manual is material reprinted from other sources.

Parry, J., ed. (1992) The Americans with Disabilities Act Manual: State and Local Government Services, Employment, and Public Accommodations. American Bar Association Commission on Mental and Physical Disability Law, 1800 M St., NW, Washington, DC 20036, (202) 331-2240, (202) 331-2884 (TDD), (202) 331-2220 (FAX).

This is an edited collection of recent articles and resource materials prepared by the ABA's Commission on Mental and Physical Disability Law discussing in detail the first three Titles of the ADA, with some attention to Titles IV and V. Articles provide in-depth information for those already familiar with the basics of the law. There is an attempt to balance viewpoints of the ADA's purpose and implementation with an eye both to social justice and evenhanded implementation on the part of employers, public accommodations, and other covered entities.

Parry, L., G. et.al. (1992) The ADA Answer Book: Answers to the 146 Most Critical Questions about the Americans with Disabilities Act, Title III. Building Owners and Managers Association International, 1201 New York Ave., NW, Suite 300, Washington, D.C. 20005 (202) 408-2662 (202) 371-0181 (FAX).

Using a question and answer format, this publication answers ADA questions which were asked at seminars, phone conferences, meetings and discussions with groups representing people with disabilities. Along with answers to the questions, the book also provides cross-references and illustrated tips.

Peritt, H.H. Jr. (1990) Americans with Disabilities Handbook. Wiley Law Publications, John Wiley and Sons, Inc., One Wiley Drive, Somerset, NJ 08875 (800) 225-5945.

This book provides a comprehensive introduction to The Americans with Disabilities Act including its legislative history, an in-depth look at the employment provisions, The Rehabilitation Act of 1973, and the implications of ADA requirements.

Pimentel, R., C.G. Bell, and M.J. Lolito (1993) The Job Placement-ADA Connection: Limiting Liabilities and Maximizing Opportunities for Training and Placement of Persons with Disabilities. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

One of a series of guides covering different aspects of Title I, this book focuses on how the major elements of the ADA will affect job placement. The contents include chapters on the right of program access, essential functions, reasonable accommodation, what employers can be told, and post-ADA placement strategies.

Pimentel, R., C.G. Bell, G. M. Smith, and H.M. Smith (1993) The Worker's Compensation ADA Connection: Supervisory Tools for Workers' Compensation Cost Containment that Reduce ADA Liability. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This guidebook provides supervisors with information about the relationship between the workers' compensation system and Title I of the ADA. It includes information which helps employers understand ADA liability under their current workers' compensation operating procedures. One chapter offers tips for managers when communicating with doctors. Appendices include sample letters to doctors and types of job accommodations.

Pimentel, R., D. Bissonnette, and M.J. Lotito (1992) What Managers and Supervisors Need to Know about the ADA: Americans with Disabilities Act. Milt Wright and Associates, Inc. 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This document summarizes and provides tips for compliance with the employment provisions of the ADA. Chapters include an overview of Title I and explanations of major concepts, such as essential functions, reasonable accommodation, and undue hardship. There is also a section regarding popular beliefs and reactions to hiring and working with people with disabilities.

Police Executive Research Forum (1992) Model Policy, Americans with Disabilities Act: General Commitment to the Act. Author, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

As a brief policy guideline, this publication is intended to provide police departments with information designed to assist in ADA compliance. It includes a general ADA overview and provides information regarding the responsibilities of departments and officers. There is also an overview of specific disabilities.

Police Executive Research Forum and Epilepsy Foundation of America (1993) Take Another Look, Police Response to Seizures and Epilepsy: A Curriculum Guide for Law Enforcement Trainers. Police Executive Research Forum, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

This publication is a trainer's guide intended to provide guidance to police departments regarding their interactions with people who have epilepsy. Videos are also available as

part of the training. Topics include specific information about epilepsy, seizure recognition, and questions officers most often ask about epilepsy.

Postol, L.P. and D.D. Kadue (1991) "An Employer's Guide to the Americans with Disabilities Act: From Job Qualifications to Reasonable Accommodations," The John Marshall Law Review, Vol. 24(4), 693-729. Seyfarth, Shaw, Fairwether & Geraldson, 815 Connecticut Avenue, N.W. Washington DC 20006-4004. (202)463-2400.

This article, written for employers, provides a basic overview of the employment provisions of the ADA. Discussions about the major requirements include the legislative history as further clarification of the intent of the ADA. The authors provide brief information on health benefits and the role of collective bargaining agreements.

President's Committee on Employment of People with Disabilities, (Fall 1990) "ADA: A Special Issue," Worklife. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

This publication includes highlights of the signing ceremony, statements by prominent advocates, an ADA implementation timetable, and a text of the law itself.

President's Committee on Employment of People with Disabilities (1992) Ready, Willing, & Available: A Business Guide for Hiring People with Disabilities. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

While focusing on Title I, the employment provisions, this booklet also provides information about compliance to other titles of the ADA. It is based on interviews with a number of national companies with experience hiring people with disabilities. Appendices include a sample job analysis form and resource guide.

Rothman, H. (1992) 101 Answers to Questions Businesses have about the Americans with Disabilities Act. The New York Small Business Educational Foundation, Inc., 30 Irving Place, 9th Fl., New York, NY 10003.

This booklet is designed to answer questions businesses frequently ask about the ADA. The appendix includes a resource guide of federal and private organizations involved in ADA compliance.

Salmen, J.P.S., (1992) Accommodating All Guests: The Americans with Disabilities Act and the Lodging Industry. American Hotel and Motel Association, 1201 New York Ave., Washington, DC 20005, (202) 289-3100.

Focusing on the lodging industry, this booklet provides a clear explanation of ADA, its history, background and implementation. It also includes examples of accommodations in parking areas, guest and meeting rooms, bathrooms and other spaces.

Scallet, L.J. and C.F. Rohrer (1990) Analysis: Americans with Disabilities Act and Mental Health. Mental Health Policy Resource Center, 1730 Rhode Island Ave., NW, Suite 308, Washington, DC 20036 (202) 775-8826, (202) 659-7613 (FAX).

This booklet analyzes all five titles of the ADA and focuses on how the law affects people with psychiatric disabilities.

Scott, K. ed., (1990) The Americans with Disabilities Act: An Analysis. Business Publishers, Inc. 951 Pershing Dr., Silver Spring, MD 20910-4464 (301) 587-6300, (301) 587-1081 (FAX).

Compiled shortly after passage of the Act and prior to the adoption of the regulations, this publication includes the full text of the ADA and provides brief explanations and interpretations of each title. Related laws and policies are used as a framework for demonstrating the context of the ADA.

Self Help for the Hard of Hearing (1992) Hospitality for Guests with Hearing Loss: A Guide for Hotel/Motel Compliance with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This guidebook focuses on ADA regulations in reference to communication access in public accommodations. It identifies a variety of options to meet ADA regulations, additional accessible features to enhance hospitality and provides a sample checklist to develop and monitor a communications access plan. There is also a summary of the federal regulations, resource tips and marketing ideas.

Self Help for the Hard of Hearing (1993) People with Hearing Loss and the Workplace: A Guide for Employers to Comply with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This examination of the employment provisions of the ADA focuses on communication access. It includes examples of businesses which have employed hard-of-hearing employees and have incorporated sources of communication access products and accommodations in to their business practices.

Ann's
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w/ my corrections

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summary of

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Burgdorf, R. (1991) The Americans with Disabilities Act: Analysis and Implications of a Second-Generation Civil Rights Statute. Civil Liberties Law Review. Vol 26 (2).

This article is a thorough analysis of the court decisions leading up to the passage of the ADA. It also includes a comprehensive analysis of specific definitions included in the law as well as the intent behind their inclusion. The article places the ADA in its context as present-day civil rights statute.

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Business & Legal Reports, Inc. (1993) How to Comply with the Americans with Disabilities Act. Author, 39 Academy St., Madison, CT 06443-1513 (800) 727-5257.

This compliance guide with supplements is written from an employer's viewpoint. Information on the ADA is presented in a concise manner.

Commerce Clearing House, Inc. (1990) CCH's Explanation of the Americans with Disabilities Act of 1990. Author 4025 Peterson Ave., Chicago, IL 60640.

This publication offers a detailed explanation, with examples, of the ADA's intent and expected interpretation. It also provides a general overview and summary of the Americans with Disabilities Act.

Commerce Clearing-House, Inc. (1990) Americans with Disabilities Act of 1990: Law and Explanation. Author, 4025 Peterson Ave., Chicago, IL 60640.

This booklet is similar to CCH's Explanation, (above), provides more details about the ADA, and includes portions of the House, Senate, and Conference Committee reports.

Cook, Timothy M., (Summer, 1991) "The Americans with Disabilities Act of 1990: The Move to Integration", Temple Law Review. Vol.64(2), 393-470. ✓

This guide provides a comprehensive comparison of the ADA to earlier civil rights legislation with a rationale explaining why the ADA must be viewed, enacted, and respected as equivalent to racial and other discrimination laws. The late author was one of the premier lawyers of the disability rights movement.

Council of Better Business Bureaus' Foundation and Disability Rights Education and Defense Fund (1992) Access to Equal Opportunity Author, 4200 Wilson Blvd., Arlington, VA 22203 (703) 247-3656.

This is a series of 30-page guides addressing ADA compliance topics such as "Car Sales & Service," "Fun and Fitness Centers," "Grocery Stores," "Medical Offices," "Restaurants & Bars," and "Retail Stores." Also included are answers to most frequently asked questions.

Cumblad, K., K. Dhanens, and R. Leemans (1991) The Americans with Disabilities Act: Turning Disability into Workability. The Work Fitness Center, 2407 40th Ave., Moline, IL 61265.

Although this publication contains a general overview of each title of the ADA, it focuses primarily on the employment provisions of the ADA. Information and examples, written in non-technical language, are provided to increase understanding of and compliance with the ADA. Sections also include recruitment strategies and tips on dealing with injured workers.

Dooley, J., N. Karp, and E. Wood (1992) Opening the Courthouse Door: An ADA Access Guide for State Courts. American Bar Association, Commission on Mental and Physical Disability Law, 1800 M St., NW, Washington, DC 20006, (202) 331-2240.

The access guide provides information for state courts on complying with the ADA. It includes background information about the range of disabilities and

accommodations necessary to allow equal access to the physical structure of courthouses and the court process. There are also sections discussing potential resources for funding accessibility projects.

Epilepsy Foundation of America (1992) The Americans with Disabilities Act: A Guide to Provisions Affecting Persons with Seizure Disorders. 4351 Garden City Drive, Landover, MD 20785 (301) 459-3700.

This guide is written for people with epilepsy and provides an overview of the ADA and disability legislation. There are examples relating to such ADA-related situations as driving, insurance, and employment. Questions are answered about epilepsy and various types of seizures.

Evan Terry Associates (1993) Americans with Disabilities Act: Facilities Compliance: A Practical Guide. Author, 2129 Montgomery Highway, Birmingham, AL 35209, (205) 871-9818.

This reference manual is geared toward entities wishing to understand the ADA's facilities requirements. It is written without legal jargon and is designed to provide information that is not overly technical. Sections include an overview of the ADA and strategies for compliance.

Evan Terry Associates (1993) Americans with Disabilities Act: A Pocket Guide to the ADAAG Author, 2129 Montgomery Highway, Birmingham, AL 35209, (205) 871-9818.

This concise guidebook covers major areas of the ADA Accessibility Guidelines, ranging from accessibility requirements of the physical environment to various types of buildings and structures. ADAAG figures illustrating space requirements in different situations for people with different disabilities are also included.

Evan Terry Associates (1992) A Non-Technical Overview of the ADA Accessibility Guidelines. 2129 Montgomery Highway, Birmingham, AL 35209, (205) 871-9818.

The guidebook provides an overview of the ADAAG which eliminates the need to cross-reference. The focus is on the requirements for new construction of buildings and facilities. The requirements for altered areas of existing buildings are noted when applicable.

Fersh, D. and P. W. Thomas (1993) Complying with the Americans with Disabilities Act: A Guidebook for Management and People with Disabilities. Quorum Books, 88 Post Road West, Westport, CT 06881.

This book places both the ADA and Americans with disabilities in a historical context and explains the ADA's titles and language by the use of specific concrete examples. The volume includes tables, illustrations, endnotes, a short bibliography and resource guides. Contents include chapters about empowerment issues, background and content of the ADA, reasonable accommodation, enforcement, and guest articles on various subjects. ✓

Food Marketing Institute (1992) ADA Starter Kit for Supermarkets: An Introduction to the Americans with Disabilities Act, Title II, Action-Oriented Materials for Voluntary Compliance. Author, 800 Connecticut Ave., N.W. Washington, D.C. 20006-2701 (202) 452-8444, (202) 429-4519 (FAX).

The Kit, funded with a grant from and reviewed by the Department of Justice, examines Title III and includes federal information sheets. Three resources developed by FMI and included in the kit are: a ten-step action plan brochure; a Facilities Survey and Budget Book, including point-by-point ADA facts, comments, responses and budgets; and an ADA Nationwide Resources directory.

Foundation on Employment & Disability, Inc. The Americans with Disabilities Act of 1990: Entitlement to Access. Author, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, (800) 499-0559 (TDD).

Using a question and answer format, this booklet provides information on rights of people with disabilities and includes a list of resources.

Foundation on Employment & Disability, Inc. Doing Business in Compliance with the Americans with Disabilities Act of 1990 (Torrance, CA: author), TFED, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, and in CA (800) 499-4232 (V), (800) 499-0559 (TDD).

This booklet provides information on business' ADA obligations in question and answer format. There is also a list of resources.

Gostin L. and H. Beyer (1993) Implementing the Americans with Disabilities Act: Rights and Responsibilities of All Americans. Brookes Publishing Co., P.O. Box 10624 Baltimore, MD 21285-0624, (410)337-9580.

In addition to providing a clear explanation of all statutory requirements of the ADA, this book addresses the legal, medical and social questions that have been raised since the law's enactment. With chapters written by prominent disability experts, the book also examines ADA's relationship to the health care system, genetic system, genetic research, and AIDS. This book is divided into three sections: Modern History and the Legal Framework, Key Provisions, and Innovative and Controversial Issues.

Hartman, G.S., G.W. Homer, R. L. Hartz, and A.C. Vladeck (1993) Litigating Americans with Disabilities Act Claims. Federal Publications Inc., 1120 20th St., N.W., Washington, D.C. 20036.

This technical manual is geared specifically for attorneys and others interested in litigating ADA claims. Pre-ADA federal laws and Titles I, II, and III of the ADA are covered. Attorneys are given instructions on litigating ADA cases, including guidelines on developing cases, discovery and other legal strategies.

Illinois/Iowa Independent Living Center (1992) Quick Reference Guide to the Americans with Disabilities Act. Author, PO Box 6156, Rock Island, IL 61204-6156. (319) 324-1460, (IA), (309) 793-0170 (IL).

This guidebook offers ADA facts, hints which help businesses comply with the law, and general information. Additional sections include commonly asked questions and definitions.

Jarrow, J.E. (1992) Title by Title: The ADA's Impact on Postsecondary Education. Columbus: Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides a series of situations with examples illustrating different ways of making accommodations to comply with the ADA. Also included is a self-evaluation form designed by the University of Michigan and which can be used as a compliance model on other campuses.

Jarrow, J. E. and Ciritta B. Park (1992) Making Your Association Accessible: A "How-to Guide. Association on Higher Education and Disability, Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides examples of appropriate and inappropriate accommodations with a self-evaluation form for associations from the University of Michigan.

Jones, T.R. (1993) The Americans with Disabilities Act: A Review of Best Practices. AMA Publication Services, P.O. Box 319, Saranac, NY 12983. (800)538-4761

This publication details specific suggestions for businesses to comply with Title I of the ADA. Areas addressed include job descriptions, employee selection, pre-employment testing, interviewing, managing employees with disabilities, reasonable accommodations, and tax credits for business.

King, W. L. and J. E. Jarrow (1992) Testing Accommodations for Persons with Disabilities: A Guide for Licensure, Certification & Credentialing. Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This booklet examines the responsibilities of licensing and certification boards in testing procedures and accommodations in regard to ADA compliance. It also includes a sample accommodations request form.

Mental Health Law Project (1992) Mental Health Consumers in the Workplace: How the Americans with Disabilities Act Protects You Against Employment Discrimination. 1101 Fifteenth St., NW, Suite 1212, Washington, DC 20005, (202) 467-5730, (V) (202) 467-4232 (TDD), (202) 223-0409 (FAX).

The purpose of this pamphlet is to describe the employment provisions of the ADA and how they protect people with mental and emotional disabilities. Topics include the ADA's definition of disability and reasonable accommodations. Other sections describe various types of discrimination, methods of challenging discrimination, and the role of the Equal Employment Opportunity Commission.

Morrissey, P. (1992) Human Resources Executive's Survival Guide to the Americans with Disabilities Act. LRP Publications, 747 Dresher Road, PO Box 980, Horsham, PA 19044-0980 (205) 784-0860.

This guide provides suggestions for complying with the ADA to Human Resource Executives of mid-size and large corporations, public agencies, institutions and providers of public accommodations. Sections include legislation, employment implications, compliance strategies, accommodations for specific disabilities, and public accommodations for public entities. Appendices include EEOC, DOJ, ATBCB regulations and technical assistance manuals.

Morrissey, P. (1991) Disability Etiquette in the Workplace. Employment Policy Foundation, 1015 Fifteenth St., NW, Suite 1200, Washington, DC 20005 (202) 789-8685, (202) 789-1702 (FAX). ✓

Designed to create a positive workplace, this publication offers general tips for nondisabled people when interacting with people with disabilities in the workplace and beyond.

National Association of Towns and Townships (1992) Americans with Disabilities Act: A Compliance Workbook for Small Communities. Author, 1522 K Street, NW, Washington, DC 20005-1202 (202) 737-5200.

This non-technical workbook provides small communities with general ADA information that is especially important for this audience. Common ADA questions are answered, and sample checklists for program accessibility offer a guide for preparing ADA self-evaluation and transition plans. Appendices include lists of major ADA-related resources.

National Center for State Courts (1992) The Americans with Disabilities Act Title II Self-Evaluation. Author, 300 Newport Ave., Williamsburg, VA 23187-8978.

This publication includes information about issues related to services, programs, and activities covered under Title II of the ADA. Sections include a court accessibility reference guide and an accessibility survey. There is also general information regarding employment policies, procedures, and practices.

National Council on Disability (1992) Furthering the Goals of the ADA Through Disability Policy Research in the 1990's. Author, 1331 F Street NW Suite 1050, Washington, DC 20004.

This publication is the product of a policy convention sponsored by the National Council on Disability designed to stimulate researchers to examine disability policy and to focus on assessing ADA implementation.

National Disability Law Reporter (1991) Americans with Disabilities Act: Law, Regulations and Interpretive Guidance. LRP Publications, 747 Dresher Rd., PO Box 980, Horsham, PA 19044-0980, (205) 784-0860.

This publication is a compilation of disability laws and includes perspectives of the ADA written from a variety of viewpoints, including legal, business and advocacy perspectives.

National Federation of the Blind (1992) Toward Equal Access: Providing Information Access Services to Blind and Visually Impaired Persons Under the Americans with Disabilities Act (ADA). Author, 1800 Johnson St., Baltimore, MD 21230, (410) 659-9314.

Using the ADA as a structural guide, this pamphlet emphasizes alternate media options for people who are blind or who have visual impairments.

National Rehabilitation Hospital (1992) The Americans with Disabilities Act (ADA): A Technical Assistance Manual. Author, ADA Compliance Program, 102 Irving St., NW, Washington, D.C. (202) 877-1974 (V) (202) 726-3996 (TDD) (202) 723-0628 (FAX).

This manual is an encyclopedic compilation of materials relating primarily to Titles I-III. Sections cover such areas as assistive technology, modifications, and commonly asked questions in health care settings. A significant component of the manual is material reprinted from other sources. ✓

Insert A

Pimentel, R., C.G. Bell,^{and} H. J. ~~Ed~~ Lotito (1993) The Job Placement - ADA Connection: Limiting Liabilities and Maximizing Opportunities for Training and Placement of Persons with Disabilities. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

One of a series of guides covering different aspects of Title I, this book focuses on how the major elements of the ADA will affect job placement. The ~~Contents~~ ^{Chapter} includes chapters on the right of program access, essential functions, reasonable accommodation, what employers can be told, and post ADA placement ~~strategies~~ strategies.

Parry, J., ed. (1992) The Americans with Disabilities Act Manual: State and Local Government Services, Employment, and Public Accommodations. American Bar Association Commission on Mental and Physical Disability Law, 1800 M St., NW, Washington, DC 20036, (202) 331-2240, (202) 331-2884 (TDD), (202) 331-2220 (FAX).

This is an edited collection of recent articles and resource materials prepared by the ABA's Commission on Mental and Physical Disability Law discussing in detail the first three Titles of the ADA, with some attention to Titles IV and V. Articles provide in-depth information for those already familiar with the basics of the law. There is an attempt to balance viewpoints of the ADA's purpose and implementation with an eye both to social justice and evenhanded implementation on the part of employers, public accommodations, and other covered entities.

Parry, L., G. et.al. (1992) The ADA Answer Book: Answers to the 146 Most Critical Questions about the Americans with Disabilities Act, Title III. Building Owners and Managers Association International, 1201 New York Ave., NW, Suite 300, Washington, D.C. 20005 (202) 408-2662 (202) 371-0181 (FAX).

Using a question and answer format, this publication answers ADA questions which were asked at seminars, phone conferences, meetings and discussions with groups representing people with disabilities. Along with answers to the questions, the book also provides cross-references and illustrated tips.

Peritt, H.H. Jr. (1990) Americans with Disabilities Handbook. Wiley Law Publications, John Wiley and Sons, Inc., One Wiley Drive, Somerset, NJ 08875 (800) 225-5945.

This book provides a comprehensive introduction to The Americans with Disabilities Act including its legislative history, an in-depth look at the employment provisions, The Rehabilitation Act of 1973, and the implications of ADA requirements.

 Pimentel, R., C.G. Bell, G. M. Smith, and H.M. Smith (1993) The Worker's Compensation ADA Connection: Supervisory Tools for Workers' Compensation Cost Containment that Reduce ADA Liability. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This guidebook provides supervisors with information about the relationship between the workers' compensation system and Title I of the ADA. It includes information which helps employers understand ADA liability under their current workers' compensation operating procedures. One chapter offers tips for managers when

communicating with doctors. Appendices include sample letters to doctors and types of job accommodations.

Pimental, R., D. Bissonnette, and M.J. Lotito (1992) What Managers and Supervisors Need to Know about the ADA: Americans with Disabilities Act. Milt Wright and Associates, Inc. 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This document summarizes and provides tips for compliance with the employment provisions of the ADA. Chapters include an overview of Title I and explanations of major concepts, such as essential functions, reasonable accommodation, and undue hardship. There is also a section regarding popular beliefs and reactions to hiring and working with people with disabilities.

Police Executive Research Forum (1992) Model Policy, Americans with Disabilities Act: General Commitment to the Act. Author, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

As a brief policy guideline, this publication is intended to provide police departments with information designed to assist in ADA compliance. It includes a general ADA overview and provides information regarding the responsibilities of departments and officers. There is also an overview of specific disabilities.

Police Executive Research Forum and Epilepsy Foundation of America (1993) Take Another Look, Police Response to Seizures and Epilepsy: A Curriculum Guide for Law Enforcement Trainers. Police Executive Research Forum, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

This publication is a trainer's guide intended to provide guidance to police departments regarding their interactions with people who have epilepsy. Videos are also available as part of the training. Topics include specific information about epilepsy, seizure recognition, and questions officers most often ask about epilepsy.

Postol, L.P. and D.D. Kadue (1991) "An Employer's Guide to the Americans with Disabilities Act: From Job Qualifications to Reasonable Accommodations," The John Marshall Law Review, Vol. 24(4), 693-729. Seyfarth, Shaw, Fairwether & Geraldson, 815 Connecticut Avenue, N.W. Washington DC 20006-4004. (202)463-2400.

This article, written for employers, provides a basic overview of the employment provisions of the ADA. Discussions about the major requirements include the

legislative history as further clarification of the intent of the ADA. The authors provide brief information on health benefits and the role of collective bargaining agreements.

President's Committee on Employment of People with Disabilities, (Fall 1990) "ADA: A Special Issue," Worklife. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

This publication includes highlights of the signing ceremony, statements by prominent advocates, an ADA implementation timetable, and a text of the law itself.

President's Committee on Employment of People with Disabilities (1992) Ready, Willing, & Available: A Business Guide for Hiring People with Disabilities. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

While focusing on Title I, the employment provisions, this booklet also provides information about compliance to other titles of the ADA. It is based on interviews with a number of national companies with experience hiring people with disabilities. Appendices include a sample job analysis form and resource guide.

Rothman, H. (1992) 101 Answers to Questions Businesses have about the Americans with Disabilities Act. The New York Small Business Educational Foundation, Inc., 30 Irving Place, 9th Fl., New York, NY 10003.

This booklet is designed to answer questions businesses frequently ask about the ADA. The appendix includes a resource guide of federal and private organizations involved in ADA compliance.

Salmen, J.P.S., (1992) Accommodating All Guests: The Americans with Disabilities Act and the Lodging Industry. American Hotel and Motel Association, 1201 New York Ave., Washington, DC 20005, (202) 289-3100.

Focusing on the lodging industry, this booklet provides a clear explanation of ADA, its history, background and implementation. It also includes examples of accommodations in parking areas, guest and meeting rooms, bathrooms and other spaces.

Scallet, L.J. and C.E. Rohrer (1990) Analysis: Americans with Disabilities Act and Mental Health. Mental Health Policy Resource Center, 1730 Rhode Island Ave., NW, Suite 308, Washington, DC 20036 (202) 775-8826, (202) 659-7613 (FAX).

This booklet analyzes all five titles of the ADA and focuses on how the law effects people with psychiatric disabilities.

Scott, K. ed., (1990) The Americans with Disabilities Act: An Analysis. Business Publishers, Inc. 951 Pershing Dr., Silver Spring, MD 20910-4464 (301) 587-6300, (301) 587-1081 (FAX).

Compiled shortly after passage of the Act and prior to the adoption of the regulations, this publication includes the full text of the ADA and provides brief explanations and interpretations of each title. Related laws and policies are used as a framework for demonstrating the context of the ADA.

Self Help for the Hard of Hearing (1992) Hospitality for Guests with Hearing Loss: A Guide for Hotel/Motel Compliance with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This guidebook focuses on ADA regulations in reference to communication access in public accommodations. It identifies a variety of options to meet ADA regulations, additional accessible features to enhance hospitality and provides a sample checklist to develop and monitor a communications access plan. There is also a summary of the federal regulations, resource tips and marketing ideas.

Self Help for the Hard of Hearing (1993) People with Hearing Loss and the Workplace: A Guide for Employers to Comply with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This examination of the employment provisions of the ADA focuses on communication access. It includes examples of businesses which have employed hard-of-hearing employees and have incorporated sources of communication access products and accommodations in to their business practices.

West, J., ed., (1991) The Americans with Disabilities Act: From Policy to Practice. Milbank Memorial Fund, 1 East 75th St., New York, NY 10021.

This book is a compilation of essays commissioned during the final stages of ADA passage and published shortly after the bill's signing. Contributors include disability policy researchers and advocates. West provides a general introduction and brief introductions for each essay. The purpose of the book is to assist in effective implementation of ADA by providing thorough analyses of the recent history of disability policy and examination of subjects like demographics, transportation, employment and telecommunications.

West Virginia Research and Training Center (no date) ADA: The Americans with Disabilities Act, PL 101-336, Volume I. Author, One Dunbar Plaza, Suite E, Dunbar, WV 25064-3209 (304) 766-7138 (V or TDD), (304) 766-7846 (FAX), (304) 766-7842 (DATA).

Volume I is an easily readable rendering of the law, including brief appendices on statutory deadlines, tax incentives, disabled access credit qualification standards, the architectural and transportation barrier removal deduction, the Targeted Jobs Tax Credit, resources for employing people with disabilities, and the Job Accommodation Network.

Zimroth, P.L. (1991) The Americans with Disabilities Act: Planning for Compliance. Practicing Law Institute, 810 7th Avenue, New York, New York 10019.

This book provides information on the ADA from attorneys and others who were instrumental in its passage. The focus is on the employment requirements, including workplace accommodation and employee benefits.

**MATERIALS DEVELOPED BY THE
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1801 L STREET, NW, WASHINGTON, DC 20507**

Equal Employment Opportunity Commission (1991) The Americans with Disabilities Act: Your Employment Rights as an Individual with a Disability.

This booklet summarizes the employment rights of people with disabilities under Title I of the ADA. It also includes a question-and-answer section covering commonly asked questions about the ADA.

Equal Employment Opportunity Commission (1991) The Americans with Disabilities Act: Your Responsibilities as an Employer.

This booklet summarizes employment issues outlined in the employment provisions of the ADA, including who is covered, how essential functions are determined, obligations to provide reasonable accommodation, medical exams, enforcement, and technical assistance for employers who want more information about ADA compliance. It also includes a question-and-answer section addressing some questions commonly asked by employers.

Equal Employment Opportunity Commission (1991) Equal Employment Opportunity for Individuals with Disabilities: Final Rule (a.k.a. Final Regulation for Title I of the ADA).

The purpose of this document is to guide the implementation of the employment provisions of the ADA. The regulations address each section of Title I and detail EEOC's interpretation of such specific terms/issues as the definition of reasonable accommodation, qualification standards, and undue hardship. Equal Employment Opportunity Commission (1991) Technical Assistance Manual on the Employment Provisions of the ADA and ADA Resource Directory.

Equal Employment Opportunity Commission (1991) Technical Assistance Manual on the Employment Provisions of the ADA.

This manual provides specific guidance and interpretation with examples of the Employment Provisions of the ADA.

Equal Employment Opportunity Commission & Department of Justice (1991) Americans with Disabilities Act Handbook.

This publication contains annotated regulations for Titles I, II, and III of the ADA. A resource guide is included for obtaining further assistance with implementation. Detailed discussions of Titles I, II, and III of the ADA provide ~~more~~ information for readers requiring more in-depth explanations. ✓

**MATERIALS DEVELOPED BY THE DEPARTMENT OF JUSTICE, CIVIL RIGHTS
DIVISION, OFFICE ON THE AMERICANS WITH DISABILITIES ACT, PUBLIC
ACCESS SECTION, PO BOX 66738, WASHINGTON, DC 20035-6738.**

Americans with Disabilities Act Requirements Fact Sheet
Americans with Disabilities Act Requirements Public Accommodations Fact Sheet
Americans with Disabilities Act Statutory Deadlines
The Americans with Disabilities Act Questions and Answers
ADA Highlights Title II State and Local Government Services
ADA Highlights Title III Public Accommodations and Commercial Facilities
Nondiscrimination on the Basis of Disability in State and Local Government
Services--Final Rule (a.k.a. Title II Regulations)
Nondiscrimination on the Basis of Disability by Public Accommodations and in
Commercial Facilities--Final Rule (a.k.a. Title III Regulations)
ADA Statutory Deadlines--Title I-V
Title II Highlights
Title III Highlights

**MATERIALS DEVELOPED BY THE DEPARTMENT OF TRANSPORTATION CIVIL
RIGHTS DIVISION, OFFICE ON THE AMERICANS WITH DISABILITIES ACT. P.O.
BOX 66118, WASHINGTON, DC 20035-6118.**

Nondiscrimination on the Basis of Disability in Transportation Services for
Individuals with Disabilities--Final Rule (aka Title II and III Transportation
Regulations).

**MATERIAL DEVELOPED BY THE FEDERAL COMMUNICATIONS COMMISSION
1919 M STREET, NW, WASHINGTON, DC 20554.**

Nondiscrimination on the Basis of Disability in Telecommunication Services--Final
Rule (aka Title IV regulations).

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MATERIALS AVAILABLE FROM THE U.S. CONGRESS

S. 933, the Americans with Disabilities Act of 1989, as introduced by Sen. Tom Harkin (D-IA) on May 9, 1989, and his introductory statement.*

Senate Report No. 101-116 on S. 933, containing the language of S. 933 as approved by the Senate Committee on Labor and Human Resources (August 30, 1989).*

Senate debate regarding S. 933 and final vote (September 7, 1989).*

S. 933 as passed by the Senate.*

Additional statement of Sen. Harkin on September 15, 1990 clarifying the amendments to S.933 pertaining to drug users

101st Congress--House of Representatives

H.R. 2273, the Americans with Disabilities Act of 1989, as introduced by Rep. Tony Coelho (D-CA) on May 9, 1989, and his introductory statement.*

House report No. 101-485 on H.R. 2273, containing the language of H.R. 2273 as approved by all committees. (Includes cost estimate of the Congressional Budget Office).*

1. Part I, submitted by the House Committee on Public Works and Transportation (May 14, 1990).
2. Part II, submitted by the House Committee on Education and Labor (May 15, 1990).
3. Part III, submitted by the House Committee on Education and Labor (May 15, 1990).
4. Part IV, submitted by the House Committee on Energy and Commerce (May 15, 1990).

H. Res. 394, providing for consideration of H.R. 2273.*

House Report ~~NO~~^{No. (small "o")} 101-488 on H. Res. 394, containing the language of H.R. 2273 as approved by the House Committee on Rules (May 16, 1990).*

House debate regarding H.R. 2273, final vote and language as passed (May 17 and 22, 1990).*

101st Congress--Conference of Negotiations.*

House debate regarding the appointment of House conferees on S. 933 (May 24, 1990).*

Senate debate regarding the House amendment to S. 933 and the appointment of Senate conferees (June 6, 1990).*

Conference Report No. 101-588 (June 26, 1990).*

Senate debate regarding Conference Report No. 101-588 and motion to recommit the Conference Report, with instructions, as amended (July 11, 1990).*

Conference Report No. 101-596 (July 12, 1990).*

House debate regarding H. Res. 427, Conference Report No. 101-596 and final vote (July 12, 1990).*

Senate debate regarding Conference Report No. 101-596 and final vote (July 13, 1990).*

* See U.S. Code Congress and Administrative News Index



OCT 29 1993

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MEMORANDUM

TO: Jeanne Argoff, Associate Director, Dole Foundation
Employment of People with Disabilities
Joan Leon, Vice President, World Institute on
Disability

FROM: Steve Brown

DATE: October 22, 1993

RE: Dole/WID 1992-93 ADA Contract Final Report

The World Institute on Disability (WID) has had a contract with the Dole Foundation for Employment of People with Disabilities from September 1, 1992 to August 31, 1993 to provide assistance in the development of a bibliography about the Americans with Disabilities Act.

I have served as the principal investigator for this project from its inception. For the first eleven months of the project I pursued this project in my capacity as a WID employee. Since then I have continued on this project in a consultant capacity.

This report is conceived as a final report for the contract period described in the preceding paragraph. Each item of the contract will be addressed:

CONTRACT WORK PROVISIONS

The Dole Foundation for Employment of People with Disabilities hereby contracts with the World Institute on Disability (WID) to do the following:

1. Solicit materials about the Americans with Disabilities Act (ADA) from a variety of sources, including a nationwide mailing using WID mailing lists.

A nationwide mailing soliciting materials was distributed in early November 1992. This mailer utilized WID's mailing list and generated approximately 50 responses. In addition, requests for materials were placed on the following computer networks: WIDnet, DIMEnet, and Enable, generating about a dozen responses. Finally, 43 specific requests were made during the course of the year as further resources surfaced. Most of these requests were met and are included in the bibliography draft.

2. Compile the best information pieces about ADA targeted to or from a consumer perspective.

All resources collected have been analyzed and placed in bibliographical form. We are currently awaiting the comments of the Dole Foundation Technical Advisory Committee as to whether a "best-of" compilation meets their desires for distribution. This

meeting will occur about November 8, 1993 and it is then Dole's responsibility to notify WID as to their desires about how to proceed with this work.

3. Compile a file of from 10-50 of the best examples we can find that have been published pertaining to consumer involvement in the passage of the ADA.

We originally thought we might find some interesting historical documents regarding ADA passage. During the course of the year, we discovered no particular distinctions between resource material addressing ADA and history of ADA, and have thus not attempted to specialize in this subcategory.

4. Collect and share responses from in-service trainings about ADA and trainings of consumers as available.

Early in the project we discovered this was a far larger task than originally anticipated and a mutual decision was made to ignore this point and concentrate on collection of published resources.

5. Collect 25-75 written materials and computer disks pertaining to consumer responses/evaluations of ADA trainings.

See preceding comment addressing Item #4. In addition some questions of confidentiality arose regarding evaluations and if this item is to be pursued in the future, then the legality of confidentiality issues needs to be explored further.

6. Collect 25-75 information pieces about major consumer complaints and/or claims using ADA.

Complaints and claims moved into publication slowly during the year and some questions arose regarding which complaints or claims were particularly relevant. A mutual decision was made to collect information about claims, but not to worry about analyzing or publicizing them. The decision remained to concentrate on published resources.

7. Develop an annotated bibliography of the best ADA materials.

A draft of an annotated bibliography containing 95 entries, approximately 3/4 of which were contributed by WID was submitted during July 1993. We are awaiting word from the results of the Dole Technical Advisory Committee meeting in early November, 1993 as to next steps with regard to the bibliography and its possible dissemination.



THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

October 9, 1992

Joan Leon
Vice President
World Institute on Disability
510 16th Street, Suite 100
Oakland, CA 94612-1502

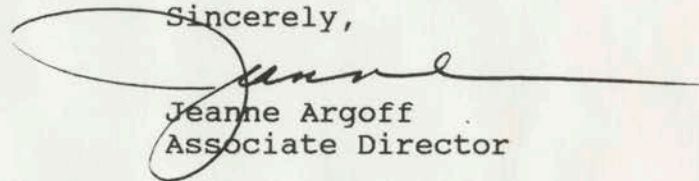
*Check for
\$5000*

Dear Joan:

Enclosed is the first payment on WID's contract with The Dole Foundation covering collection and analysis of information pieces on the ADA targetted to or from a consumer perspective. Thank you for your patience in waiting through the delay.

We're all looking forward to an interesting project and to working with you on this and other issues.

Sincerely,


Jeanne Argoff
Associate Director

cc. Steve Brown

THE DOLE FOUNDATION

This document is from the collections at the Dole Archives, University of Kansas
http://dolearchives.ku.edu



4971

| DATE | DESCRIPTION | AMOUNT | DEDUCTION | NET AMOUNT |
|-----------------------|--|--------|-----------|-------------|
| 3/11/93 | Grant # CON-9203 Fulfillment of Second Phase of Contract | | | \$10,000.00 |
| CHECK DATE 3/11/93 | CONTROL NUMBER 4971 | TOTALS | | \$10,000.00 |

THE DOLE FOUNDATION

1819 H ST., NW.
WASHINGTON, DC 20006

SIGNET BANK N.A.
WASHINGTON, DC
15-80/540 3811

4971

PAY
TO THE
ORDER OF

Ten Thousand and 00/100 Dollars

DATE

CONTROL NO.

AMOUNT

3/11/93

4971

\$10,000.00

World Institute on Disability
510 16th Street, Suite 100
Oakland, CA 94612-1502

Paul V. Hargrave
W. Jeanne C. Hargrave

⑈00004971⑈ ⑆054000807⑆ 667⑈0006219⑈





FEB - 3 1993

510 SIXTEENTH ST
SUITE 100
OAKLAND
CA 94612-1502
USA

VOICE OR TDD
510 763 4100

FAX 510 763 4109

January 28, 1993

Jeanne Argoff, Ph.D.
Dole Foundation for Employment
of People with Disabilities
1819 H St., NW
Washington, D.C. 20006-3603

Dear Jeanne,

It has been great working with you and Ann on this project. As we discussed earlier, WID is now billing Dole \$10,000 for this part of our contract, as specified in Dole Contract #9203.

Thanks for your confidence and cooperation.

Sincerely,

A handwritten signature in blue ink that reads "Steve".

Steven E. Brown
Training Director

cc: Marian Conning
Joan Leon

Encl.

RESEARCH
& TRAINING
CENTER
ON PUBLIC
POLICY IN
INDEPENDENT
LIVING

THE DOLE FOUNDATION

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<http://dolearchives.ku.edu>

4566

| DATE | DESCRIPTION | AMOUNT | DEDUCTION | NET AMOUNT |
|-----------------------|----------------------------------|--------|-----------|------------|
| 10/6/92 | Grant #CON-9203 First Payment | | | \$5,000.00 |
| CHECK DATE 10/6/92 | CONTROL NUMBER 4566 | TOTALS | | \$5,000.00 |

THE DOLE FOUNDATION

1819 H ST., NW.
 WASHINGTON, DC 20006

SIGNET BANK N.A.
 WASHINGTON, DC
 15-80/540 3811

4566

PAY **Five Thousand 00/100 Dollars**
 TO THE
 ORDER OF

DATE **10/6/92** CONTROL NO. **4566** AMOUNT **\$5,000.00**

World Institute on Disability
510 16th Street
Suite 100
Oakland, CA 94612-1502

James W. Wages
John A. Wages

⑈00004566⑈ ⑆054000807⑆ 667⑈0006219⑈



NOTE: For whole dollar amounts, please include decimal point followed by two zeros (.00)

Amount Requested: \$ 5,000

Make Check Payable to:

World Institute on Disability
510 16th St
Suite 100
Oakland CA 94612-1502

Telephone Number:

(510) 763-4109 CON-9203

Payment For:

1st payment for contract
(see attached)

Justification:

Disbursement Instructions:

- ☐ Mail check to recipient.
☒ Return check to requestor for handling.
☐ Other (specify) _____

Department to be Charged:

☐ Gen./Admin. ☐ Develop. ☒ Grants Prog. ☐ Publ. Rel.

Requestor

Approved

Date

Date

FOR ACCOUNTING USE ONLY

Date of Check 10/6/92

Check No. 4566

2156.00

\$ 5000-



SEP 14 1992

510 SIXTEENTH ST
SUITE 100
OAKLAND
CA 94612-1502
USA

VOICE OR TDD
510 763 4100

FAX 510 763 4109

The Dole Foundation for Employment of People with Disabilities hereby contracts with the World Institute on Disability (WID) to do the following:

1. Solicit materials about the Americans with Disabilities Act (ADA) from a variety of sources, including a nationwide mailing using WID mailing lists.
2. Compile the best information pieces about ADA targeted to or from a consumer perspective.
3. Compile a file of from 10-50 of the best examples we can find that have been published pertaining to consumer involvement in the passage of the ADA.
4. Collect and share responses from in-service trainings about ADA and trainings of consumers as available.
5. Collect 25-75 written materials and computer disks pertaining to consumer responses/evaluations of ADA trainings.
6. Collect 25-75 information pieces about major consumer complaints and/or claims using ADA.
7. Develop an annotated bibliography of the best ADA materials.

WID will collect materials with the intent of evaluating resources and selecting the best examples. One approach in collecting this material will be to establish networks with organizations and agencies providing ADA training, such as DREDF, the Department of Justice and the regional RDBACS.

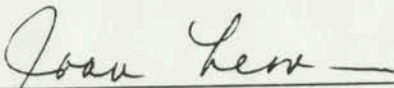
In the interests of providing information on computer networks such as WIDNET and providing materials in accessible media we will collect materials on computer disk whenever possible. Extensive evaluation and dissemination of these materials will be the subject of a future contract.

MOVING TOWARD EQUALITY


The Dole Foundation will pay to WID \$25,000 for the work described above. WID will spend approximately \$20,000 on those personnel, contractual, operating and indirect costs necessary to complete the contract; the remaining funds will be used to solicit and purchase ADA materials and to disseminate information.

The contract period will be for one year and will begin on September 1, 1992. The contract payment schedule from The Dole Foundation for Employment of People with Disabilities to the World Institute on Disability will be as follows:

| | |
|-----------------|-----------------|
| September 1992: | \$ 5,000 |
| January 1993: | \$10,000 |
| April 1993: | <u>\$10,000</u> |
| | \$25,000 |


Joan Leon, Vice-President
World Institute on Disability

Date 9/9/92


Jean Argoff
Dole Foundation for Employment
of People with Disabilities

Date 9/16/92

SEP 23 '92 08:33 WORLD INSTITUTE ON DISABILITY

P.1/5

W . I . D . FAX

Date: 9/23/92 Time: _____

To: Janne Angoff

Fax Number: (202) 457-0473 Pages: 5

Dear Janne,
Thanks for your report. Here's a copy of the
introduction as promised. Thanks.
x thanks for the contract.

Steve

NIDRR. Rehabilitation Research Fellowship
for 1993.

Dear Dr Graves:

WORLD • INSTITUTE • ON • DISABILITY
510 - 16th Street • Oakland, California 94612-1502 • 510-763-4100 • FAX 763-4109

SEP 23 '92 08:34 WORLD INSTITUTE ON DISABILITY

Steve
① Gene from
conference
Disability
Culture
Center
② Send
Council on
Ind.

INVESTIGATING A CULTURE OF DISABILITY

INTRODUCTION

Disability culture. SAY WHAT? Aren't disabled people just isolated victims of nature or circumstance? Yes and no. True, we are far too often isolated. Locked away in the pits, closets, and institutions of enlightened societies everywhere. But there is a growing consciousness among us: that is not acceptable. Because there is always an underground. Notes get passed among survivors. And the notes we're passing these days say, 'there's power in difference. Power. Pass the word.' Culture. It's about passing the word. And disability culture is passing the word that there's a new definition of disability and it includes power. Culture. New definitions, new inflections.

So begins Cheryl Marie Wade's powerful "Disability Culture Rap," first presented as the keynote address of the Northern California Chapter of the Corporation on Disabilities and Telecommunications meeting in February 1992 and published in the Disability Rag's September/October 1992 edition (37).

The existence of a disability culture is a relatively new and contested idea. Not surprising, perhaps, for a group that has long been described with terms like "in-valid," "impaired," "limited," "crippled," etc. Scholars would be hard-pressed to discover terms of hope, endearment, or ability associated with Disabled People. But as rights and social standing have become more available to Disabled People so too has the need and belief in the integrity of group, community, and cultural identity.

The debate over the establishment and desirability of a culture of disability engages the minds of people who wrestle with disability issues on a more and more frequent basis. The Society for Disability Studies, the most renowned group of

scholars who study disability hosted a heated exchange about the existence and value of a culture of disability at its 1991 Annual Meeting in Oakland, California.

Dr. Kirk MacGugan, a recent scholar of disability rights and history declared that, "To date, no one has written the history, of the Disability Rights movement or told the stories of the persons with disabilities who lived the movement that forever changed the lives of persons with disabilities in America." ("An Interpretive History of the Disability Rights Movement, 1920-1990, 5-6, unpublished paper, July 1991).

In 1984, the Association on Handicapped Student Service Programs in Post-Secondary Education (AHSSPPE, recently changed to Association on Higher Education and Disability, or AHEAD) presented papers addressing "Is There a Culture of Disability?" The presenters, David Pfeiffer of Suffolk University and Andrea Schein of the University of Massachusetts-Boston answered this question in the affirmative.

Their analyses dissected the heart of one of the objections to the theme of a culture of disability when they explored the meaning of the word, "culture," in describing this topic. Both scholars traced the roots of the meaning of the word, "culture," to anthropological origins.

Schein contended that "culture" has taken on various meanings over the past hundred years, including an appreciation of the finer things in life, a distinctive body of customs, and a learned body of traditions within a society. (Conference

Proceedings, 135). She then linked this evolution of terminology to an evolution of thinking about disability in stating that "The issue of disability has passed through a mirror from being perceived as an unfortunate medical problem to a new recognition of the denial of basic citizenship rights to a disenfranchised minority group." (ibid., 137). Schein's conclusion was that "All over the United States, there are people with a wide range of disabilities who understand and share the central concepts of the disability sub-culture." (ibid., 137).

Pfeiffer argued that the culture of disability is learned. "In conclusion, when the artifacts, the mental products, the social organizations, and the coping mechanisms of disabled persons are brought together, it is seen that the culture is learned, shared, interrelated, cumulative, and diverse. A culture of disability does exist." (ibid., 132).

The most recent and concrete realization of the existence of a culture of disability has occurred on the campus of the University of Minnesota where a group of disabled students parlayed a research project about the meanings of disability issues into the establishment of a Disabled Student Cultural Center. (Conversation with Gene Chelberg, Coordinator of the Center, in April 1992).

As discussions concerning the existence of a disability culture and implementation of organizations like the Disabled Student Cultural Center are in their nascent stages, and while many of the most recent leaders of the disability rights movement

SEP 23 '92 08:36 WORLD INSTITUTE ON DISABILITY

P.5/5

still live, it is an opportune time to investigate its parameters and delve into their future meanings.

The hypothesis to be examined in this proposed study is that a culture of disability does exist and that its reality has implications for every aspect of the lives of people with disabilities, including the rehabilitative process. Research methods to explore this hypothesis, which will be discussed in more detail, in the section on Research Methods, will include literature reviews, personal interviews, and focus groups.

QUALITY AND LEVEL OF FORMAL EDUCATION

Qualitative research is the standard structure of many scholarly disciplines, including my own academic field of history. As a student of United States intellectual history, I earned a doctoral degree from the University of Oklahoma in 1981. As a partial requirement for the degree, I wrote a dissertation study entitled, "Henry James, Sr. and the American Experience." This was not a biography, but an endeavor to establish how the themes of this iconoclastic writer and theologian intertwined with the values of his time, the heart of the nineteenth century.

The quality of my academic pursuits, in both research and teaching, were recognized when I was appointed Instructor in History at the University of Oklahoma for the 1981-82 academic year. This was the sole appointment during that year and only the second time that position was filled.

As my career has moved in the direction of the field of disability studies I have continued my education through a



510 SIXTEENTH ST
SUITE 100
OAKLAND
CA 94612-1502
USA

VOICE OR TDD
510 763 4100

FAX 510 763 4109

Jeanne Argoff
The Dole Foundation for Employment of
People with Disabilities
1819 H St., N.W.
Washington, D.C. 20006-3603

Dear Jeanne,

Enclosed in this packet is the latest version of the
ADA bibliography incorporating both Ann's and my own
recent additions and corrections.

I am excited about what we have assembled and look
forward both to seeing the next version and to being able
to disseminate a product.

I have discussed with Joan what kinds of
arrangements might be made for a second contract. Her
feeling was that at the figure of about \$10,000 what WID
would prefer to do would be to act as a flow-through
agent, acting as a kind of banker for the funds, with a
percentage taken for WID, but with the remainder of the
funds and the agreement of work being accomplished with
Dole and myself. This seems reasonable to me. Let me
know what you think.

Hope all has been well with you and look forward to
hearing from you soon.

Sincerely,

A handwritten signature in blue ink that reads "Steve".

Steven E. Brown
1328 Trestle Glen Rd.
Oakland, CA 94610-2525
(510) 832-7547



JUN 14 1993

Leanne Post

June 8, 1993

510 SIXTEENTH ST
SUITE 100
OAKLAND
CA 94612-1502
USA
VOICE OR TDD
510 763 4100
FAX 510 763 4109

Mr. Paul Hearne
Dole Foundation
1819 H St., N.W.
Washington, DC 20006-3603

Dear Mr. *Paul* Hearne:

We are delighted to let you know that **A World of Creativity**, WID's tenth year anniversary celebration, was a success in every way! We will exceed our original goal by \$15,000. We've gotten wonderful feedback -- everyone had a great time. Enclosed is a program and article about the event for your information. Your support of the event helped make it a success and we thank you.

World Savings generously donated video services for **A World of Creativity** and the video will be ready by the end of June. If you would like to order an event video, please call Lisa Hoffman, at 510-763-4100.

Thanks again!

Sincerely,

Ed

Edward V. Roberts
President

Joan

Joan Leon
Executive Vice President

P.S. We hope you will be able to join us next time. On April 22, 1994 we will honor Dr. Philip R. Lee, Assistant Secretary, Department of Health and Human Services, on his 70th birthday, at the St. Francis Hotel. Dr. Lee was WID's founding chairman. We hope to confirm Donna Shalala, Secretary of Health and Human Services, as the keynote speaker. Lisa will field questions about this event as well.

ev7/68don.ty



JUN 14 1993

June 8, 1993

510 SIXTEENTH ST
SUITE 100
OAKLAND
CA 94612-1502
USA

VOICE OR TDD
510 763 4100
FAX 510 763 4109

Ms. Jeanne Argoff
Dole Foundation
1819 H St., N.W.
Washington, DC 20006-3603

Dear Ms. Argoff:

A handwritten signature in blue ink, appearing to read "Jeanne", is written over the name "Ms. Argoff" in the salutation.

We are delighted to let you know that **A World of Creativity**, WID's tenth year anniversary celebration, was a success in every way! We will exceed our original goal by \$15,000. We've gotten wonderful feedback -- everyone had a great time. Enclosed is a program and article about the event for your information. Your support of the event helped make it a success and we thank you.

World Savings generously donated video services for **A World of Creativity** and the video will be ready by the end of June. If you would like to order an event video, please call Lisa Hoffman, at 510-763-4100.

Thanks again!

Sincerely,

A handwritten signature in blue ink, appearing to read "Ed", is written below the word "Sincerely,".

Edward V. Roberts
President

A handwritten signature in blue ink, appearing to read "Joan", is written above the name "Joan Leon".

Joan Leon
Executive Vice President

P.S. We hope you will be able to join us next time. On April 22, 1994 we will honor Dr. Philip R. Lee, Assistant Secretary, Department of Health and Human Services, on his 70th birthday, at the St. Francis Hotel. Dr. Lee was WID's founding chairman. We hope to confirm Donna Shalala, Secretary of Health and Human Services, as the keynote speaker. Lisa will field questions about this event as well.

ev7/68don.ty

A handwritten note in blue ink that reads "Talk to you in DC" followed by a signature that appears to be "Judy".

May 31, 1993

This document is from the collections at the Dole Archives, University of Kansas
<http://dolearchives.ku.edu>

RECEIVED JUN 3 1993

Disabled group's worldly focus

■ Institute's supporters celebrate 10 years of service for independent living

By Mireya Anchondo
STAFF WRITER

At the time, it may have seemed slightly presumptuous for three disabled rights activists to name their new organization the World Institute on Disability. Yet in just 10 years, that is what it has become.

To celebrate the institute's 10th anniversary, more than 300 of its employees, supporters and friends gathered Thursday at the Lakeside Club to participate in an event called "World of Creativity."

Guests listened to remarks by longtime institute supporters and enjoyed performances by Axis Dance Troupe and the Augustino Dance Company, whose dancers include disabled people.

Founded in Oakland by activists Judy Heumann, Joan Leon and Ed Roberts, the institute forms public policy affecting the disabled and combines it



MARY F. CALVERT — Staff

Ed Roberts and Judy Heumann are co-founders of the World Institute on Disability.

“Our work has literally affected the lives of millions of people. How many people can say that?”

Ed Roberts

co-founder of World Institute on Disability

with research and training for promoting independent living.

Heumann, a quadriplegic because of polio, was recently nominated by President Clinton to be assistant secretary of Special Education and Rehabilitative Services.

“What has made WID so successful is that the institute has legitimized public policy research from a disabled's perspective,” Heumann said.

That approach gives the disabled some say in legislation affecting them.

The institute also tries to help disabled people around the world, particularly in countries where they are viewed as second-class citizens. In April, for example, several institute employees flew to Russia to help develop a plan to be submitted to President Boris Yeltsin.

And Wednesday, 24 El Salva-

dor residents arrived in Oakland for a six-week institute seminar.

Roberts, who was among the travelers to Russia, also is a quadriplegic because of polio and must sleep every night in an 800-pound iron lung. Referring to the institute's programs, he said, “It's like making patchwork into a quilt. We are moving toward one common goal.”

The institute also is tackling the issue of AIDS and how people with it are becoming disabled.

“Our work has literally affected the lives of millions of people. How many people can say that?” Roberts asked.



Thursday
May 27
1993

10
YEAR

ANNIVERSARY

laugh
reminisce
celebrate

A WORLD CREATIVITY

10

A World of Creativity

The World Institute on Disability has chosen to celebrate its tenth anniversary by honoring the creative spirit of the people with disabilities community. The purpose of our event is to build community through celebrating diversity. Our hope is that this celebration will bring together the many people in our community, emphasizing our shared humanity.

6 - 7 p.m.

Socializing and Music

Jazz performed by:

Kathy Martinez
Jim Gammon
Bob Wilson
Steve Doherty
Andy Fielding

Program

7 p.m.

Welcome

Victoria Ann-Lewis

Ellipsis

AXIS Dance Troupe

Tributes

Caroline Boitano
William Tainter

Three Riddles

Augustino Dance Company

Final Tribute

Martin Paley

Mermaid

Augustino Dance Company

Conclusion

Judy Heumann
Joan Leon
Ed Roberts

8 - 9 p.m.

Socializing and Music

Program Notes

Ellipsis

Surrender. . . Chase. . . Embrace. . . This series of lyrical and playful duets explores themes which echo the tides of relationships. Music by Liz Story.

Three Riddles

In China, women of high birth used to "taunt" their suitors with impossible riddles to ward off unwanted intrusion. ("Turandot" in Puccini's last opera is an example.) Here, "Three Riddles" are like stanzas of a poem, a lyrical invocation of "Cultural Symbolism," communicated personally not academically. It is a search for essence beyond nationality, gender, and type.

Mermaid

"Mermaid" is a piece about the discovery of a great and hidden value, enacted as a "fairy tale" segment of four fishermen in a great China Sea discovering and adopting a mermaid. It is also a piece about the mingling of cultures and values as the mermaid accepts her new people.

Exhibit

The wheelchair and quilt used in the Augustino dance pieces will be exhibited on stage after the program. This is to show how a person with mobility limitations can transcend barriers through various artistic means, such as making the wheelchair into a sculpture.

Gifts created for the event Honorary Chairs, Chairs and speakers will also be on display on stage after the program. These silk paintings conceived by Slobodin Dan Paich, created by Grace Lin and finished in collaboration with Zona Roberts.

In-Kind Donations

Anderson Printing
Sharon Hallas -- photography
Kaiser Permanente -- video equipment
Jadine Murello -- interpreting

Peter Nam -- program and invitation design
World Savings -- calligraphy and video direction

Underwriters

Benefactors

Bank of America and Kaiser Permanente

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Wheelchairs of Berkeley

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InfoUse
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Glenn Kobuchi

Thanks to the Evelyn and Walter Haas, Jr. Fund for its tenth year anniversary contribution to WID's programs.

Anniversary Committee

Honorary Chairs

Barbro Sachs-Osher and James A. Vohs

Sup. Roberta Achtenberg
Drew E. Altman
Hon. Thomas Bates
Shelley Bergum
Henry B. Betts, M.D.
Jackie Brand
Mary Lou Breslin
State Treasurer Kathleen Brown
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Sen. Alan Cranston
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Mary C. Dunlap
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John Emerson

Sen. Dianne Feinstein
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Herman Gallegos
Hon. Loni Hancock
Hon. Elihu Harris
Ira S. Hirschfield
Doug Jones
Evan J. Kemp
Johnnie Lacy
Victoria Ann-Lewis
John M. Lillie
Justice Harry Low (ret.)
Hon. Milton Marks
Owen Marron
Gary McBee
Ken McEldowney
Hon. George Miller
Ralph Nader

Martin Paley
Rep. Nancy Pelosi
Hon. Cruz Reynoso
Carl E. Reichardt
Richard M. Rosenberg
Peggy Saika
David Salniker and Terri Waller
Herbert M. Sandler
William Tainter
Chancellor Chang-Lin Tien
Hon. Donald Vial
Lisa Wahl
Lucy R. Waletzky, M.D.
David Werdegart, M.D.
Evan White
Hon. Lynne Woolsey

Biographical and Background Information

Caroline Boitano

President and Executive Director of BankAmerica Foundation and Administrator of the Bank of America-Giannini Foundation, Caroline Boitano is from Seattle and began her career in teaching before her first philanthropic job at The Babcock Endowment. From there she moved to the National Academy of Science in Washington, D.C. before beginning with Bank of America in 1981. Caroline is very active in the community, serving on several education-oriented boards. Remembering her first contact with WID in the 1980's, Caroline says, "They were literally in a little red school house in Berkeley back then, and the path to the offices had a maze-like quality because of long corridors." But she found the path and Bank of America has been a major supporter of WID since.

Martin Paley

Currently directing the \$30 million Main Campaign to build a new main library in San Francisco, Martin Paley's career is long, varied and distinguished in philanthropy, healthcare and management consulting. A native Californian and Berkeley resident, Martin served in the army before completing a Master's in Public Health at U.C. Berkeley. Long acquainted with Ed, Judy and Joan, Martin, as the Director of the San Francisco Foundation was instrumental in WID's first major private foundation grant, which provided the funds for office organization and core staffing. Today, Martin serves on WID's Development Committee and provides general advice and support to the Development Department.

William Tainter

Director of the California State Department of Rehabilitation, a \$265 million agency, Bill Tainter is a nationally recognized advocate for people with disabilities. Bill joined the Disability Rights Movement during the 1960's as a college student. He founded San Diego's Community Service Center for the Disabled, Inc. in 1976 and served as Executive Director until he was appointed to his current position by Governor Wilson in 1991. Bill has been connected with WID since its inception. He and Ed met as teenagers in the 1950's when they were both at a San Leandro rehabilitation hospital. They became reacquainted during the '70's as advocates in Sacramento. Bill also met Judy in the '70's when he was forced to stay with her at her parents' house due to a terrible New York snowstorm. "We played a lot of Monopoly," he remembers with a laugh.

Victoria Ann-Lewis

Victoria Ann-Lewis is the director and founder of the Mark Taper Forum's OTHER VOICES Workshop. With OTHER VOICES, Vicki has sought to develop plays for television and stage that capture the emerging voice of the Disability Rights Movement. These works include "Tell Them I'm a Mermaid," "Who Parks in These Spaces," and most recently "P.H.*breaks: the Disabled History Project." Vicki is committed to the development of writers and actors with disabilities. Vicki began her work with the Independent Living Movement as the editor of the Center for Independent Living's quarterly magazine, The Independent.

AXIS Dance Troupe

AXIS Dance Troupe is an innovative professional dance company based in Oakland, California. AXIS is comprised of four dancers with disabilities and four dancers without disabilities. Since 1987 AXIS has been creating and performing dances that push aside traditional concepts about dance and bridge the gap between the disabled and nondisabled worlds. AXIS is committed to exploring movement possibilities between people of all abilities. AXIS has performed and taught classes and workshops nationally and internationally. Tonight's Dancers: Nina Haft, Bonnie Lewkowicz, Lynelle Sjoberg, Judy Smith.

Augustino Dance Company

Augustino Dance Company is a forum for creation of new and original pieces from diverse cultural roots and uprootedness in American culture and life. The company is a close collaboration between dance-choreographer, musician-composer, storyteller-visual artist and singer-performance artist. In each performance, the company presents some signature material and always collaborates on new pieces with guest artists both locally and internationally. The performances are anthologies of short pieces, disparate and diverse but united by common threads of "quality of heart" and multi-cultural and mythological inspirations. Slobodan Dan Paich, Choreographer, Artistic Director; Collaborating Artists: Kerry Yates, Augusto Ferriols. Tonight's Dancers: Mark Beaver, Peter Brown, Augusto Ferriols, Del Geronimo, Grace Lin.

WID would like to express appreciation to the Friends of WID Event Committee for organizing this event and the Host Committee for selling tickets.

Friends

Event Committee

*M. Terri Hanagan and
Zona Roberts,
Co-Chairs*
Sue Clark
Grace Lin
Cathie Nelson
Slobodan Dan Paich
Linda S. Pransky
John Schweizer
Carol Winslow Weinstein

General Membership

Jose Antonio Arce
Edna Brean
Joan Coyle Hancock
Gena Harper
Carla Koren
Gabby Isaacson
Neil Jacobson
Carmella Johnson
Bobbie Joyner
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Marion Liebowitz
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William Schlegel
Lucy Waletzky, M.D.
Carol Winslow Weinstein

Kudos to Peter Nam
for his unique,
innovative, and
donated invitation
and program
design, which
captures the spirit
of our celebration
with great style!

World Institute on Disability

WID is a public policy, research and training center dedicated to independence for all people with disabilities. WID began as an idea in the minds and hearts of Ed Roberts, Judy Heumann and Joan Leon. Today, WID employs more than 30 people and has a \$1.6 million budget.

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Kai-Lukas Barlow
Steven E. Brown
Susan Brown
Elissa Chandler
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World Institute on Disability

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*WID is grateful to the many
hundreds of people who have
helped us grow from an idea
to a thriving organization
over the last decade.*

Thank You Redeux and Anniversary Wishes

We appreciate the following
underwriting support and donations:

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Donations

Bill Allen and John Shea
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Lucy R. Waletzky, M.D.
Al, Connie and Julie Weissman
David Werdegart, M.D.
Rosemary Mucklow
and Sharen Nowak
Western States Meat Assn.

Anniversary Wishes to WID

We continue to look to WID and the Disability Rag to keep us on our toes and to remind us that we've got a ways to go.

John Shea and Bill Allen
Allen, Shea and Associates

Greetings and bravo from your allies at the Facilitated Communication Institute and the Center on Human Policy at Syracuse University.

Best wishes from Doug Biklen

Our wish is that all the good work WID has done to enhance the lives of people with disabilities will spread throughout the world and then come back to enrich WID in the years to come.

Computer Technologies Program

May your vision guide the nation's health care reform.

Carroll L. Estes and Philip R. Lee

May architects and designers realize that design for the disabled does not have to be a burdensome afterthought. Rather, may these designs radiate the perfection of harmony and beauty that is of the source within; not vain ideas of transient outer form. May each of us perfect the beauty we are.

John Maschino, Architect

We need to all re-double our efforts to work together toward common goals in the 1990's. Thanks and best wishes to WID for its part in the movement.

Bob Mathews
Dept. of Rehabilitation, Pleasant Hill

That under WID's spell, the people of planet earth become as accessible as the Bay Area of California.

Elizabeth McLoughlin

Our wish is that you continue this wonderful work with the same loving spirit that you have done to the present and that you will celebrate many more anniversaries in the future!

Maydelle and Jim McManigal

I am delighted to send my warmest greetings as you celebrate the 10th year anniversary of the World Institute on Disability. I salute your years of leadership and activism and look forward to sharing with you many future successes.

Congressman George Miller

WID's role in shaping constructive world policy for persons with disabilities is just beginning.

Russell E. O'Connell
CSA, Inc.

Make creativity accessible to all, regardless of disability.

Pearl Rand, Dr. Elias Katz
NIAD

To: Ed, Judy, Joan: Congratulations! Keep up the good work!

Glenn G. Reynolds, M.D.

Congratulations and thank you, World Institute on Disability for 10-plus years of assisting persons with disabilities achieve independence and equal opportunity.

Michael Vader

Mazel Tov! You folks have done a fantastic job these past ten years -- so much has happened in the world because of all of you!

Diane E. Woods

We appreciate Augustino Dance Company and AXIS Dance Troupe
agreeing to perform on the Lakeview Club's marble floor, which is not a
preferred dance surface.

JUN 12 '92 13:18 WORLD INSTITUTE ON DISABILITY

P.1/4

M

6/24

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RESEARCH AND TRAINING CENTER ON PUBLIC POLICY IN INDEPENDENT LIVING

June 10, 1992

Jeanne Argoff, Ph.D.
Dole Foundation for Employment
of People with Disabilities
1819 H St., NW
Washington, D.C. 20006-3603
523-6351

| | |
|---|-----------------------|
| Post-it® brand fax transmittal memo 7671 # of pages • 4 | |
| To: Jeanne Argoff | From: Steven Brown |
| Co: Dole Fdn. | Co: |
| Dept: | Phone: (510) 763 4100 |
| Fax: (202) 457-0473 | Fax: (510) 763 4109 |

Dear Jeanne,

It was great to see you in Washington at the meeting of the President's Committee. I have become more and more impressed with the work and the support of the Dole Foundation and look forward to a collaboration between our organizations in regarding to collecting ADA materials.

I had a chance to ask a couple of people at Regional Business Centers about their collection and dissemination efforts and I believe you were correct in assessing that the kind of work we are outlining is not happening. With that in mind, WID has attached a description and budget for the project that we would like to see occur.

I look forward to talking and discussing this project with you more in the future.

Sincerely,

Steven E. Brown
Steven E. Brown
Training Director

cc: Joan Leon
Susan Brown

Encl.

*Verify availability before signing contract
\$10K + \$10K*

a public policy center dedicated to the elimination of handicappism through the promotion of independence, equity of opportunity and full participation of people with disabilities

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WID/Dole Foundation Collaboration Project

on

Collection of ADA Materials

The World Institute on Disability (WID) proposes to do the following:

1. Collect ⁷⁵⁻²⁰⁰~~50-75~~ information pieces about ADA targeted to or from a consumer perspective. (*Weed through*) - *evaluate more*
2. Respond to ~~25-150~~ ²⁵⁻¹⁵⁰ inquiries regarding WID's knowledge about ADA materials.
3. Compile a file from 10-50 of the best examples we can find that have been published pertaining to consumer involvement in the passage of the Americans with Disabilities Act (ADA).
4. Collect and share responses from in-service trainings about ADA and trainings of consumers as available.
5. Collect 25-75 written materials and computer disks pertaining to consumer responses/evaluations of ADA trainings.
6. Collect 25-75 information pieces about major consumer complaints and/or claims using ADA.

Our feeling is that the above items will be concentrated in an initial project year. We will collect materials with the intent of evaluating resources and selecting the best examples of each category to share and disseminate with others. One approach in collecting this material will be to establish networks with organizations and agencies providing ADA training, such as DREDF, the Department of Justice and the regional RDBACS. In the interests of providing information on computer networks such as WIDNET and providing materials in accessible media we will collect materials on computer disk whenever possible. Extensive evaluation and dissemination of these materials would be more appropriately tabled for a second contract.

WID requests a one-year \$25,000 contract. We would use approximately \$20,000 to hire staff to fulfill the labor obligations of the contract. The remainder of the contract would be used to purchase ADA materials and disseminate information. A copy of the budget proposal is enclosed.

a public policy center dedicated to the elimination of handicappism through the promotion of independence, equity of opportunity and full participation of people with disabilities

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WORLD INSTITUTE ON DISABILITY
DOLE FOUNDATION ADA MATERIALS CONTRACT
ONE YEAR BUDGET PROPOSAL

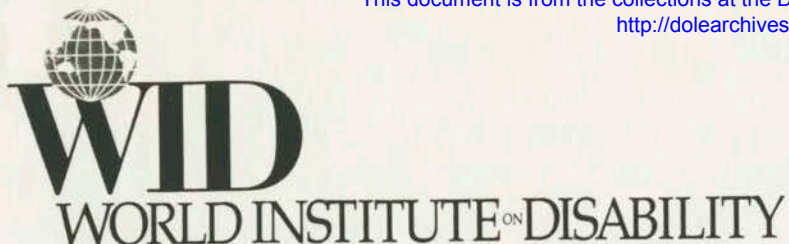
| EXPENSES: | Name | Base | %FTE | Cost |
|--|--------------------|--------|------|--------|
| Salaries: | | | | |
| Project Manager | Steve Brown, Ph.D. | 38,723 | 0.05 | 1,936 |
| Clerical Support | | 21,089 | 0.40 | 8,436 |
| Information Manager | | 24,255 | 0 | 0 |
| Subtotal Salaries | | | | 10,372 |
| Fringe Benefits @23% | | | | 2,386 |
| Consultants | | | | 52 |
| Staff Training @ 0.5% of Salaries | | | | 104 |
| Dissemination Costs @ 1% | | | | 778 |
| Reasonable Accommodations @ 7.5% | | | | |
| Subtotal Personnel | | | | 13,691 |
| Standard Operating & Rent @ 25% of Personnel | | | | 3,356 |
| Extraordinary Operating: | | | | |
| Dissemination Costs | | | | 1,200 |
| Printed Materials | | | | 1,500 |
| Subtotal Extraordinary Operating | | | | 2,700 |
| TOTAL DIRECT COSTS | | | | 19,747 |
| Indirect Costs @ 26.6% of Direct | | | | 5,253 |
| TOTAL | | | | 25,000 |

JUN 12 '92 13:19 WORLD INSTITUTE ON DISABILITY

P.3/4

WORLD INSTITUTE ON DISABILITY
DOLE FOUNDATION ADA MATERIALS CONTRACT
ONE YEAR BUDGET PROPOSAL

| EXPENSES: | Name | Base | 1/2FTE | Cost |
|--|--------------------|--------|--------|--------|
| Salaries: | | | | |
| Project Manager | Steve Brown, Ph.D. | 38,723 | 0.05 | 1,936 |
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| TOTAL | | | | 25,000 |



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WID will collect materials with the intent of evaluating resources and selecting the best examples. One approach in collecting this material will be to establish networks with organizations and agencies providing ADA training, such as DREDF, the Department of Justice and the regional RDBACS.


In the interests of providing information on computer networks such as WIDNET and providing materials in accessible media we will collect materials on computer disk whenever possible. Extensive evaluation and dissemination of these materials will be the subject of a future contract.

MOVING TOWARD EQUALITY

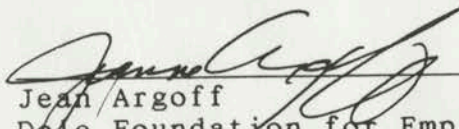
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The contract period will be for one year and will begin on September 1, 1992. The contract payment schedule from The Dole Foundation for Employment of People with Disabilities to the World Institute on Disability will be as follows:

| | |
|-----------------|-----------------|
| September 1992: | \$ 5,000 |
| January 1993: | \$10,000 |
| April 1993: | <u>\$10,000</u> |
| | \$25,000 |


Joan Leon, Vice-President
World Institute on Disability

Date 9/9/92

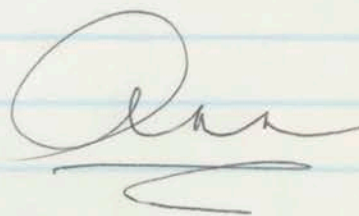

Jean Argoff
Dole Foundation for Employment
of People with Disabilities

Date 9/16/92

6/25/93

Jeane, Jeanne, Jeanne,

We have to talk about this before it goes to the TAC. Steve's entries leave a lot to be desired (to say the least). They are poorly written and half the time just report the table of contents ^{of an entry}. You can see my comments on this draft. We should also discuss whether we want to include all of the entries etc.. It really needs some work if we want it to be a quality product. Can you meet w/ Cheryl and me on Thurs. 7/1? Let me know.



+

DEC 14 1992

DOLE/WID CONTRACT

ANNOTATED BIBLIOGRAPHY

Fristche, Rick (no date) THE AMERICANS WITH DISABILITIES ACT: A SIMPLIFIED VERSION PREPARED BY THE ARC FOR DREDF, No publication information.

Good, brief history of pre-ADA legislation starting in the 1960s; excellent on Titles I and III, except for some condescending examples, eg blacks are covered; far too much on transportation in Titles II, III; less than adequate on Title IV, nothing on Title V.

Peteros, Karen H., (Winter 1992), "Countdown to July 1992: Nine Steps Toward ADA Compliance," HUMAN RESOURCES PROFESSIONAL, New York: Faulkner & Gray, Inc.

Suggestions for efficient, business compliance--very basic.

President's Committee on Employment of People with Disabilities, WORKLIFE, (Fall 1990), ADA: A SPECIAL ISSUE, Washington, D.C., PCEPD.

Highlights of the signing ceremony and thoughts by prominent advocates--includes ADA implementation timetable and the law itself.

President's Committee on Employment of People with Disabilities, (1992) "Ready, Willing, & Available: A Business Guide for Hiring People with Disabilities," Washington, D.C. PCEPD.

opinion Concise, guideline based on experiences of a number of national companies with experience hiring people with disabilities. Unfortunately, focuses only on Title I, rather than the entire act and feels incomplete.

Woodward, John, (1992) "Who to file an ADA complaint--and when," MOVING FORWARD, (Mar/Apr 1992), 12-13; (May/June 1992), 6. Torrance, CA.: Azis Unlimited.

A concise how-to on recognizing when a complaint is appropriate, how to file and protocol suggestions.

Cook, Timothy M., (1991) "The Americans with Disabilities Act of 1990: The Move to Integration," TEMPLE LAW REVIEW.

An exhaustive comparison of the ADA to earlier civil rights legislation with reasons why the ADA must be viewed, enacted, and respected as equivalent to racial and other discrimination laws. A powerful, comprehensive piece by the late author, one of the premier lawyers of the disability rights movement.

Office of the Attorney General, Department of Justice, Part III,

28 CFR, Part 36, Non-Discrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities; Final Rule, Friday, July 26, 1991.

X An extensive, explanatory, and articulate explanation of the law and rules implementing Title III of the ADA, including approximately 50 pages addressing comments and approximately 90 pages addressing ADA Accessibility Guidelines for Facilities & Buildings. By far the best description I've read so far, though it will be too technical for some.

X U.S. Equal Employment Opportunity Commission, (1991) THE AMERICANS WITH DISABILITIES ACT: YOUR RESPONSIBILITIES AS AN EMPLOYER, Washington, D.C.: EEOC's Office of Equal Employment Opportunity.

b U.S. Equal Employment Opportunity Commission (1991), THE AMERICANS WITH DISABILITIES ACT: YOUR EMPLOYMENT RIGHTS AS AN INDIVIDUAL WITH A DISABILITY, Washington, D.C.: EEOC's Office of Equal Employment Opportunity.

X U.S. Equal Employment Opportunity Commission and the Department of Justice, Civil Rights Division, THE AMERICANS WITH DISABILITIES ACT: QUESTIONS AND ANSWERS, Washington, D.C.: EEOC's Office of Equal Employment Opportunity.

The preceding three booklets are fairly good as a group, individually they leave lots of questions unanswered.

Kailes, June Isaacson, (1992), THE AMERICANS WITH DISABILITIES ACT: QUESTIONS AND ANSWERS ON THE EMPLOYMENT PROVISIONS, Anaheim, CA: Dayle McIntosh Center for the Disabled.

A step-by-step guide from the viewpoint of people with disabilities--takes discussion beyond EEOC pamphlets by combining issues into one pamphlet and adding material demystifying people with disabilities and ADA compliance.

Perez, Clifton, (No date) WHAT EVERY MANAGER AND JOB APPLICANT SHOULD KNOW ABOUT THE AMERICANS WITH DISABILITIES ACT (ADA) OF 1990, Albany, N.Y.: Capital District Center for Independence.

A concise guide to responsibilities and rights focusing on Title I written with an IL perspective primarily for managers, with resource suggestions.

Epilepsy Foundation of America, (1992), THE AMERICANS WITH DISABILITIES ACT: A GUIDE TO PROVISIONS AFFECTING PERSONS WITH SEIZURE DISORDERS, Landover, MD: Epilepsy Foundation of America.

An overview of ADA and disability legislation geared to people with epilepsy, eg driving, insurance, in employment situations with summaries of questions about epilepsy and individual types of seizures.

Goldman, Nancy, ed. (1991) AMERICANS WITH DISABILITIES ACT ACCESS FACTS SERIES: ACHIEVING PHYSICAL AND COMMUNICATION ACCESSIBILITY, Washington, D.C.: National Center for Access Unlimited.

Focus on 4 different types of disabilities--physical, hearing and speech, visual, and cognitive--with access suggestions. Doesn't really focus on any one ADA title.

ADA Compliance Guide, (1990) 2 vols. Thompson Publishing Group. Salisbury, MD

Employment section #300. Overview good.

Blanck, Peter David, (Summer 1991) "The Emerging Work Force: Empirical Study of the Americans with Disabilities Act," JOURNAL OF CORPORATION LAW, v. 16. 693-803.

2 Empirical investigation of employment provisions of ADA in Oklahoma. Myths about disabled and work, provides employers and employees with model for analysis to avoid potential disputes--too technical for wide audience: aimed to employers and attorneys, not consumers.



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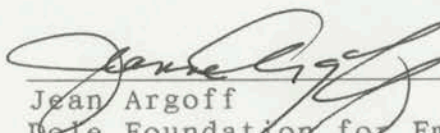
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Joan Leon, Vice-President
World Institute on Disability

Date 9/9/92


Jean Argoff
Dole Foundation for Employment
of People with Disabilities

Date 9/16/92

ANNOTATED BIBLIOGRAPHY THE AMERICANS WITH DISABILITIES ACT

Adaptive Environments Center, Inc. and National Institute on Disability Rehabilitation Research (1992) ADA Title II Action Guide for State and Local Governments. LRP Publications, Horsham, PA 19044.

This manual and workbook is designed to help state and local governments comply with the ADA. The information was reviewed for accuracy by the U.S. Department of Justice, Public Access Section. The main concepts of Title II are discussed using examples applied to real-life situations. Citations to the Title II regulations are noted in the margins. Five "action steps" deemed necessary to bring these entities into compliance are explained. Seven worksheets are provided as a structure for coordinating the compliance process.

American Bankers Association (1991) Americans with Disabilities Act: An Implementation Guidebook for Financial Institutions. Author, 1120 Connecticut Ave. NW, Washington, DC 20036 (202) 663-5087.

This informative booklet covers the provisions of the ADA as they effect banks.

American Institute of Architects (1992) ADA: A Resource Guide. Author, 1735 New York Ave., Washington, D.C. 20006 (202) 626-7300.

Although the major part of this guide is a reprint of the law and resources from other sources, it also includes a bibliography of material relating to accessible design.

Ardinger, R (1991) The Americans with Disabilities Act Training Guide. Ardinger Consultants and Associates, P.O. Box 308, Columbia, MD 21043-0308.

This a three-part package, including a training guide with tips for providing training, a training outline and a curriculum including an "ADA Pre-Test," "Attitudes," "History," "Titles of ADA," "Measuring for Access," and "Scenarios." An Executive Summary contains brief overviews of each title of the Act, tables of implementation dates, problems and solutions, possible scenarios, remedies, and resources. Overheads provide brief definitions, key points, and outlines of the titles.

Bank of America (1992) BankAmerica and the Americans with Disabilities Act: Communicating with Employees and Managers about the ADA. ADA Programs #3553, Bank of America NT & SA, PO Box 37000, San Francisco, CA 94137 (415) 241-3333.

This guide includes reprints of ADA articles for managers and employees that have appeared in Bank of America internal publications. Articles cover topics such as hiring, interviewing, attitudes, etiquette, myths, and stereotypes.

Black, J.B., J. Black, R.O'Donnell, and J.Scheuerle (1992) Surveying Public Libraries for the ADA. Bureau of Library Development, Division of Library & Information Services, 500 S. Bronough St., Tallahassee, FL 32399-0250.

This monograph was proposed by a task force of Floridians with disabilities and library personnel and was funded through a grant from the State Library of Florida. It includes an introduction to the ADA, focusing particularly on Title II, but most of the document is specifically targeted to libraries and library patrons. There are sections discussing library literature about the ADA, how to communicate with consumers, staff training and public relations, accessible collections, and a lengthy section combining all of the previous information into diverse kinds of self-evaluations.

Blanck, P.D. (Summer 1991) "The Emerging Work Force: Empirical Study of the Americans with Disabilities Act," Journal of Corporation Law, (16), 693-803.

This is an empirical investigation of employment provisions of the ADA. The study examines myths about people with disabilities and work and provides employers and employees with models for analysis to avoid potential disputes. The study is geared towards employers and attorneys.

Blanck, P.D. (1993) The Americans with Disabilities Act: Putting the Employment Provisions to Work, A White Paper of the Annenberg Washington Program Annenberg Washington Program, The Willard Office Building, 1455 Pennsylvania Ave., NW, Suite. 200, Washington, DC 20004, (202) 393-7100, (202) 393-4121 (TDD), (202) 638- 2745 (FAX).

This report provides a summary of the background and future of Title I primarily through the beginning of a longitudinal study in Oklahoma of people with mental retardation and their employers. Data is placed in quantitative and qualitative contexts, with suggested implications and future steps.

Bowe, F. (1983). Reasonable Accommodation Handbook. AT&T Human Resources Department EEO/AA Section. 295 North Maple Ave., Baskinridge, NJ 07920 (908) 221-6109.

The Handbook contains an introductory section discussing the concept of reasonable accommodation and reviewing the legal and regulatory requirements. It also contains one-page descriptions of hundreds of products and devices which may prove suitable for use as reasonable accommodations for certain individuals with disabilities.

Building Owners and Managers Association International (1991) ADA Compliance Guidebook: A Checklist for Your Building. Author, 1201 New York Ave., NW, Suite 300, Washington, DC 20005 (202) 408-2662 (202) 371-0181 (FAX).

The purpose of this guidebook is to offer detailed information on the Title III Regulations addressing accessibility in both public accommodations and such commercial facilities as parking, toilets, assembly areas, and other areas. This book can serve as a reference document and workbook in assessing the level of ADA Title III compliance.

Burgdorf, R. (1991) The Americans with Disabilities Act: Analysis and Implications of a Second-Generation Civil Rights Statute. Civil Liberties Law Review. Vol 26 (2).

This article is a thorough analysis of the court decisions leading up to the passage of the ADA. It also includes a comprehensive analysis of specific definitions included in the law as well as the intent behind their inclusion. The article places the ADA in its context as a present-day civil rights statute.

Business & Legal Reports, Inc. (1993) How to Comply with the Americans with Disabilities Act. Author, 39 Academy St., Madison, CT 06443-1513 (800) 727-5257.

This compliance guide with supplements is written from an employer's viewpoint. Information on the ADA is presented in a concise manner.

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Cook, Timothy M., (Summer, 1991) "The Americans with Disabilities Act of 1990: The Move to Integration," Temple Law Review. Vol.64(2), 393-470.

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Council of Better Business Bureaus' Foundation and Disability Rights Education and Defense Fund (1992) Access to Equal Opportunity Author, 4200 Wilson Blvd., Arlington, VA 22203 (703) 247-3656.

This is a series of 30-page guides addressing ADA compliance topics such as "Car Sales & Service," "Fun and Fitness Centers," "Grocery Stores," "Medical Offices," "Restaurants & Bars," and "Retail Stores." Also included are answers to most frequently asked questions.

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Dooley, J., N. Karp, and E. Wood (1992) Opening the Courthouse Door: An ADA Access Guide for State Courts. American Bar Association, Commission on Mental and Physical Disability Law, 1800 M St., NW, Washington, DC 20006, (202) 331-2240.

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Fersh, D. and P. W. Thomas (1993) Complying with the Americans with Disabilities Act: A Guidebook for Management and People with Disabilities. Quorum Books, 88 Post Road West, Westport, CT 06881.

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Food Marketing Institute (1992) ADA Starter Kit for Supermarkets: An Introduction to the Americans with Disabilities Act, Title II, Action-Oriented Materials for Voluntary Compliance. Author, 800 Connecticut Ave., N.W. Washington, D.C. 20006-2701 (202) 452-8444, (202) 429-4519 (FAX).

The Kit, funded with a grant from and reviewed by the Department of Justice, examines Title III and includes federal information sheets. Three resources developed by FMI and included in the kit are: a ten-step action plan brochure; a Facilities Survey and Budget Book, including point-by-point ADA facts, comments, responses and budgets; and an ADA Nationwide Resources directory.

Foundation on Employment & Disability, Inc. The Americans with Disabilities Act of 1990: Entitlement to Access. Author, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, (800) 499-0559 (TDD).

Using a question and answer format, this booklet provides information on rights of people with disabilities and includes a list of resources.

Foundation on Employment & Disability, Inc. Doing Business in Compliance with the Americans with Disabilities Act of 1990 (Torrance, CA: author), TFED, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, and in CA (800) 499-4232 (V), (800) 499-0559 (TDD).

This booklet provides information on business' ADA obligations in question and answer format. There is also a list of resources.

Gostin L. and H. Beyer (1993) Implementing the Americans with Disabilities Act: Rights and Responsibilities of All Americans. Brookes Publishing Co., P.O. Box 10624 Baltimore, MD 21285-0624, (410)337-9580.

In addition to providing a clear explanation of all statutory requirements of the ADA, this book addresses the legal, medical and social questions that have been raised since the law's enactment. With chapters written by prominent disability experts, the book also examines ADA's relationship to the health care system, genetic system, genetic research, and AIDS. This book is divided into three sections: Modern History and the Legal Framework, Key Provisions, and Innovative and Controversial Issues.

Hartman, G.S., G.W. Homer, R. L. Hartz, and A.C. Vladeck (1993) Litigating Americans with Disabilities Act Claims. Federal Publications Inc., 1120 20th St., N.W., Washington, D.C. 20036.

This technical manual is geared specifically for attorneys and others interested in litigating ADA claims. Pre-ADA federal laws and Titles I, II, and III of the ADA are covered. Attorneys are given instructions on litigating ADA cases, including guidelines on developing cases, discovery and other legal strategies.

Illinois/Iowa Independent Living Center (1992) Quick Reference Guide to the Americans with Disabilities Act. Author, PO Box 6156, Rock Island, IL 61204-6156. (319) 324-1460, (IA), (309) 793-0170 (IL).

This guidebook offers ADA facts, hints which help businesses comply with the law, and general information. Additional sections include commonly asked questions and definitions.

Jarrow, J.E. (1992) Title by Title: The ADA's Impact on Postsecondary Education. Columbus: Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides a series of situations with examples illustrating different ways of making accommodations to comply with the ADA. Also included is a self-evaluation form designed by the University of Michigan and which can be used as a compliance model on other campuses.

Jarrow, J. E. and Ciritta B. Park (1992) Making Your Association Accessible: A "How-to Guide. Association on Higher Education and Disability, Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides examples of appropriate and inappropriate accommodations with a self-evaluation form for associations from the University of Michigan.

Jones, T.R. (1993) The Americans with Disabilities Act: A Review of Best Practices. AMA Publication Services, P.O. Box 319, Saranac, NY 12983. (800)538-4761

This publication details specific suggestions for businesses to comply with Title I of the ADA. Areas addressed include job descriptions, employee selection, pre-employment testing, interviewing, managing employees with disabilities, reasonable accommodations, and tax credits for business.

King, W. L. and J. E. Jarrow (1992) Testing Accommodations for Persons with Disabilities: A Guide for Licensure, Certification & Credentialing. Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This booklet examines the responsibilities of licensing and certification boards in testing procedures and accommodations in regard to ADA compliance. It also includes a sample accommodations request form.

Mental Health Law Project (1992) Mental Health Consumers in the Workplace: How the Americans with Disabilities Act Protects You Against Employment Discrimination. 1101 Fifteenth St., NW, Suite 1212, Washington, DC 20005, (202) 467-5730, (V) (202) 467-4232 (TDD), (202) 223-0409 (FAX).

The purpose of this pamphlet is to describe the employment provisions of the ADA and how they protect people with mental and emotional disabilities. Topics include the ADA's definition of disability and reasonable accommodations. Other sections describe various types of discrimination, methods of challenging discrimination, and the role of the Equal Employment Opportunity Commission.

Morrissey, P. (1992) Human Resources Executive's Survival Guide to the Americans with Disabilities Act. LRP Publications, 747 Dresher Road, PO Box 980, Horsham, PA 19044-0980 (205) 784-0860.

This guide provides suggestions for complying with the ADA to Human Resource Executives of mid-size and large corporations, public agencies, institutions and providers of public accommodations. Sections include legislation, employment implications, compliance strategies, accommodations for specific disabilities, and public accommodations for public entities. Appendices include EEOC, DOJ, ATBCB regulations and technical assistance manuals.

Morrissey, P. (1991) Disability Etiquette in the Workplace. Employment Policy Foundation, 1015 Fifteenth St., NW, Suite 1200, Washington, DC 20005 (202) 789-8685, (202) 789-1702 (FAX).

Designed to create a positive workplace, this publication offers general tips for nondisabled people when interacting with people with disabilities in the workplace and beyond.

National Association of Towns and Townships (1992) Americans with Disabilities Act: A Compliance Workbook for Small Communities. Author, 1522 K Street, NW, Washington, DC 20005-1202 (202) 737-5200.

This non-technical workbook provides small communities with general ADA information that is especially important for this audience. Common ADA questions are answered, and sample checklists for program accessibility offer a guide for preparing ADA self-evaluation and transition plans. Appendices include lists of major ADA-related resources.

National Center for State Courts (1992) The Americans with Disabilities Act Title II Self-Evaluation. Author, 300 Newport Ave., Williamsburg, VA 23187-8978.

This publication includes information about issues related to services, programs, and activities covered under Title II of the ADA. Sections include a court accessibility reference guide and an accessibility survey. There is also general information regarding employment policies, procedures, and practices.

National Council on Disability (1992) Furthering the Goals of the ADA Through Disability Policy Research in the 1990's. Author, 1331 F Street NW Suite 1050, Washington, DC 20004.

This publication is the product of a policy convention sponsored by the National Council on Disability designed to stimulate researchers to examine disability policy and to focus on assessing ADA implementation.

National Disability Law Reporter (1991) Americans with Disabilities Act: Law, Regulations and Interpretive Guidance. LRP Publications, 747 Dresher Rd., PO Box 980, Horsham, PA 19044-0980, (205) 784-0860.

This publication is a compilation of disability laws and includes perspectives of the ADA written from a variety of viewpoints, including legal, business and advocacy perspectives.

National Federation of the Blind (1992) Toward Equal Access: Providing Information Access Services to Blind and Visually Impaired Persons Under the Americans with Disabilities Act (ADA). Author, 1800 Johnson St., Baltimore, MD 21230, (410) 659-9314.

Using the ADA as a structural guide, this pamphlet emphasizes alternate media options for people who are blind or who have visual impairments.

National Rehabilitation Hospital (1992) The Americans with Disabilities Act (ADA): A Technical Assistance Manual. Author, ADA Compliance Program, 102 Irving St., NW, Washington, D.C. (202) 877-1974 (V) (202) 726-3996 (TDD) (202) 723-0628 (FAX).

This manual is an encyclopedic compilation of materials relating primarily to Titles I-III. Sections cover such areas as assistive technology, modifications, and commonly asked questions in health care settings. A significant component of the manual is material reprinted from other sources.

Parry, J., ed. (1992) The Americans with Disabilities Act Manual: State and Local Government Services, Employment, and Public Accommodations. American Bar Association Commission on Mental and Physical Disability Law, 1800 M St., NW, Washington, DC 20036, (202) 331-2240, (202) 331-2884 (TDD), (202) 331-2220 (FAX).

This is an edited collection of recent articles and resource materials prepared by the ABA's Commission on Mental and Physical Disability Law discussing in detail the first three Titles of the ADA, with some attention to Titles IV and V. Articles provide in-depth information for those already familiar with the basics of the law. There is an attempt to balance viewpoints of the ADA's purpose and implementation with an eye both to social justice and evenhanded implementation on the part of employers, public accommodations, and other covered entities.

Parry, L., G. et.al. (1992) The ADA Answer Book: Answers to the 146 Most Critical Questions about the Americans with Disabilities Act, Title III. Building Owners and Managers Association International, 1201 New York Ave., NW, Suite 300, Washington, D.C. 20005 (202) 408-2662 (202) 371-0181 (FAX).

Using a question and answer format, this publication answers ADA questions which were asked at seminars, phone conferences, meetings and discussions with groups representing people with disabilities. Along with answers to the questions, the book also provides cross-references and illustrated tips.

Peritt, H.H. Jr. (1990) Americans with Disabilities Handbook. Wiley Law Publications, John Wiley and Sons, Inc., One Wiley Drive, Somerset, NJ 08875 (800) 225-5945.

This book provides a comprehensive introduction to The Americans with Disabilities Act including its legislative history, an in-depth look at the employment provisions, The Rehabilitation Act of 1973, and the implications of ADA requirements.

Pimentel, R., C.G. Bell, and M.J. Lolito (1993) The Job Placement-ADA Connection: Limiting Liabilities and Maximizing Opportunities for Training and Placement of Persons with Disabilities. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

One of a series of guides covering different aspects of Title I, this book focuses on how the major elements of the ADA will affect job placement. The contents include chapters on the right of program access, essential functions, reasonable accommodation, what employers can be told, and post-ADA placement strategies.

Pimentel, R., C.G. Bell, G. M. Smith, and H.M. Smith (1993) The Worker's Compensation ADA Connection: Supervisory Tools for Workers' Compensation Cost Containment that Reduce ADA Liability. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This guidebook provides supervisors with information about the relationship between the workers' compensation system and Title I of the ADA. It includes information which helps employers understand ADA liability under their current workers' compensation operating procedures. One chapter offers tips for managers when communicating with doctors. Appendices include sample letters to doctors and types of job accommodations.

Pimentel, R., D. Bissonnette, and M.J. Lotito (1992) What Managers and Supervisors Need to Know about the ADA: Americans with Disabilities Act. Milt Wright and Associates, Inc. 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This document summarizes and provides tips for compliance with the employment provisions of the ADA. Chapters include an overview of Title I and explanations of major concepts, such as essential functions, reasonable accommodation, and undue hardship. There is also a section regarding popular beliefs and reactions to hiring and working with people with disabilities.

Police Executive Research Forum (1992) Model Policy, Americans with Disabilities Act: General Commitment to the Act. Author, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

As a brief policy guideline, this publication is intended to provide police departments with information designed to assist in ADA compliance. It includes a general ADA overview and provides information regarding the responsibilities of departments and officers. There is also an overview of specific disabilities.

Police Executive Research Forum and Epilepsy Foundation of America (1993) Take Another Look, Police Response to Seizures and Epilepsy: A Curriculum Guide for Law Enforcement Trainers. Police Executive Research Forum, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

This publication is a trainer's guide intended to provide guidance to police departments regarding their interactions with people who have epilepsy. Videos are also available as

part of the training. Topics include specific information about epilepsy, seizure recognition, and questions officers most often ask about epilepsy.

Postol, L.P. and D.D. Kadue (1991) "An Employer's Guide to the Americans with Disabilities Act: From Job Qualifications to Reasonable Accommodations," The John Marshall Law Review, Vol. 24(4), 693-729. Seyfarth, Shaw, Fairwether & Geraldson, 815 Connecticut Avenue, N.W. Washington DC 20006-4004. (202)463-2400.

This article, written for employers, provides a basic overview of the employment provisions of the ADA. Discussions about the major requirements include the legislative history as further clarification of the intent of the ADA. The authors provide brief information on health benefits and the role of collective bargaining agreements.

President's Committee on Employment of People with Disabilities, (Fall 1990) "ADA: A Special Issue," Worklife. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

This publication includes highlights of the signing ceremony, statements by prominent advocates, an ADA implementation timetable, and a text of the law itself.

President's Committee on Employment of People with Disabilities (1992) Ready, Willing, & Available: A Business Guide for Hiring People with Disabilities. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

While focusing on Title I, the employment provisions, this booklet also provides information about compliance to other titles of the ADA. It is based on interviews with a number of national companies with experience hiring people with disabilities. Appendices include a sample job analysis form and resource guide.

Rothman, H. (1992) 101 Answers to Questions Businesses have about the Americans with Disabilities Act. The New York Small Business Educational Foundation, Inc., 30 Irving Place, 9th Fl., New York, NY 10003.

This booklet is designed to answer questions businesses frequently ask about the ADA. The appendix includes a resource guide of federal and private organizations involved in ADA compliance.

Salmen, J.P.S., (1992) Accommodating All Guests: The Americans with Disabilities Act and the Lodging Industry. American Hotel and Motel Association, 1201 New York Ave., Washington, DC 20005, (202) 289-3100.

Focusing on the lodging industry, this booklet provides a clear explanation of ADA, its history, background and implementation. It also includes examples of accommodations in parking areas, guest and meeting rooms, bathrooms and other spaces.

Scallet, L.J. and C.F. Rohrer (1990) Analysis: Americans with Disabilities Act and Mental Health. Mental Health Policy Resource Center, 1730 Rhode Island Ave., NW, Suite 308, Washington, DC 20036 (202) 775-8826, (202) 659-7613 (FAX).

This booklet analyzes all five titles of the ADA and focuses on how the law effects people with psychiatric disabilities.

Scott, K. ed., (1990) The Americans with Disabilities Act: An Analysis. Business Publishers, Inc. 951 Pershing Dr., Silver Spring, MD 20910-4464 (301) 587-6300, (301) 587-1081 (FAX).

Compiled shortly after passage of the Act and prior to the adoption of the regulations, this publication includes the full text of the ADA and provides brief explanations and interpretations of each title. Related laws and policies are used as a framework for demonstrating the context of the ADA.

Self Help for the Hard of Hearing (1992) Hospitality for Guests with Hearing Loss: A Guide for Hotel/Motel Compliance with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This guidebook focuses on ADA regulations in reference to communication access in public accommodations. It identifies a variety of options to meet ADA regulations, additional accessible features to enhance hospitality and provides a sample checklist to develop and monitor a communications access plan. There is also a summary of the federal regulations, resource tips and marketing ideas.

Self Help for the Hard of Hearing (1993) People with Hearing Loss and the Workplace: A Guide for Employers to Comply with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This examination of the employment provisions of the ADA focuses on communication access. It includes examples of businesses which have employed hard-of-hearing employees and have incorporated sources of communication access products and accommodations in to their business practices.

ANNOTATED BIBLIOGRAPHY THE AMERICANS WITH DISABILITIES ACT

Adaptive Environments Center, Inc. and National Institute on Disability Rehabilitation Research (1992) ADA Title II Action Guide for State and Local Governments. LRP Publications, Horsham, PA 19044.

This manual and workbook is designed to help state and local governments comply with the ADA. The information was reviewed for accuracy by the U.S. Department of Justice, Public Access Section. The main concepts of Title II are discussed using examples applied to real-life situations. Citations to the Title II regulations are noted in the margins. Five "action steps" deemed necessary to bring these entities into compliance are explained. Seven worksheets are provided as a structure for coordinating the compliance process.

American Bankers Association (1991) Americans with Disabilities Act: An Implementation Guidebook for Financial Institutions. Author, 1120 Connecticut Ave. NW, Washington, DC 20036 (202) 663-5087.

This informative booklet covers the provisions of the ADA as they effect banks.

American Institute of Architects (1992) ADA: A Resource Guide. Author, 1735 New York Ave., Washington, D.C. 20006 (202) 626-7300.

Although the major part of this guide is a reprint of the law and resources from other sources, it also includes a bibliography of material relating to accessible design.

Ardinger, R (1991) The Americans with Disabilities Act Training Guide. Ardinger Consultants and Associates, P.O. Box 308, Columbia, MD 21043-0308.

This a three-part package, including a training guide with tips for providing training, a training outline and a curriculum including an "ADA Pre-Test," "Attitudes," "History," "Titles of ADA," "Measuring for Access," and "Scenarios." An Executive Summary contains brief overviews of each title of the Act, tables of implementation dates, problems and solutions, possible scenarios, remedies, and resources. Overheads provide brief definitions, key points, and outlines of the titles.

Bank of America (1992) BankAmerica and the Americans with Disabilities Act: Communicating with Employees and Managers about the ADA. ADA Programs #3553, Bank of America NT & SA, PO Box 37000, San Francisco, CA 94137 (415) 241-3333.

This guide includes reprints of ADA articles for managers and employees that have appeared in Bank of America internal publications. Articles cover topics such as hiring, interviewing, attitudes, etiquette, myths, and stereotypes.

Black, J.B., J. Black, R.O'Donnell, and J.Scheuerle (1992) Surveying Public Libraries for the ADA. Bureau of Library Development, Division of Library & Information Services, 500 S. Bronough St., Tallahassee, FL 32399-0250.

This monograph was proposed by a task force of Floridians with disabilities and library personnel and was funded through a grant from the State Library of Florida. It includes an introduction to the ADA, focusing particularly on Title II, but most of the document is specifically targeted to libraries and library patrons. There are sections discussing library literature about the ADA, how to communicate with consumers, staff training and public relations, accessible collections, and a lengthy section combining all of the previous information into diverse kinds of self-evaluations.

Blanck, P.D. (Summer 1991) "The Emerging Work Force: Empirical Study of the Americans with Disabilities Act," Journal of Corporation Law, (16), 693-803.

This is an empirical investigation of employment provisions of the ADA. The study examines myths about people with disabilities and work and provides employers and employees with models for analysis to avoid potential disputes. The study is geared towards employers and attorneys.

Blanck, P.D. (1993) The Americans with Disabilities Act: Putting the Employment Provisions to Work, A White Paper of the Annenberg Washington Program Annenberg Washington Program, The Willard Office Building, 1455 Pennsylvania Ave., NW, Suite. 200, Washington, DC 20004, (202) 393-7100, (202) 393-4121 (TDD), (202) 638- 2745 (FAX).

This report provides a summary of the background and future of Title I primarily through the beginning of a longitudinal study in Oklahoma of people with mental retardation and their employers. Data is placed in quantitative and qualitative contexts, with suggested implications and future steps.

Bowe, F. (1983). Reasonable Accommodation Handbook. AT&T Human Resources Department EEO/AA Section. 295 North Maple Ave., Baskinridge, NJ 07920 (908) 221-6109.

The Handbook contains an introductory section discussing the concept of reasonable accommodation and reviewing the legal and regulatory requirements. It also contains one-page descriptions of hundreds of products and devices which may prove suitable for use as reasonable accommodations for certain individuals with disabilities.

Building Owners and Managers Association International (1991) ADA Compliance Guidebook: A Checklist for Your Building. Author, 1201 New York Ave., NW, Suite 300, Washington, DC 20005 (202) 408-2662 (202) 371-0181 (FAX).

The purpose of this guidebook is to offer detailed information on the Title III Regulations addressing accessibility in both public accommodations and such commercial facilities as parking, toilets, assembly areas, and other areas. This book can serve as a reference document and workbook in assessing the level of ADA Title III compliance.

Burgdorf, R. (1991) The Americans with Disabilities Act: Analysis and Implications of a Second-Generation Civil Rights Statute. Civil Liberties Law Review. Vol 26 (2).

This article is a thorough analysis of the court decisions leading up to the passage of the ADA. It also includes a comprehensive analysis of specific definitions included in the law as well as the intent behind their inclusion. The article places the ADA in its context as a present-day civil rights statute.

Business & Legal Reports, Inc. (1993) How to Comply with the Americans with Disabilities Act. Author, 39 Academy St., Madison, CT 06443-1513 (800) 727-5257.

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Fersh, D. and P. W. Thomas (1993) Complying with the Americans with Disabilities Act: A Guidebook for Management and People with Disabilities. Quorum Books, 88 Post Road West, Westport, CT 06881.

This book places both the ADA and Americans with disabilities in an historical context and explains the ADA's titles and language by the use of specific concrete examples. The volume includes tables, illustrations, endnotes, a short bibliography and resource guides. Contents include chapters about empowerment issues, background and content of the ADA, reasonable accommodation, enforcement, and guest articles on various subjects.

Food Marketing Institute (1992) ADA Starter Kit for Supermarkets: An Introduction to the Americans with Disabilities Act, Title II, Action-Oriented Materials for Voluntary Compliance. Author, 800 Connecticut Ave., N.W. Washington, D.C. 20006-2701 (202) 452-8444, (202) 429-4519 (FAX).

The Kit, funded with a grant from and reviewed by the Department of Justice, examines Title III and includes federal information sheets. Three resources developed by FMI and included in the kit are: a ten-step action plan brochure; a Facilities Survey and Budget Book, including point-by-point ADA facts, comments, responses and budgets; and an ADA Nationwide Resources directory.

Foundation on Employment & Disability, Inc. The Americans with Disabilities Act of 1990: Entitlement to Access. Author, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, (800) 499-0559 (TDD).

Using a question and answer format, this booklet provides information on rights of people with disabilities and includes a list of resources.

Foundation on Employment & Disability, Inc. Doing Business in Compliance with the Americans with Disabilities Act of 1990 (Torrance, CA: author), TFED, 3820 Del Amo Blvd., Suite 201, Torrance, CA 90503, (310) 214-3430, and in CA (800) 499-4232 (V), (800) 499-0559 (TDD).

This booklet provides information on business' ADA obligations in question and answer format. There is also a list of resources.

Gostin L. and H. Beyer (1993) Implementing the Americans with Disabilities Act: Rights and Responsibilities of All Americans. Brookes Publishing Co., P.O. Box 10624 Baltimore, MD 21285-0624, (410)337-9580.

In addition to providing a clear explanation of all statutory requirements of the ADA, this book addresses the legal, medical and social questions that have been raised since the law's enactment. With chapters written by prominent disability experts, the book also examines ADA's relationship to the health care system, genetic system, genetic research, and AIDS. This book is divided into three sections: Modern History and the Legal Framework, Key Provisions, and Innovative and Controversial Issues.

Hartman, G.S., G.W. Homer, R. L. Hartz, and A.C. Vladeck (1993) Litigating Americans with Disabilities Act Claims. Federal Publications Inc., 1120 20th St., N.W., Washington, D.C. 20036.

This technical manual is geared specifically for attorneys and others interested in litigating ADA claims. Pre-ADA federal laws and Titles I, II, and III of the ADA are covered. Attorneys are given instructions on litigating ADA cases, including guidelines on developing cases, discovery and other legal strategies.

Illinois/Iowa Independent Living Center (1992) Quick Reference Guide to the Americans with Disabilities Act. Author, PO Box 6156, Rock Island, IL 61204-6156. (319) 324-1460, (IA), (309) 793-0170 (IL).

This guidebook offers ADA facts, hints which help businesses comply with the law, and general information. Additional sections include commonly asked questions and definitions.

Jarrow, J.E. (1992) Title by Title: The ADA's Impact on Postsecondary Education. Columbus: Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides a series of situations with examples illustrating different ways of making accommodations to comply with the ADA. Also included is a self-evaluation form designed by the University of Michigan and which can be used as a compliance model on other campuses.

Jarrow, J. E. and Ciritta B. Park (1992) Making Your Association Accessible: A "How-to Guide. Association on Higher Education and Disability, Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This publication provides examples of appropriate and inappropriate accommodations with a self-evaluation form for associations from the University of Michigan.

Jones, T.R. (1993) The Americans with Disabilities Act: A Review of Best Practices. AMA Publication Services, P.O. Box 319, Saranac, NY 12983. (800)538-4761

This publication details specific suggestions for businesses to comply with Title I of the ADA. Areas addressed include job descriptions, employee selection, pre-employment testing, interviewing, managing employees with disabilities, reasonable accommodations, and tax credits for business.

King, W. L. and J. E. Jarrow (1992) Testing Accommodations for Persons with Disabilities: A Guide for Licensure, Certification & Credentialing. Association on Higher Education and Disability, PO Box 21192, Columbus, OH 43221-0192, (614) 488-4972 (V/TDD).

This booklet examines the responsibilities of licensing and certification boards in testing procedures and accommodations in regard to ADA compliance. It also includes a sample accommodations request form.

Mental Health Law Project (1992) Mental Health Consumers in the Workplace: How the Americans with Disabilities Act Protects You Against Employment Discrimination. 1101 Fifteenth St., NW, Suite 1212, Washington, DC 20005, (202) 467-5730, (V) (202) 467-4232 (TDD), (202) 223-0409 (FAX).

The purpose of this pamphlet is to describe the employment provisions of the ADA and how they protect people with mental and emotional disabilities. Topics include the ADA's definition of disability and reasonable accommodations. Other sections describe various types of discrimination, methods of challenging discrimination, and the role of the Equal Employment Opportunity Commission.

Morrissey, P. (1992) Human Resources Executive's Survival Guide to the Americans with Disabilities Act. LRP Publications, 747 Dresher Road, PO Box 980, Horsham, PA 19044-0980 (205) 784-0860.

This guide provides suggestions for complying with the ADA to Human Resource Executives of mid-size and large corporations, public agencies, institutions and providers of public accommodations. Sections include legislation, employment implications, compliance strategies, accommodations for specific disabilities, and public accommodations for public entities. Appendices include EEOC, DOJ, ATBCB regulations and technical assistance manuals.

Morrissey, P. (1991) Disability Etiquette in the Workplace. Employment Policy Foundation, 1015 Fifteenth St., NW, Suite 1200, Washington, DC 20005 (202) 789-8685, (202) 789-1702 (FAX).

Designed to create a positive workplace, this publication offers general tips for nondisabled people when interacting with people with disabilities in the workplace and beyond.

National Association of Towns and Townships (1992) Americans with Disabilities Act: A Compliance Workbook for Small Communities. Author, 1522 K Street, NW, Washington, DC 20005-1202 (202) 737-5200.

This non-technical workbook provides small communities with general ADA information that is especially important for this audience. Common ADA questions are answered, and sample checklists for program accessibility offer a guide for preparing ADA self-evaluation and transition plans. Appendices include lists of major ADA-related resources.

National Center for State Courts (1992) The Americans with Disabilities Act Title II Self-Evaluation. Author, 300 Newport Ave., Williamsburg, VA 23187-8978.

This publication includes information about issues related to services, programs, and activities covered under Title II of the ADA. Sections include a court accessibility reference guide and an accessibility survey. There is also general information regarding employment policies, procedures, and practices.

National Council on Disability (1992) Furthering the Goals of the ADA Through Disability Policy Research in the 1990's. Author, 1331 F Street NW Suite 1050, Washington, DC 20004.

This publication is the product of a policy convention sponsored by the National Council on Disability designed to stimulate researchers to examine disability policy and to focus on assessing ADA implementation.

National Disability Law Reporter (1991) Americans with Disabilities Act: Law, Regulations and Interpretive Guidance. LRP Publications, 747 Dresher Rd., PO Box 980, Horsham, PA 19044-0980, (205) 784-0860.

This publication is a compilation of disability laws and includes perspectives of the ADA written from a variety of viewpoints, including legal, business and advocacy perspectives.

National Federation of the Blind (1992) Toward Equal Access: Providing Information Access Services to Blind and Visually Impaired Persons Under the Americans with Disabilities Act (ADA). Author, 1800 Johnson St., Baltimore, MD 21230, (410) 659-9314.

Using the ADA as a structural guide, this pamphlet emphasizes alternate media options for people who are blind or who have visual impairments.

National Rehabilitation Hospital (1992) The Americans with Disabilities Act (ADA): A Technical Assistance Manual. Author, ADA Compliance Program, 102 Irving St., NW, Washington, D.C. (202) 877-1974 (V) (202) 726-3996 (TDD) (202) 723-0628 (FAX).

This manual is an encyclopedic compilation of materials relating primarily to Titles I-III. Sections cover such areas as assistive technology, modifications, and commonly asked questions in health care settings. A significant component of the manual is material reprinted from other sources.

Pimentel, R., C.G. Bell, G. M. Smith, and H.M. Smith (1993) The Worker's Compensation ADA Connection: Supervisory Tools for Workers' Compensation Cost Containment that Reduce ADA Liability. Milt Wright and Associates, Inc., 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This guidebook provides supervisors with information about the relationship between the workers' compensation system and Title I of the ADA. It includes information which helps employers understand ADA liability under their current workers' compensation operating procedures. One chapter offers tips for managers when communicating with doctors. Appendices include sample letters to doctors and types of job accommodations.

Pimentel, R., D. Bissonnette, and M.J. Lotito (1992) What Managers and Supervisors Need to Know about the ADA: Americans with Disabilities Act. Milt Wright and Associates, Inc. 9455 DeSoto Ave., Chatsworth, CA 91311-4920 (818) 349-0858, (818) 349-0987 (FAX), (818) 349-5031 (TDD).

This document summarizes and provides tips for compliance with the employment provisions of the ADA. Chapters include an overview of Title I and explanations of major concepts, such as essential functions, reasonable accommodation, and undue hardship. There is also a section regarding popular beliefs and reactions to hiring and working with people with disabilities.

Police Executive Research Forum (1992) Model Policy, Americans with Disabilities Act: General Commitment to the Act. Author, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

As a brief policy guideline, this publication is intended to provide police departments with information designed to assist in ADA compliance. It includes a general ADA overview and provides information regarding the responsibilities of departments and officers. There is also an overview of specific disabilities.

Police Executive Research Forum and Epilepsy Foundation of America (1993) Take Another Look, Police Response to Seizures and Epilepsy: A Curriculum Guide for Law Enforcement Trainers. Police Executive Research Forum, 2300 M St., NW, Suite 910, Washington, DC 20037 (202) 466-7820, (202) 466-7826 (FAX).

This publication is a trainer's guide intended to provide guidance to police departments regarding their interactions with people who have epilepsy. Videos are also available as

part of the training. Topics include specific information about epilepsy, seizure recognition, and questions officers most often ask about epilepsy.

Postol, L.P. and D.D. Kadue (1991) "An Employer's Guide to the Americans with Disabilities Act: From Job Qualifications to Reasonable Accommodations," The John Marshall Law Review, Vol. 24(4), 693-729. Seyfarth, Shaw, Fairwether & Geraldson, 815 Connecticut Avenue, N.W. Washington DC 20006-4004. (202)463-2400.

This article, written for employers, provides a basic overview of the employment provisions of the ADA. Discussions about the major requirements include the legislative history as further clarification of the intent of the ADA. The authors provide brief information on health benefits and the role of collective bargaining agreements.

President's Committee on Employment of People with Disabilities, (Fall 1990) "ADA: A Special Issue," Worklife. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

This publication includes highlights of the signing ceremony, statements by prominent advocates, an ADA implementation timetable, and a text of the law itself.

President's Committee on Employment of People with Disabilities (1992) Ready, Willing, & Available: A Business Guide for Hiring People with Disabilities. Author, 1331 F Street, NW, Washington, DC 20004-1109 (202) 376-6200.

While focusing on Title I, the employment provisions, this booklet also provides information about compliance to other titles of the ADA. It is based on interviews with a number of national companies with experience hiring people with disabilities. Appendices include a sample job analysis form and resource guide.

Rothman, H. (1992) 101 Answers to Questions Businesses have about the Americans with Disabilities Act. The New York Small Business Educational Foundation, Inc., 30 Irving Place, 9th Fl., New York, NY 10003.

This booklet is designed to answer questions businesses frequently ask about the ADA. The appendix includes a resource guide of federal and private organizations involved in ADA compliance.

Salmen, J.P.S., (1992) Accommodating All Guests: The Americans with Disabilities Act and the Lodging Industry. American Hotel and Motel Association, 1201 New York Ave., Washington, DC 20005, (202) 289-3100.

Focusing on the lodging industry, this booklet provides a clear explanation of ADA, its history, background and implementation. It also includes examples of accommodations in parking areas, guest and meeting rooms, bathrooms and other spaces.

Scallet, L.J. and C.F. Rohrer (1990) Analysis: Americans with Disabilities Act and Mental Health. Mental Health Policy Resource Center, 1730 Rhode Island Ave., NW, Suite 308, Washington, DC 20036 (202) 775-8826, (202) 659-7613 (FAX).

This booklet analyzes all five titles of the ADA and focuses on how the law effects people with psychiatric disabilities.

Scott, K. ed., (1990) The Americans with Disabilities Act: An Analysis. Business Publishers, Inc. 951 Pershing Dr., Silver Spring, MD 20910-4464 (301) 587-6300, (301) 587-1081 (FAX).

Compiled shortly after passage of the Act and prior to the adoption of the regulations, this publication includes the full text of the ADA and provides brief explanations and interpretations of each title. Related laws and policies are used as a framework for demonstrating the context of the ADA.

Self Help for the Hard of Hearing (1992) Hospitality for Guests with Hearing Loss: A Guide for Hotel/Motel Compliance with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This guidebook focuses on ADA regulations in reference to communication access in public accommodations. It identifies a variety of options to meet ADA regulations, additional accessible features to enhance hospitality and provides a sample checklist to develop and monitor a communications access plan. There is also a summary of the federal regulations, resource tips and marketing ideas.

Self Help for the Hard of Hearing (1993) People with Hearing Loss and the Workplace: A Guide for Employers to Comply with the Americans with Disabilities Act. Author, 1800 Wisconsin Ave., Bethesda, MD 20814, (301) 657-2248 (V), (301) 657-2249 (TTY).

This examination of the employment provisions of the ADA focuses on communication access. It includes examples of businesses which have employed hard-of-hearing employees and have incorporated sources of communication access products and accommodations in to their business practices.