

### Legal issues

#### Rya has a hearing loss.

She goes to public high school. One day, the class was watching a movie. She tells the teacher that she cannot hear and needs the volume louder. Her teacher replies, "Sorry, but I've got the TV set turned up as loud as it will go. You'll just have to miss this."



### Legal issues

#### Carrie and her friends love old 70's movies.

The church in her neighborhood is sponsoring a showing of Grease in their basement. Too bad; Carrie will have to find another way to see it. Carrie uses a wheelchair and can't get down the steps. The church has no elevator.



### Legal issues

#### Mohammed loves theater.

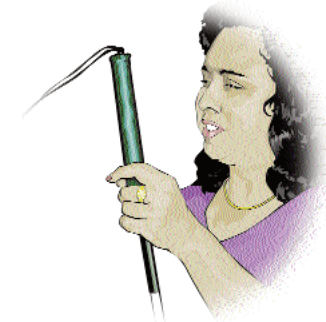
The Community Theater is doing a play on local history. It is showing this weekend in the Grain Exchange building – in the 3rd floor auditorium. But there's no elevator, so Mohammed can't go. He uses a walker and can't get up the stairs.



### Legal issues

#### Emily is job hunting.

She is blind. The local job service in her small town doesn't have materials in Braille. They say they can't afford to serve blind people. They apologized and told her "Good luck and keep looking."



### Legal issues

#### Charlie has a job.



He washes dishes at a large local restaurant. He loves his job and his bosses are very happy with his work. One day, the bosses bring in a new dishwashing machine. This machine requires Charlie to learn some new routines. He has to load dishes in a different way, and push different but tons. He knows he can learn it if he is given some time and some extra help. His bosses tell him, "Too bad; we just don't have time to train you. Maybe you should get a job across the street."

### Legal issues

#### Dolores is five years old.

She's ready to start school. She has a disability and will need some special education services. Her parents wanted her to go to the local religious school. But the school principal told her parents that the school couldn't afford to provide the education that Dolores needs. He recommended that the family try the public school down the street.



### Legal issues

#### There is a big rally downtown.

Hannah can hardly wait to go. But her sister is working and can't drive her. Too bad; Hannah will have to stay home. She uses a wheelchair and the only city bus going downtown doesn't have a wheelchair lift.



### Legal issues

#### Joe wants to vote.

This will be his first presidential election. He knows the candidates and what they stand for. He knows who he wants to vote for. Too bad; he is not able to connect the lines on the ballot with the pen they gave him. The officials will not let him vote.



### Legal issues

#### Jenny is at a party.

There is lots of drinking and rowdy behavior. At one point someone starts teasing Jenny about her disability. She yells right back, and they get into a fight. Someone calls the cops. Both Jenny and the other person get a ticket for disorderly conduct. Jenny has to pay \$250.



### Legal issues

#### Apply for the job.

The store is looking for night help. Julio stopped in to apply, and the manager gave him an application to fill out. Julio has a disability. He said he would like to bring it to his job coach who could help him fill it out. The store manager said that if Joe couldn't fill out the application without help, he should not bother applying for the job. "We won't hire you."



## **Charlie has a job.**

**What's illegal:** Large employer didn't provide reasonable help needed for Charlie's success.

**Why:** ADA – Charlie has a right to get help keeping his job, as long as this retraining is something his employer could reasonably do.

## **Emily is job hunting.**

**What's illegal:** Government services not accessible to Emily.

**Why:** Section 504 – Programs of the government or receiving federal money must provide equal access and opportunity.

## **Mohammed loves theater.**

**What's illegal:** Public building not accessible.

**Why:** ADA – people with disabilities need equal access to public services and public events. Also, if the theater got any federal grant money, Section 504 would require their programs to provide equal access to people with disabilities.

## **Carrie and her friends love old 70's movies.**

**What's illegal:** Nothing.

**Why:** The church is not accessible to Carrie, but the church is within the law. Under the ADA, private or religious groups are not required to have accessible programs.

## **Rya has a hearing loss.**

**What's illegal:** Public school program is not giving her equal access.

**Why:** IDEA – Rya has the right to devices that allow her equal opportunity to learn from the material. Section 504 would also give her this right, since the school receives federal money.

## **Julio lives near the grocery store.**

**What's illegal:** Application process excludes Julio because of his disability.

**Why:** ADA – must have equal access to employment (if the business has over 15 employees).

## **Jenny is at a party.**

**What's illegal:** Nothing.

**Why:** Jenny has no particular right to act violently. It doesn't matter if the other person was rude or offensive. She was being criticized because of her disability. That's bad, but not illegal.

## **Joe wants to vote.**

**What's illegal:** Voting process excludes Joe because of his disability.

**Why:** Section 504 – Government services must provide equal access and equal opportunity to people with disabilities to participate. In addition, there are many more recent laws (both state and federal) that clarify and expand the rights people with disabilities to vote, to have someone help them vote, even to vote if they are under legal guardianship.

## **There is a big rally downtown.**

**What's illegal:** Bus not accessible.

**Why:** ADA – Hannah has the right to equal access to public transportation. If other people have a downtown bus route available to them, people with disabilities have the right to the same.

## **Dolores is five years old.**

**What's illegal:** Nothing.

**Why:** Religious schools are not covered under IDEA. If they don't receive federal money, they don't have to comply with Section 504.