

## Laws and Legislation Paper

The Americans with Disabilities Act (ADA) was passed on 1990. The ADA is a federal civil rights law that became effective on July 26, 1990. This piece of legislation was intended to protect and prohibit discrimination against individuals with disabilities, making sure that those individuals are treated the same as people without disabilities. The ADA contains five sections, called titles, that relate to different aspects of public life, including job, school, telecommunication or public transportation. This law continues today to impact the lives of individuals with disabilities in various areas of public life.

The ADA affects individuals with visual impairments and their family at work, at school and at home. Title I of the ADA relates to the workplace, and prohibits private employers to discriminate employees with disabilities. Title II relates to public and state services, including public transportation. The ADA is also protecting individuals with disabilities in their community, while they are traveling using public transportation. They should not be discriminate. Title III also protects individuals with disabilities in the community, prohibiting discrimination in public places like bars, restaurants, hotels, shopping centres... The ADA really affects individuals with disabilities and their family in every settings of the life, not only at work and at home, but also in public transportation, bars, restaurants, theatres, shopping malls, and in every areas of the life, by offering the same services as individuals without disabilities. Providing accommodations and modifications, and eliminating discrimination against individuals with disabilities.

To illustrate in a professional situation how the ADA can address an issues, an example of an employee having vision loss may be taken. In a company, an employee is facing vision loss and is having more difficulty working on his computer. Under Title I of the ADA, the employer will need to provide "reasonable" accommodations to allow the employee to continue working. The employer cannot fire the employee or make him do different tasks in another department, due to his vision loss. It would be considered discrimination, and would go against the ADA. To allow the employee to be able to continue working at his regular position, the employer could provide the following accommodations to the employee. For example, provide a larger screen monitor for the computer, provide screen magnifier or screen reader softwares, provide training to use the accessibility features of the computer. If the employee needs to take notes, bold-lined papers and special pens could also be provided by the employer.

The ADA prohibits discrimination against individuals with disabilities. The ACVREP code of ethics also mentions that professionals should not discriminate clients based on disability. In addition, the professionals should not discriminate clients based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation or socioeconomic status, and should be respectful to clients.

**References**

Academy for Certification of Vision Rehabilitation and Education Professionals. (2016).  
*Vision Rehabilitation Therapist Certification Handbook.*

Richert, M. (2012). *Laws and Legislation Presentation.*

U.S Department of Labor. (n.d.). *Americans with Disabilities Act.* Retrieved February 14,  
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