### AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED

Following is the current text of the Americans with Disabilities Act of 1990 (ADA), including changes made by the ADA Amendments Act of 2008 (P.L. 110-325), which became effective on January 1, 2009. The ADA was originally enacted in public law format and later rearranged and published in the United States Code. The United States Code is divided into titles and chapters that classify laws according to their subject matter. Titles I, II, III, and V of the original law are codified in Title 42, chapter 126, of the United States Code beginning at section 12101. Title IV of the original law is codified in Title 47, chapter 5, of the United States Code. Since this codification resulted in changes in the numbering system, the Table of Contents provides the section numbers of the ADA as originally enacted in brackets after the codified section numbers and headings.

|  | Page |
|--|------|
| TITLE 42 - THE PUBLIC HEALTH AND WELFARE   | 0    |
| CHAPTER 126 - EQUAL OPPORTUNITY FOR INDIVIDUALS WITH DISABILITIES  | 4    |
| Sec. 12101. Findings and purpose. [Section 2]  |      |
| (a) Findings.  |      |
| (b) Purpose.   |      |
| Sec. 12101 note: Findings and Purposes of the ADA Amendments Act of 2008                                   |      |
| Sec. 12102. Definition of disability. [Section 3]  |      |
| Sec. 12103. Additional definitions.  |      |
| SUBCHAPTER I - EMPLOYMENT [Title I]  | 8    |
| Sec. 12111. Definitions. [Section 101]   |      |
| Sec. 12112. Discrimination. [Section 102]  |      |
| (a) General rule.  |      |
| (b) Construction.  |      |
| (c) Covered entities in foreign countries.   |      |
| (d) Medical examinations and inquiries.  |      |
| Sec. 12113. Defenses. [Section 103]  |      |
| (a) In general.  |      |
| (b) Qualification standards.   |      |
| (c) Qualification standards and tests related to uncorrected vision.                                       |      |
| (d)Religious entities.   |      |
| (e) List of infectious and communicable diseases.  |      |
| Sec. 12114. Illegal use of drugs and alcohol. [Section 104]<br>(a) Qualified individual with a disability. |      |
| (a) Qualified individual with a disability.<br>(b) Rules of construction.                                  |      |
| (c) Authority of covered entity.   |      |
| (d) Drug testing.  |      |
| (e) Transportation employees.  |      |
| Sec. 12115. Posting notices. [Section 105]   |      |
| Sec. 12116. Regulations. [Section 106]   |      |
| Sec. 12117. Enforcement. [Section 107]   |      |
| (a) Powers, remedies, and procedures.  |      |
| (b) Coordination.  |      |
| SUBCHAPTER II - PUBLIC SERVICES [Title II]   | 16   |
| PART A - Prohibition Against Discrimination and Other Generally Applicable                                 |      |
| Provisions [Subtitle A]  |      |
| Sec. 12131. Definitions. [Section 201]   |      |
| Sec. 12132. Discrimination. [Section 202]  |      |
| Sec. 12133. Enforcement. [Section 203]   |      |
| Sec. 12134. Regulations. [Section 204]   |      |
| (a) In general.  |      |
| (b) Relationship to other regulations.   |      |
| (c) Standards.   |      |

## SUBCHAPTER II - PUBLIC SERVICES

Part A - Prohibition Against Discrimination and Other Generally Applicable Provisions

Sec. 12131. Definitions

As used in this subchapter:

- (1) Public entity. The term "public entity" means
  - (A) any State or local government;

(B) any department, agency, special purpose district, or other instrumentality of a State or States or local government; and

(C) the National Railroad Passenger Corporation, and any commuter authority (as defined in section 24102(4) of title 49).

(2) Qualified individual with a disability. The term "qualified individual with a disability" means an individual who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by a public entity.

# Sec. 12132. Discrimination

Subject to the provisions of this subchapter, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of a public entity, or be subjected to discrimination by any such entity.

### Sec. 12133. Enforcement

The remedies, procedures, and rights set forth in section 794a of title 29 shall be the remedies, procedures, and rights this subchapter provides to any person alleging discrimination on the basis of disability in violation of section 12132 of this title.

### Sec. 12134. Regulations

(a) In general. Not later than 1 year after July 26, 1990, the Attorney General shall promulgate regulations in an accessible format that implement this part. Such regulations shall not include any matter within the scope of the authority of the Secretary of Transportation under section 12143, 12149, or 12164 of this title.

(b) Relationship to other regulations. Except for "program accessibility, existing facilities", and "communications", regulations under subsection (a) of this section shall be consistent with this chapter and with the coordination regulations under part 41 of title 28, Code of Federal Regulations (as promulgated by the Department of Health, Education, and Welfare on January 13, 1978), applicable to recipients of Federal financial assistance under section 794 of title 29. With respect to "program accessibility, existing facilities", and "communications", such regulations shall be consistent with regulations and analysis as in part 39 of title 28 of the Code of Federal Regulations, applicable to federally conducted activities under section 794 of title 29.

(c) Standards. Regulations under subsection (a) of this section shall include standards applicable to facilities and vehicles covered by this part, other than facilities, stations, rail passenger cars, and vehicles covered by part B of this subchapter. Such standards shall be consistent with the minimum guidelines and requirements issued by the Architectural and Transportation Barriers