

The **American Disabilities Act, as amended (ADAAA)** protects the civil rights of people with disabilities. The same provides *equal access* and *opportunities* for success. **ADAAA** makes it unlawful to discriminate against a qualified individual with a known disability who can perform the essential functions of a job with or without reasonable accommodation.

In order to be covered by the **ADAAA**, the individual must be considered as having a disability. This requires meeting one of these three criteria:

- Have an impairment that “substantially limits” one or more “major life activities”, such as seeing, hearing, learning and walking.
- Have a record of such impairment
- Be regarded as having such impairment

Section 504 of the Rehabilitation Act of 1973 establishes that if a person has a physical or mental impairment which substantially limits one or more major life functions or has a history of such impairment or is regarded as having such impairment, and if the person meets the academic and technical standards required for admission or participation in educational institution or activities then the person must be ensured *Equal Educational Opportunity*.

This applies to public and private elementary and secondary schools and **colleges** that receive federal funding; it also applies to employers.