



U.S. DEPARTMENT OF LABOR

# Americans with Disabilities Act

The [Americans with Disabilities Act \(ADA\)](#) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government programs and services. As it relates to employment, [Title I of the ADA](#) protects the rights of both employees and [job seekers](#). The ADA also establishes requirements for [telecommunications relay services](#). [Title IV](#), which is regulated by the [Federal Communications Commission](#) (FCC), also requires [closed captioning](#) of federally funded public service announcements.

While the U.S. Department of Labor's (DOL) [Office of Disability Employment Policy \(ODEP\)](#) does not enforce the ADA, it does offer publications and other technical assistance on the basic requirements of the law, including covered employers' obligation to provide [reasonable accommodations](#) to qualified job applicants and employees with disabilities. For a quick overview of the ADA read "[The Americans with Disabilities Act: A Brief Overview](#)."

In addition to the U.S. Department of Labor, [several other federal agencies](#) have a role in enforcing, or investigating claims involving, the ADA:

- The [U.S. Equal Employment Opportunity Commission \(EEOC\)](#) enforces [Title I of the ADA](#). Title I prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in applying for jobs, hiring, firing and job training.
- The [U.S. Department of Transportation](#) enforces regulations governing transit, which includes ensuring that recipients of federal aid and state and local entities responsible for roadways and pedestrian facilities do not discriminate on the basis of disability in highway transportation programs or activities. The department also issues [guidance to transit agencies](#) on how to comply with the ADA to ensure that public transit vehicles and facilities are accessible.
- The [Federal Communications Commission \(FCC\)](#) enforces regulations covering telecommunication services. [Title IV of the ADA](#) covers telephone and television access for people with hearing and speech disabilities. It requires telephone and Internet companies to provide a nationwide system of [telecommunications relay services](#) that allow people with hearing and speech disabilities to communicate over the telephone.
- The [U.S. Department of Justice](#) enforces [ADA regulations](#) governing state and local government services ([Title II](#)) and public accommodations ([Title III](#)).
- The [U.S. Department of Education](#), like many other federal agencies, enforces [Title II of the ADA](#), which prohibit discrimination in programs or activities that receive federal financial assistance from the department.
- The [U.S. Department of Health and Human Services \(HHS\)](#) also enforces [Title II of the ADA](#) relating to access to programs, services and activities receiving HHS federal financial assistance. This includes ensuring that people who are deaf or hard-of-hearing have access to sign language interpreters and other auxiliary aids in hospitals and clinics when needed for effective communication.
- Another federal agency, the [Architectural and Transportation Barriers Compliance Board \(ATBCB\)](#), also known as the Access Board, issues guidelines to ensure that buildings, facilities and transit vehicles are accessible to people with disabilities. The [Guidelines & Standards](#) issued under the ADA and other laws establish design requirements for the construction and alteration of facilities. These standards apply to places of public accommodation, commercial facilities, and state and local government facilities.

Two agencies within the U.S. Department of Labor enforce parts of the ADA. The [Office of Federal Contract Compliance Programs \(OFCCP\)](#) has coordinating authority under the employment-related provisions of the ADA. The [Civil Rights Center \(CRC\)](#) is responsible for enforcing Title II of the ADA as it applies to the labor- and workforce-related practices of state and local governments and other public entities. Visit the [Laws & Regulations](#) subtopic for specific information on these provisions.

## [DOL Resources on the ADA](#)

- [Disability Employment Policy Resources by Topic — The ADA](#)
- [Employers and the ADA: Myths and Facts](#)
- [The ADA Amendments Act of 2008: Frequently Asked Questions](#)

## [Other Resources on the ADA](#)

- [Facts About the Americans with Disabilities Act](#)
- [The ADA: Questions and Answers](#)
- [Employees' Practical Guide to Requesting and Negotiating Reasonable Accommodation Under the ADA](#)
- [Employers' Practical Guide to Reasonable Accommodation Under the Americans with Disabilities Act \(ADA\)](#)
- [Employer Assistance and Resource Network on Disability Inclusion — The Americans with Disabilities Act](#)
- [ADA Frequently Asked Questions](#)

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