



Understanding Your Rights & Responsibilities

FEDERAL AND STATE DISABILITY LAWS

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Pathways
TO EMPLOYMENT

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Minnesota State Council
On Disability

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Introduction

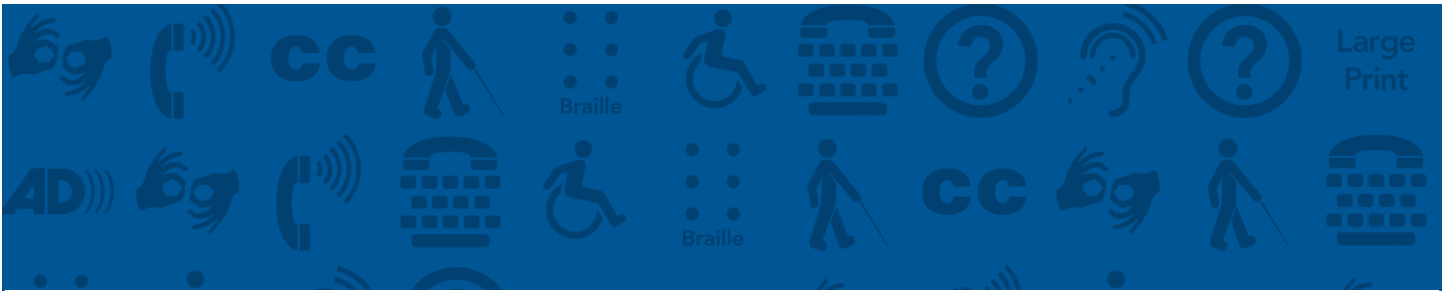
The Americans with Disabilities Act (ADA) became law in 1990 and is the cornerstone of laws protecting the civil rights of people with disabilities. The push for this law started many years prior as individuals with disabilities throughout the United States began to challenge societal barriers that prevented their participation in community activities, in the workplace, in schools and universities. These individuals began fighting to remove societal barriers and for basic civil rights protections for all persons with disabilities. The Americans with Disabilities Act is just one of several federal and state laws in place to protect the rights of people with disabilities. Citizens of the United States are fortunate that pioneers of the disability movement worked tirelessly to ensure these rights; it is therefore our obligation to take responsibility when enjoying these rights.

“Understanding Your Rights & Responsibilities” outlines in detail several of these federal and state laws and also provides excellent resources for additional information. We invite you to challenge yourself by taking the quiz at the end of the booklet. This publication is available in alternative formats upon request and also available on the Council’s website at www.disability.state.mn.us

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Disclaimer:

This publication presents information and resources relevant to persons with disabilities. It is not intended to be a substitute for legal advice. For legal assistance on a particular issue, consult an attorney.



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Definition:

The Americans with Disabilities Act of 1990 prohibits discrimination on the basis of disability by employers, state and local government agencies, and businesses or commercial facilities which serve the public. The ADA also prohibits discrimination in employment by the House of Representatives and the Senate. The ADA added provisions to the Federal Communications Act to assure that public service announcements on television are captioned, and that 911 emergency call centers throughout the country have TTY access available to communicate with deaf callers.

Defining Disability:

The statute provides the following definition of disability:

- a person who has a physical or mental impairment that substantially limits one or more major life activities
- a person who has a history or record of such an impairment
- a person who is perceived by others as having such an impairment

The ADA also prohibits discrimination against people who associate with a person with a disability. One example of such discrimination is an employee who is docked time for absences which occur due to a child's disability when other employees are not docked for absences relating to their children.

There is proposed legislation at the federal level which, if passed, would amend the definition of disability to alleviate problems caused by the Sutton decision.

Title I - Employment

Applicants and employees with disabilities have **rights** and protections under Title I of the ADA. To that end, employers who have 15 or more employees, employment agencies, and labor organizations **may not:**

- Ask questions on an application form which are meant to screen out applicants with disabilities;
- Require an employee with a disability, during the initial hiring process, to undergo medical examinations before a job has been offered;
- Require an employee with a disability to take a medical examination after a job has been offered when no one else is required to have such an examination;
- Require a person with a disability to have a medical examination for skills and abilities that are not needed in the job for which he/she is applying;

- Refuse to consider requests made by persons with disabilities for reasonable accommodation in the application or hiring processes, or after employment begins even when such accommodation is possible without undue hardship;
- Use tests that tend to screen out persons with disabilities unless the test is shown to be job-related and consistent with business necessity;
- Determine a person's compensation and fringe benefits based on disability and in contrast to compensation and benefits offered other employees
- Ignore evidence that an employee with a disability is being harassed by non-disabled employees on the basis of the disability.
- Use a person's record of previous illegal drug or alcohol use against a person when that person has successfully undergone treatment.

Applicants and employees with disabilities have the following **responsibilities**:

- Be prepared for pre-employment drug tests and do not use illegal drugs
- Apply for jobs for which you know you have the skills
- Be prepared to show that you can perform the essential functions of the job
- If you need an accommodation in the application process or when employed in order to perform the job, you must inform the employer of your disability, request an accommodation, and explain how that accommodation will make it possible for you to perform the job



- If an employer asks you to consent to questioning of your doctor in order to determine whether or not you can be accommodated, it is in your best interest to agree to the employer's request

Title II of the Americans with Disabilities Act prohibits discrimination against people with disabilities in programs and services of state and local governments (public entities). Title II states that state and local governments may not refuse to allow a person with a disability to participate in a service, program, or activity simply because the person has a disability. However, the individual must be otherwise qualified to participate in the program and/or service. Public services are required to make their programs, services and activities programmatically accessible and must do so in the most integrated setting possible. In addition, a public service is required to eliminate unnecessary eligibility standards or rules, make reasonable modification to rules, policies and practices, remove architectural, transportation and communication barriers and provide auxiliary aids and services.

Public entities must also ensure that newly constructed buildings and facilities are free of architectural and communication barriers that restrict access or use by individuals with disabilities. They also must relocate programs or otherwise provide access in inaccessible older buildings, and communicate effectively with people who have hearing, vision, or speech disabilities. In some instances, public services are not required to take any action that would result in a fundamental alteration in the nature of the service, program, or activity or in undue financial and administrative burden.

Title III of the Americans with Disabilities Act prohibits discrimination against people with disabilities in places of public accommodation, commercial facilities, and private entities offering certain examination and courses. Some examples of places of public accommodation include: places of lodging, restaurants, places of exhibition or entertainment, sales or rental establishments, service establishments, public transportation terminals and places of recreation.

Places of public accommodation are required to: make reasonable modifications in policies, practices and procedures; furnish auxiliary aids when necessary to ensure effective communication; remove architectural and structural communication barriers in existing facilities where readily achievable; provide equivalent transportation services; and, maintain accessible features of facilities and equipment.

The design and construction of new facilities, and the undertaking of alterations of existing facilities,

must be done in accordance with the Minnesota State Building Code, Chapter 1341. In addition to complying with Minnesota building code, places of public accommodation must also comply with the ADA standards for accessible design. Additionally, public accommodations must remove barriers in existing buildings where it is readily achievable to do so without much difficulty or expense, given the public accommodation's resources.

A public accommodation is not required to provide personal devices such as wheelchairs, individually prescribed devices (e.g. prescription eyeglasses or hearing aides) or services of a personal nature including assistance in eating, toileting or dressing.

In some instances, places of public accommodation are not required to take actions that would result in a fundamental alteration in the nature of the goods and services or an undue hardship.

Title IV of the Americans with Disabilities Act establishes telecommunications relay services to serve people who have hearing or speech impairments. It requires telephone carriers to establish interstate and intrastate telecommunications relay service 24 hours a day, 7 days a week. Minnesota residents can access the relay service by dialing 711. Title IV also requires closed captioning of federally funded public services announcements.

Title V of the Americans with Disabilities Act deals with miscellaneous technical provisions.

Resources:

Minnesota State Council on Disability
651-361-7800 V/TTY
1-800-945-8913 V/TTY
www.disability.state.mn.us

www.ada.gov
1-800-514-0301V, or 1-800-514-0308 TTY
Call to obtain answers to general and technical questions and the ADA and to order technical assistance materials.

ADA Minnesota
651-603-2015
651-603-2001 TTY
888-630-9793
www.adaminnesota.org

DBTAC: Great Lakes ADA Center
800-949-4232 V/TTY
www.adagreatlakes.org

To file a Title I complaint, contact the U.S. Equal Employment Opportunity Commission (EEOC) at:
800-669-4000
800-669-6820 TTY
www.eeoc.gov

To file Title II & Title III complaints, contact the U.S. Department of Justice (DOJ) at:
800-514-0301
800-514-0383 TTY
www.ada.gov

To file a Title IV complaint, contact the Federal Communications Commission at:
888-225-5322
888-835-5322 TTY
www.fcc.gov/cgb/dro

A Guide to Disability Rights Laws
This guide includes the Statute Citations of major laws providing for disability rights.
www.ada.gov/publicat.htm

You can also learn more about the Americans with Disabilities Act from: Your local public library. A 10 page annotated list of 95 ADA Publications and a video-tape are available to the public in 15,000 public libraries throughout the United States.



Rehabilitation Act of 1973

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Definition:

The Rehabilitation Act of 1973 is the Federal legislation that authorizes state vocational rehabilitation, supported employment, and centers for independent living. These programs provide training, equipment, and other services that people with disabilities may need in order to work and live independently in their communities. Client assistance programs authorized by the Act help clients and client applicants access projects, programs, and services provided under the Rehabilitation Act.

Title V of the Rehabilitation Act includes important provisions focused on rights and protections for individuals with disabilities. The Rehabilitation Act prohibits discrimination on the basis of disability in programs conducted by Federal agencies (sec. 501), in Federal employment and the employment practices of Federal contractors (sec. 503), and programs receiving Federal financial assistance (sec. 504). The standards for determining employment discrimination under the Rehabilitation Act are the same as those used in Title I of the Americans with Disabilities Act. A discrimination complaint under Title II of the ADA or Section 504 of the Rehabilitation Act of 1973 can be filed using a form available from the U.S. Department

of Justice. If the allegations of discrimination are in subsidized housing developments, a complaint can be filed with the funding agency such as the U.S. Department of Housing and Urban Development or the U.S. Department of Agriculture's Rural Development Division in Minnesota.

Section 508 of the Rehabilitation Act of 1998 requires Federal electronic and information technology to be accessible to people with disabilities, including employees and members of the public. Section 508 establishes requirements for electronic and information technology developed, maintained, procured, or used by the Federal government.

Individuals rights under the Rehabilitation Act are stated best as follows:

"Disability is a natural part of human experience and in no way diminishes the right of individuals to live independently, enjoy self-determination, make choices, contribute to society, pursue meaningful careers, and enjoy full inclusion and integration in the economic, political, social, cultural, and educational mainstream of American society."

Section 2(a)(3) of the Rehabilitation Act

Resources:

Department of Employment and Economic
Development
Rehabilitation Services Branch
First National Bank Building
332 Minnesota Street, Suite E200
St. Paul, Minnesota 55101

651.259.7366
800.328.9095
651.296.3900 TTY
800.657.3973 TTY
651.297.5159 Fax
800.627.3529 Minnesota Relay Service
877.672.3848 Speech-to-Speech Telephone Re-Voice
http://www.deed.state.mn.us/rehab/vr/main_vr.htm

Minnesota Independent Living Centers
519 2nd Street North, St. Cloud, MN 56303
(320) 529-9000
<http://www.macil.org/>

Minnesota Disability Law Center
430 1st Avenue North, Suite 300
Minneapolis, MN 55401
612-334-5970
800-292-4150
612-332-4668 TTY
<http://www.mndlc.org/>

Section 508 requirements
Office of Technical & Information Services
1331 F Street NW, Suite 1000
Washington, DC 20004
800-872-2253
800-993-2822 TTY
<http://www.access-board.gov/508.htm>

Vocational rehabilitation services for youth with
disabilities transitioning from school to work.
PACER Center, Inc.
8161 Normandale Blvd.
Bloomington, MN 55437
952.838.9000
1.800.537.2237
TTY: 952.838.0190
<http://www.pacer.org/tatra/resources/vr.asp>

The entire text of the Act (Word doc) is available on the
web site of the US Department of Education
<http://www.ed.gov/policy/speced/leg/rehabact.doc>

Forms to file a discrimination complaint under Section
504 of the Rehabilitation of 1973 are available at
www.usdoj.gov & www.hud.gov

U.S. Department of Housing and Urban Development
1-800-765-9372, TTY 1-800-927-9275



Fair Housing Act

(Title VIII of the Civil Rights Act of 1968)

Definition:

The Fair Housing Act, as amended in 1988, prohibits housing discrimination on the basis of race, color, religion, sex, disability, familial status and national origin. Its coverage includes private housing, housing that receives Federal financial assistance, transitional housing, college housing, condos, townhouses, and mobile home parks.

It is unlawful to discriminate in any aspect of selling or renting housing or to deny a dwelling to a buyer or renter because of the disability of that individual, an individual associated with the buyer or renter or an individual who intends to live in the residence. Other covered activities include, for example, financing, zoning practices, new construction design, and advertising.

The Fair Housing Act requires owners of housing facilities to make reasonable exceptions in their policies and operations to afford people with disabilities equal housing opportunities. It also requires owners to allow tenants to make reasonable modifications to their units and public and common areas.

Rights:

- Make reasonable access-related modifications to your private living space, as well as to common-use spaces.
- Expect that some new multifamily housing with four or more units are designed and built to be

adaptable for persons with disabilities. This includes accessible common use areas, doors that are wide enough for wheelchairs, kitchens and bathrooms that allow a person using a wheelchair to maneuver, and other adaptable features within the units.

- Be allowed a service or companion animal as an accommodation to your disability in order that you may have equal enjoyment of the property where you live.

Responsibilities:

- Pay for any access-related modifications you make, (does not include subsidized housing).
- Provide written verification from your physician, psychologist or psychiatrist that a service or companion animal or other accommodation or modifications to your unit or the common or public areas are necessary.
- Keep your service or companion animal under your control so that it does not disturb others. To clean up any messes or repair any damage your service animal may cause. If you are unable to clean up after your service or companion animal, you need to make the necessary arrangements to assure that this is done.
- May be required to return the unit to its original condition i.e., remove the modifications.

Resources:

U.S. Department of Housing and Urban Development

1-800-765-9372, TTY 1-800-927-9275

Or by filing a complaint on-line at:

<http://www.hud.gov/complaints/housediscrim.cfm>

Individuals with Disabilities Education Act

(IDEA)

Definition:

IDEA is our nation’s special education law. IDEA stands for Individuals with Disabilities Education Act. The Education for All Handicapped Act (later known as IDEA) was enacted by Congress in 1975 to make sure that children with disabilities had the opportunity to receive a free appropriate public education, just like other children.

IDEA guides how states and school districts provide special education and related services to eligible children with disabilities from early childhood through graduation from high school.

The act requires that public schools create an Individualized Education Program (IEP) for each student who is found to be eligible. A team is convened to design the IEP. Parents are considered to be equal members of the IEP team along with the school staff. The IEP specifies the services to be provided and the accommodations and modifications to be provided for the student. The needs of the pupil determine the type and amount of services needed. To the maximum extent appropriate, pupils with disabilities shall be educated with children who do not have disabilities and shall attend regular classes.

Rights:

Major provisions of the law emphasize:

- A Free Appropriate Public Education (FAPE)
- The Least Restrictive Environment (LRE)
- A guarantee of due-process and procedural safeguards

Responsibilities:

- Parent, guardians, students and school staff must meet on a regular basis as part of the IEP Team

Resources:

Office of Special Education and Rehabilitative Services (OSERS)
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, DC 20202
Phone: (202) 245-7468
<http://idea.ed.gov/>

PACER Center, Inc.
8161 Normandale Blvd.
Bloomington, MN 55437
952.838.9000
1.800.537.2237
TTY: 952.838.0190
www.pacer.org



Minnesota Special Education Law

Definition:

Special Education and related services are provided to all Minnesota children and youth with disabilities from birth through 21 years of age who reside in the state who meet Minnesota's eligibility criteria.

Minnesota began educating students with disabilities in the 1950's. When the federal government passed the Education for All Handicapped Act (now known as IDEA) in 1975, Minnesota already had an established set of laws and rules and an infrastructure to deliver appropriate services. In some cases Minnesota special education laws and rules exceed the federal requirements.

Although there are not many instances, those that remain are very important. For example, in Minnesota, an IEP team is required to help special education students begin planning for the "transition" from high school to future education, employment, and community living when a student turns 14 or starts ninth grade. Minnesota IEP teams help transition-age special education students identify their post-school goals in five areas: employment, recreation and leisure, independent living, community participation, and future education and then figure out what services the student might need to prepare them for successfully reaching their future goals. Federal law does not require transition planning to begin until age 16.

Other examples of differences between state law and IDEA include early childhood special education teacher caseload sizes, conciliation conferences to resolve disputes, and billing third parties to pay for health related IEP services provided by schools.

Rights:

- Special Education for students includes a continuum of service delivery models including, but not limited to direct instruction, consultation, classroom assistance, support services to families and transition services to those students in secondary school who need to prepare for adult life. Due process procedures are in place to assure students' rights are protected, that services are provided within prescribed timelines and parents are involved whenever possible.

Responsibilities:

- Parents, guardians, and students must meet on a regular basis with appropriate school staff

Resources:

Minnesota Department of Children, Families and Learning
1500 West Highway 36
Roseville, MN 55113
651-582-8200
651-634-2739 TTY
<http://education.state.mn.us/MDE/SchSup/SpecEdComp/>
Special Education tab on left of page

PACER Center, Inc.
8161 Normandale Blvd.
Bloomington, MN 55437
952.838.9000
1.800.537.2237
TTY: 952.838.0190
www.pacer.org
www.revisor.leg.state.mn.us/arule/3525/
www.parentsknow.state.mn.us/



Minnesota Human Rights Act

Definition:

While most people have heard of the Americans with Disabilities Act (ADA) many people do not know that Minnesota had a comprehensive civil rights law in place for 17 years before the ADA was enacted. The Minnesota Human Rights Act (MHRA) became law in 1967 and corresponded at that time with the protected classes covered by the Civil Rights Act of 1964 and the Age Discrimination and Employment Act of 1967. In 1973, when The Rehabilitation Act was enacted, Minnesota promulgated amendments to include disability in the MHRA, using the same language seen in Section 504 of the Rehabilitation Act. In 1977 and 1983, in accordance with amendments to the Section 504 language of the Rehabilitation Act, additional amendments were enacted. In 1988, HUD enacted specific Federal Housing Authority regulations to make housing accessible to persons with disabilities. In 1993, the MHRA was amended to include the HUD regulations as well as additional amendments made necessary by the passage of the ADA. The current MHRA remains in some respects broader in coverage, with more protected classes, and more liberal interpretation, than does the ADA.

The MHRA protects people against disability discrimination in the areas of: employment, housing, public services, public accommodations (including private businesses, commercial facilities, and

transportation companies) education, (including public and private schools) credit, and reprisal or retaliation. The MHRA in addition to disability discrimination protects against discrimination on the bases of sex, race, religion, color, creed, age, and sexual orientation or sexual identity. Many people can file on one of the other bases as well as disability discrimination. Some relevant differences include the following:

- The MHRA has a statute of limitations of one year from the date of the discriminatory event, whereas the federal statute of limitations is 300 days from the date of the discriminatory event.
- A plaintiff can file a private lawsuit without filing with the agency, whereas under the ADA, a party must file an employment discrimination charge with EEOC first and wait for a decision or “Right to Sue letter” before filing a lawsuit.
- While employees, for purposes of the ADA, are covered only if a facility has 15 or more employees, the MHRA provides coverage even for one employee. However, the MHRA only requires reasonable accommodation considerations if there are 15 or more permanent or part-time employees.
- The same prohibitions against employment discrimination exist as with the ADA.
- While the ADA provides an exhaustive list of businesses covered in the area of Public Accommodations, the MHRA’s language is more general. This can be an advantage if the relevant business is not included in the exhaustive federal list, and the defendant wants to argue that if it isn’t on the list it wasn’t meant to be covered. The plaintiff can argue that the same rationale doesn’t exist for the MHRA.

Individuals can file charges of discrimination with the agency by coming directly to the agency, by mailing in their information, by calling the intake number and speaking with someone, or by having an attorney file the charge for them. The department’s web site contains a great deal of information that would be useful to persons who are considering filing a charge.

651-296-5663
 651-296-1283 TTY
 800-657-3704 toll free
www.humanrights.state.mn.us

The department’s business hours are 8:00am to 4:30pm weekdays. The lobby at the department’s St. Paul location is open for walk-in visitors from 9:00am to 4:00pm weekdays.

Resources:

The Minnesota Department of Human Rights
 Sibley Square at Mears Park
 190 E. 5th Street, Suite 700
 St. Paul, MN 55101

Jurisdiction of the Minnesota Human Rights Act

PROTECTED CLASSES

	AREAS OF PROTECTION						
	Employment	Housing	Public Accommodations	Public Services	Education	Credit	Business
Race	●	●	●	●	●	●	●
Color	●	●	●	●	●	●	●
Creed	●	●	●	●	●	●	
Religion	●	●	●	●	●	●	
National Origin	●	●	●	●	●	●	●
Sex	●	●	●	●	●	●	●
Marital Status	●	●	●		●	●	
Disability	●	●	●	●	●	●	●
Public Assistance	●	●		●	●	●	
Age	●				●		
Sexual Orientation	●	●	●	●	●	●	●
Familial Status		●					
Local Human Rights Commission Activity	●						

OTHER PROHIBITED PRACTICES

Aiding/Abetting and Obstruction – The Act prohibits a person from aiding in a violation of the Minnesota Human Rights Act (MHRA), coercing a person to violate the law, obstructing a person’s compliance with the Act, or interfering with the Department’s performance of its duties.

Reprisal – The Act prohibits reprisal of retaliation because a person opposed a practice forbidden by the MHRA, filed a charge or participated in a matter brought under the Act; or because a person associated with a person or group of persons who are disabled or of a different race, color, creed, religion, sexual orientation, or national origin.



Definition:

You're entitled to disability parking whenever a disability interferes with your ability to walk. Your physician, physician's assistant, nurse practitioner or chiropractor can help you determine if you're eligible.

Qualifying conditions include respiratory problems (possibly requiring an oxygen tank), loss of a limb, paralysis or other disability which might require a wheelchair, walker or crutches. You also may have a temporary condition, such as surgery, an injury or a difficult pregnancy.

Those well-located parking spaces may seem like a special privilege. But if walking is difficult or you use a mobility device, they're a necessity, plain and simple. Their location, often with the extra space you need to get a wheelchair or scooter in and out of your vehicle, makes businesses and public buildings more accessible. This is even more critical when ice and snow are present.

For a more detailed look at the eligibility requirements, please review a disability parking certificate application or Minnesota Statute 169.345. You can access this application or get additional information at the resources listed at the end of this section. Keep in mind that you will need the signature of a physician, physician's assistant, nurse practitioner or chiropractor.

Choose the Certificate or Plate that's Right for You:

Depending on your requirements, you may need some combination of the following: A disability license plate or one of several available parking certificates.

License Plates:

Disability license plates bear the raised wheelchair symbol, otherwise known as the international symbol of accessibility.

DVS issues these plates to individuals (or their custodial parents or guardians) with a permanent disability. Recipients must own the vehicle and typically receive one set of plates (front and back for a single vehicle).

You may apply for the plates when you register the motor vehicle or when you renew.

Those eligible for a disability license plates may also request a second set of plates or a certificate. Instead of plates, you may choose a total of two certificates.

Parking Certificates:

A variety of certificates address a range of needs. Unlike disability license plates, certificates follow the person and you may use them in any vehicle that is transporting someone with a disability. There may be a small fee (currently \$5.00) depending on the type of certificate you receive.

If you lose your certificate and need to replace it more than three times within six years, you must seek approval from the Minnesota State Council on Disability.

Certificates bear the international symbol of accessibility.

Rights and Responsibilities when Using Your Certificate or Plate:

Once you receive your certificate or plate, there are a few things to keep in mind. Use this section to get the most out of your certificate or plate and to use them appropriately.

Look for the signs - It's easy to spot disability parking because signs are visible from inside a vehicle parked in that space. Be on the lookout for signs that:

- Use white lettering on a blue background and display the international symbol of accessibility.
- Indicate that violators are subject to a fine of up to \$200.00.

Even if you see a posted sign that does not conform to these standards - it might be brown instead of blue, for example - it is still valid as long as it clearly identifies the space as disability parking.

Be sure the parking area is appropriate, if you are a tenant or an employee and the disability parking space is intended for use by visitors, you may be tagged and/or towed. If you need additional disability parking for your use, be sure to talk to building management or your employer.

There are also signs that, in accordance with state building code, identify a space as van accessible. These spaces include an eight-foot access aisle adjacent to a parking space.

Please note that you should only use a van accessible space if you require the extra-wide aisle for a wheelchair or scooter lift or ramp or if no other space is available. If you do not need the extra space and other disability parking spaces are available, please leave the space open for someone who does.

The Minnesota Building Code was recently changed to require all new disability parking to have 8 foot access aisles. Existing spaces will continue to have the 8 foot access aisles for van accessible parking and 5 foot access aisles for car parking for some time. Please be respectful.

In addition, you should never park in the access aisle or obstruct it with your vehicle. You could get a ticket for obstructing or blocking an access aisle even if you have a valid disability parking certificate or plate.



Special Allowances for On-street Parking:

Disability parking certificate or plates also improves access by making allowances for on-street parking.

Use (Don't Abuse) Meters:

Your certificate or plates let you park at public parking meters without having to pay. Note that some municipalities may set time limits, so be on the alert for specific restrictions.

Extending Time Limits:

Your certificate or plate also lets you park in *non-metered*, time-limited noncommercial parking spaces without worrying about time limits (unless otherwise posted).

Limits to Authorization:

The law lets municipalities establish their own certificate or plate programs for long-term parking. That means, at meters and other on-street parking spaces, you will need to pay attention for posted exceptions to these general procedures.

It is important to note that there are places that your certificate or plate does not authorize you to park, such as no-parking zones, commercial parking zones, fire lanes, rush-hour zones, in front of fire hydrants and at yellow curbs.

Also important: Keep in mind that the intent of these accommodations is to give you *access*. Please don't use meters or time-limited street parking for regular daylong parking (while at work, for example).

Proper Use of Your Certificate or Plate

Whenever you're using a designated parking space, you must, according to federal law, hang your parking

certificate from the rearview mirror. If your disability prevents you from reaching the rearview mirror, you may place it on the driver's side of the dashboard.

Don't break the law! Remember to remove the certificate when you are driving. It obstructs your view; it is against the law to drive with the certificate hanging from the rearview mirror.

Avoiding Violations:

Most people know that parking in a designated space without a certificate can result in a fine of \$100-200. But, there are several other regulations that you should keep in mind.

Authorized Users Only:

You may not let nondisabled individuals use your parking certificate or plates. Unless they are transporting someone with a disability, they could incur a fine of up to \$500.00. What's more, *you* could lose your disability parking privilege for up to 12 months.

Nondisabled drivers of authorized motor vehicles (such as parents, guardians or caregivers) may only take advantage of the certificate while they are transporting a physically disabled person.

If the person with the disability is going to remain in the vehicle while a nondisabled person runs into the store or business, please use other parking spaces and leave the disability parking for those who need the access.

Ultimate authority to revoke your certificate or plate rests with the commissioner of Minnesota's Department of Public Safety.

Penalties for Abuse by Health Professionals:

A health practitioner that fraudulently certifies a person for disability parking risks receiving a fine of up to \$500.00.

Enforcement:

Disability parking laws are enforced, most often, by police and traffic control officers.

Some communities also may establish, by ordinance, a process for training citizen volunteers. These volunteers receive training (in accordance with MN Statutes, Chapter 169.346) in the regulations and methods for issuing citations.

Resources:

You can get an application from any local motor vehicle office or download it from the Minnesota Driver and Vehicle Safety (DVS) website, www.mndriveinfo.org.

Applications, as well as more information, are also available from us, the Minnesota State Council on Disability (MSCOD), www.disability.state.mn.us.

Submit your completed application at any Motor Vehicle office or mail it to DVS at:

Driver & Vehicle Services
445 Minnesota Street, Suite 164
Saint Paul, MN 55101-5164
(651) 297-3377



Voting Rights

Definition:

The following is a brief history of voting rights for People with Disabilities in the United States:

Help America Vote Act (HAVA):

HAVA was signed into law in 2002. The main purpose of this law is to improve standards and accuracy in the administration and implementation of federal elections. To achieve this, HAVA appropriated funding to all 50 states and US territories to replace outdated voting equipment with new equipment that meets HAVA standards. To allow people with disabilities to vote independently and privately, HAVA requires the use of at least one accessible voting system in all polling places for federal elections.

Voting Rights Act (VRA):

The VRA guarantees the right of people with disabilities to receive assistance from a person they choose while they vote. The VRA, which was signed into law in 1965, prohibits discrimination in voting based on race and color.

National Voter Registration Act (NVRA):

The National Voter Registration Act was signed into law in 1993. This law makes it easier to register to vote and to maintain registrations. Under the NVRA, all 50 states are required to provide individuals with the opportunity to register to vote at the same time that they apply for, or renew, their driver's license. The NVRA also requires all offices that provide public assistance and state-funded programs to offer

voter registration opportunities for their applicants, including those that provide assistance to people with disabilities. Programs such as Medicare and Social Security are two public assistance programs that fit in this category.

Voting Accessibility for the Elderly and Handicapped Act (VAEHA):

Signed into law in 1984, the VAEHA requires registration facilities and polling places for Federal elections to be accessible to persons with disabilities. If no accessible location is available to serve as a polling place, an alternate means of casting a ballot on Election Day must be provided. VAEHA also requires states to make registration and voting aids available for disabled and elderly voters, including instructions in large type and information through telecommunications devices for the deaf.

Americans with Disabilities Act (ADA):

The ADA was signed into law in 1990. It is the most comprehensive federal law that protects the rights of people with disabilities. The ADA prohibits government operated programs and services from discriminating on the basis of disability. The ADA entitles people with disabilities to reasonable accommodations in order to participate in government programs such as voting.

State of Minnesota Voting Requirements:

HAVA requires all polling places to have at least one voting system that is accessible so that people with disabilities can vote independently and privately in federal elections. In Minnesota, this requirement also

applies to state and local elections, with the exception of township elections. Only a voting system that provides a voter an opportunity to verify their votes on a paper ballot is allowed to be used in Minnesota.

Minnesota statute requirements:

1. Each polling place must have an accessible voting system that allows people with disabilities to vote independently and privately in federal and state elections, as well as in county, city and school board district elections. By January 2010, township elections must have accessible voting systems as well.
2. Only a system that provides a voter an opportunity to verify and/or change their votes on a paper ballot before casting the ballot is permitted in Minnesota.

In order to vote an individual must:

- be 18 years of age or older
- be a citizen of the United States
- be a resident of Minnesota for at least 20 days before the election.

The following individuals are not eligible to vote:

- A person who has been convicted of a felony whose civil rights have not been restored
- A person under a guardianship in which the court order revokes the ward's right to vote
- A person found by a court of law to be legally incompetent

AutoMark:

Voters with disabilities have the option of using the AutoMark, the state approved accessible voting

system. The AutoMark is a ballot marking machine. The voter uses the same ballot that is used by the precinct, and once voting is completed, the machine will mark the ballot electronically and eject the ballot for the voter to place in the tabulator.

The AutoMark operates similar to an ATM machine. The voter can make choices by touching the screen or using the keypad. After verification, the voter can instruct the AutoMark to "mark" the ballot by printing it. Features include:

- audio instructions (with headset)
- keypad with Braille
- does not allow over votes
- write in capability
- accommodates sip and puff tube
- allows voter to make changes
- summary screen to verify votes before printing ballot

Voting Absentee:

If you are a registered voter who cannot go to your polling place to vote on Election Day, you can vote absentee. There are 4 reasons for voting absentee:

- You will be away from home;
- You are ill or disabled;
- You are an election judge serving in a precinct other than your own;
- You are unable to go to your polling place due to a religious observance or belief.

In order to vote absentee, you need to fill out an absentee ballot application. Your ballots can be mailed to you or you can fill them out in person at your local elections office.

Agent Delivery:

A person with a disability who lives in a residential program, a group home, or is a patient of a healthcare facility can appoint an agent to pick up and deliver their ballots to the county auditor or city clerk. Voters can appoint an agent during the four days before the election and up until 2:00 on Election Day. The voter must complete an affidavit requesting the auditor or clerk to provide the agent with the ballots which must be delivered no later than 3:00 on Election Day. An agent cannot be a candidate of the election and cannot deliver more than 3 ballots in any election.

Vouching:

A person who lives in a residential facility or a group home can register to vote on Election Day by having an employee of their facility or group home vouch for them. The employee does not have to be registered to vote in the same precinct as the voter. In order to be able to vouch, the manager of the facility must submit a letter to the county auditor no less than 20 days before the election with the names of each employee who will be vouching.

Rights:

You have a right to accommodations for a mental or physical disability when registering to vote or casting a ballot.

You have a right to a barrier free registration and polling place or an alternative means of voting, such as a ballot brought to your vehicle if there is no physical access to your local polling place.

You have a right to assistance in casting your ballot, such as:

- information provided in a format that you understand

- assistance from more than one election judge when casting a ballot
- a friend or family member of your choice brought with you into the voting booth to assist you in casting a ballot

You have a right to vote with the use of an absentee ballot.

The following are other accommodations that may be available at your polling place.

- curb cuts where needed
- accessible parking space
- signage indicating accessible entrance and route in building
- accessible voting booth with chair
- seating available for voters waiting to vote
- notepads available to communicate in writing
- magnifier for election material and ballot
- sufficient space for voters in wheelchairs
- registration and voting without leaving vehicle with the assistance of two election judges of different political parties
- assistance from election judges in completing all forms
- voters can make a mark for signature if unable to sign name
- assistance from an individual of the voter's choice, or two election judges of different political parties, to translate and mark the ballot
- additional voting options are available for hospital patients and health care facility residents

Responsibilities:

You have a responsibility to:

- Register to vote.
- Request the accommodations you may need.

Resources:

Complaint Process

HAVA requires a complaint process to be available in all states. If you are a voter with a disability who has experienced intimidation, harassment or access issues on Election Day, you may use this complaint process to address your issue. All polling places are required to have complaint forms available for voters. Your election judge will have more information about this form and the complaint process. You can also contact one of the agencies below:

Office of the Secretary of State
180 State Office Building
St. Paul, MN 55155
651-215-1440
www.sos.state.mn.us

Minnesota Disability Law Center
430 First Avenue North, Suite 300
Minneapolis, MN 55401
612-746-3799
612-332-4668 TTY
www.mdlc.org

The Department of Justice
Civil Rights Division
Room 7254 - NWB
Department of Justice
950 Pennsylvania Ave., N.W.
Washington, DC 20530
<http://www.usdoj.gov>
1-800-253-3931



Service Animals

Large
Print

Definition:

Service animals are animals that are individually trained to perform tasks for people with disabilities such as, guiding people who are blind, alerting people who are deaf, pulling individuals using wheelchairs, alerting and protecting a person who is having a seizure, or performing other special tasks. Service animals are working animals, not pets.

Under the Americans with Disabilities Act (ADA) Title III, businesses and organizations that serve the public must allow people with disabilities to bring their service animals into all areas of a facility where customers are normally allowed to go. This federal law applies to all businesses open to the public, including restaurants, hotels, taxis and shuttles, grocery and department stores, hospitals and medical offices, theaters, health clubs, parks, and zoos.

Rights:

Businesses may ask if an animal is a service animal or ask what tasks the animal has been trained to perform. Businesses cannot require special ID cards for the animal or ask about a person's disability. People with disabilities who use service animals cannot be charged extra fees, be isolated from other patrons, or treated less favorably than other patrons. A person with a disability cannot be asked to remove her/his service animal from premises. A business is not required to provide care or food for a service animal or provide a special location for it to relieve itself. Fear of animals, religious beliefs and allergies are not valid reasons for denying access or refusing services to

people with service animals. If a customer with allergies to animals, and a customer using a service animal are being served at the same time, the business owner or manager must make necessary provisions to accommodate the needs of both individuals.

Responsibilities:

- To be prepared with a response when asked what tasks your service animal performs for you.
- To pay for any damages caused by your service animal when the business normally charges other customers for damages that they may cause.
- To provide care or food for your service animal including making yourself aware of a location where it can relieve itself and cleaning-up and removing any droppings.
- To remove your service animal from a premises when you are not able to effectively control that animal. *
- To remove your service animal when the health or safety of others is threatened. *

* Under these cases, the business should give the person with the disability the option to obtain goods and services without having the animal on the premises.

Resources:

U.S. Department of Justice
950 Pennsylvania Avenue, NW
Civil Rights Division
Disability Rights Section - NYA
Washington, D.C. 20530
800-514-0301 (voice)
800-514-0383 (TTY)
www.ada.gov



Public Transportation

Definition:

Title II of the Americans with Disabilities Act covers all public transportation services, such as city buses and public rail transit such as subways, commuter rails and Amtrak. It states that public transportation authorities may not discriminate against people with disabilities in the provision of their services. They must comply with requirements for accessibility in newly purchased vehicles, make good faith efforts to purchase or lease accessible used buses, remanufacture buses in an accessible manner, and unless it would result in an undue burden, provide paratransit where they operate fixed-route bus or rail systems.

ADA paratransit service is public transportation for certified riders who are unable to use the regular fixed-route bus due to a disability or health condition.

The following Rights and Responsibilities were originally compiled by Easter Seals Project Action through a cooperative agreement with the US Department of Transportation, Federal Transit Administration. For more detailed information, go to their website listed on the next page:

Rights:

Under the ADA, customers with disabilities have the right to:

- Use any public bus or rail system
- Apply for paratransit service if fixed-route transportation cannot be used
- Receive transportation route and service information in an accessible and useable form
- Use a wheelchair or mobility aid provided the device meets the ADA's definition of a common wheelchair
- Find all lifts and other accessible equipment in good working order
- Have stops, major intersections and transfer points announced by the driver
- Travel with a personal care attendant if needed
- Travel with a service animal
- Receive courteous, respectful service and ample time to get on and off the vehicle
- File a complaint if these rights are violated

Responsibilities:

Under the ADA, customers with disabilities also have responsibilities. Expect to:

- Use fixed-route service instead of paratransit service if it is possible to do so.
- Seek travel training or related personal instruction from the transit authority.

- “Plan ahead,” obtaining route, schedule and other information before you begin your trip and be prepared to pay the exact fare.
- Determine prior to boarding that the dimensions and weight of your wheelchair or other mobility aid fall within ADA specifications.
- Comply with the transit provider’s policy on securing wheelchairs and mobility devices.
- Keep your service animal under control at all times and do not allow it to become disruptive or dangerous to others.
- Signal or ask the driver to stop the bus at your desired designated stop before you get there.
- Learn and follow the transit provider’s policies if you qualify for paratransit service and be prepared and available to board the vehicle during the specified pickup window.
- Treat the driver and other passengers with courtesy and respect at all times.

Resources:

Easter Seals Project Action
 1425 K Street, NW, Suite 200
 Washington, DC 20005
 202-347-3066
 800-659-6428
 202-347-7385 TTY
www.projectaction@easterseals.com

U.S. Department of Transportation’s ADA Assistance Line
 888-446-4511
www.fta.dot.gov
www.DisabilityInfo.gov

U.S. Department of Transportation
 1200 New Jersey Avenue SE
 Washington, DC 20590
www.dot.gov

For State and Local transportation resources in MN go to: www.disabilityinfo.gov/digov-public/public/FindSL.do?categoryId=126&stateId=32&search=Search



Air Carrier Access Act (ACAA)

Definition:

The Air Carrier Access Act prohibits discrimination in air transportation by domestic and foreign air carriers against qualified individuals with physical or mental impairments. It applies only to air carriers that provide regularly scheduled services for hire to the public.

Rights:

Carriers may not:

- Refuse transportation to a passenger solely on the basis of a disability;
- Limit the number of persons with disabilities on a particular flight;
- Refuse to allow a disabled passenger to travel with a service animal;
- Force a passenger with disabilities to fly with an attendant, except in very specific circumstances.
- Force a person with a disability to sign a liability waiver regarding either themselves or assistive technology carried on the flight.
- Refuse to pay damages for wheelchairs or other assistive technology that carrier mishandled;
- Refuse to communicate flight information to passengers in alternative ways if necessary;
- Drain batteries, even wet cell ones, if there is any way to keep the chair stored in an upright position so the battery won't leak.

Responsibilities:

- Inquire in advance what kind of aircraft is being used in order to determine whether or not it will meet with your needs.
- Make your needs known when buying the ticket if you accommodations getting through the airport to the plane, getting on the plane, assistance on the plane, and assistance deplaning,
- If you are blind, make sure all instructions are verbally communicated to you, and that you are given a hands-on demonstration of the emergency exit procedures.
- If you are deaf, each airline is required to have at least one TTY available to reservationists. Newly refurbished planes are required, when feasible, to have captioned instruction videos.
- Give the airlines 48 hours advance notice if oxygen is required on the flight, if you will be flying with a personal care attendant, if you need to travel on a stretcher, if you need to store an electric wheelchair, if you can use a generally inaccessible lavatory if there is a wheelchair on board from which to transfer.
- Provide very careful written instructions as to how your electric wheelchair and its battery are to be handled and stored. Firmly attach these instructions to the chair.
- Have a medical certificate signed by your doctor if you have a health condition that the airlines might consider a safety risk to yourself or other passengers.

- Allow enough time so that at least an hour exists for you to get things straightened out with regard to the accommodations you will need.
- Make sure, if you use a service animal, that you have a seat with enough room for the dog to lie underneath the seat;
- Ask to speak with the airline’s complaint resolution officer (CRO) if you have difficulty with the airline based on your disability on the day of the flight;
- Ask for a written copy of the airline’s denial if the complaint cannot be resolved, and file a complaint with the airline within 45 days of the date of the occurrence.
- If ultimately the airline is unwilling to resolve the complaint, file a complaint with the Department of Transportation.

Advance check-in:

Carriers may require up to 48 hours advance notice and one hour advance check-in from a person with a disability who wishes to receive any of the following services:

- Transportation for an electric wheelchair;
- Removing and repackaging a wheelchair wet cell battery in “hazardous materials packaging;”
- Provision of an on-board wheelchair for transfer to and from the lavatory;
- Provision of an aisle seat with movable arms.

Carriers are not required to provide the following services or equipment, but should they choose to provide them, they may require 48 hours advance notice and a one hour advance check-in, and may charge a “reasonable” fee for:

- Medical oxygen for use on board the aircraft;

- Carriage of an incubator;
- Hook-up for a respirator to the aircraft’s electrical supply;
- Accommodations for a passenger who must travel on a stretcher.

When the Air Carrier Requires an Attendant:

- A person is traveling on a stretcher or in an incubator;
- A person who, because of cognitive or multiple sensory disabilities, is unable to comprehend or respond appropriately to safety instructions from carrier personnel;
- A person has a mobility impairment so severe that the individual is unable to assist in his or her own evacuation from the aircraft.
- Even if the passenger disagrees, the airline can ultimately insist upon an attendant if it believes there would be a safety issue in case of emergency evacuation. The airline cannot charge the passenger for the attendant in that case.

Security Screening:

An individual with a disability must undergo the same security screening as any other member of the traveling public.

If an individual with a disability is able to pass through the security system without activating it, the person shall not be subject to special screening procedures. Security personnel are free to examine an assistive device that they believe could constitute or conceal a weapon. If an individual with a disability is not able to pass through the system without activating it, the person will be subject to further screening in the same manner as any other passenger activating the system.

Medical Certificates:

A medical certificate is a written statement from the passenger's physician saying that the passenger is capable of completing the flight safely without requiring extraordinary medical care.

Carriers shall not require a medical certificate unless the passenger:

- Is on a stretcher or in an incubator;
- Needs medical oxygen during flight;
- Has a medical condition which the carrier believes prevents the individual from completing the flight safely, or
- Has a communicable disease or infection that has been determined by federal public health authorities to be generally transmittable during flight.

Compliance Procedures:

Carriers shall establish a procedure for resolving written complaints alleging violations of any Air Carrier Access rule provision. Each airline must have at least one Complaints Resolution Official (CRO) available at each airport during times of scheduled operations either in person or by phone. Any passenger with an ACAA complaint is entitled to communicate with a CRO, who has authority to resolve complaints on behalf of the carrier unless the protested decision was made by the pilot for safety reasons.

If the carrier does not resolve the complaint prior to the flight, the CRO must provide the passenger a written statement summarizing the facts, either at the airport or within ten days after the occurrence. The statement must include the right to appeal the decision under the carrier's ACAA procedures.

The complaint should note whether the passenger contacted the CRO at the time of the alleged violation, including the CRO's name and the date of contact, if available. It must be submitted within 45 days of the occurrence, and include any written response received from the CRO. Carriers must respond to a written complaint within 30 days after receiving it. The response must state the airline's position on the alleged violation, and include information about the availability of an appeal process through the Department of Transportation.

Resources:

Available Complaint Procedures

1. Complaints alleging discriminatory treatment by air carrier personnel (e.g., pilots, flight attendants, gate agents or check-in counter personnel) should be directed to the Department of Transportation's Aviation Consumer Protection Division.
<http://airconsumer.ost.dot.gov/problems.htm>

The Aviation Consumer Protection Division accepts complaints on its web site at the above address or via mail to:

Aviation Consumer Protection Division, C-75
Suite # W96-432 (West Building)
U.S. Department of Transportation
Office of the General Counsel
1200 New Jersey Avenue, S.E.
Washington, DC 20590

2. Complaints alleging discriminatory treatment by Federal security screeners (e.g., personnel screening and searching passengers and carry-on baggage at airport security checkpoints) should be directed to the Department of Homeland Security's

Office for Civil Rights and Civil Liberties and/or the Transportation Security Administration's Office of Civil Rights and Liberties External Compliance Division. These offices accept complaints by mail to the following addresses:

Department of Homeland Security (DHS)
Office for Civil Rights and Civil Liberties
Mail Stop #0800
245 Murray Lane, S.W.
Building 41
Washington, D.C. 20598
www.dhs.gov

Transportation Security Administration (TSA)
Director, Office of Civil Rights and Liberties
601 South 12th Street - West Tower, TSA-6
Arlington, Virginia 22202
Attn: External Programs Division
www.tsa.gov

3. Complaints alleging discriminatory treatment by airport personnel (e.g., airport police) should be directed to the Federal Aviation Administration's Office of Civil Rights. That office accepts complaints via mail to the following address:

Federal Aviation Administration
Office of Civil Rights
800 Independence Ave., S.W., Room 1030
Washington, DC 20591

Social Security Work Incentives

Definition:

Many people with disabilities between the ages of 18 and 65 receive benefits under the various social security funded programs. These benefits include: social security disability insurance (SSDI), supplemental security income, (SSI), medical assistance and Medicare. Many people with disabilities would willingly go back to work but are afraid that their work attempts will be unsuccessful and they will lose their benefits. Also, many people with disabilities may need assistance paying for equipment and services that private insurers will not cover. Social Security has come up with several programs to help people with disabilities transition into the workforce. The best known one is called Ticket to Work.

The Ticket to Work Program is managed for Social Security by Maximus Inc. Interested beneficiaries should call Maximus toll-free at 1-866-968-7842, TTY 1-866-833-2967. You should request that Maximus assign a ticket, and then ask Maximus to provide information about the resources in your area that can help you get and pay for training and find jobs. Beneficiaries can choose to assign their ticket to a private agency with a contract through Social Security to provide services, called Employment Networks (EN).

A beneficiary may choose instead to have the ticket assigned to the closest vocational rehabilitation office for services. Once a program has been chosen, the beneficiary works out an employment plan with goals which might include training or job placement services. When the plan is signed, that constitutes assigning the ticket.

Resources:

Advocacy Resources to Help with Work Incentives:

1. To determine the effect on your benefits of going to work, you can get a benefit analysis from The Work Incentives Connection.

Address: 2200 University Avenue West, No. 240, St. Paul, MN 55114.

Phone: (651) 632-5113.

Toll free: 1-800-976-6728

TTY: (651) 632-5110 or 711.

Fax: (651) 632-5121.

Web Site: www.mnworkincentives.com.

2. To get legal advocacy in dealing with the EN or Rehabilitation Agency, contact Minnesota's Protection and Advocacy Agency located at the Minnesota Disability Law Center.

Address: 430 First Avenue North, Suite 300, Minneapolis, MN 55401.

Telephone: (612) 332-1441

Toll free: 1-800-292-4150

TTY: (612) 332-4668 or: 711.

Fax: (612) 334-5755.

Web site: www.mndlc.org.

3. The Disability Linkage Line: The Disability Linkage Line is a statewide information, referral and assistance service for Minnesotans with disabilities or chronic illness, their family members, service providers, and employers.

866.333.2466

The Minnesota Relay Service at 711 or
800.627.3529.

4. The Social Security agency's web site is very helpful. The Office of Employment support Programs has set up an accessible user-friendly web site for consumers and employers.

www.ssa.gov/work.

5. The Department of Employment and Economic Development (DEED) also has many useful links connecting with other state and federal agencies that can provide assistance.

www.deed.state.mn.us.

Quiz Time

- How many titles does the Americans with Disabilities Act contain?
 - 3
 - 5
 - 6
 - There are no titles in the Americans with Disabilities Act
- Employers with how many employees must comply with Title I of the ADA:
 - 25
 - 100
 - 15
 - none of the above
- You can reach the telecommunications relay service by calling:
 - 411
 - 911
 - 711
 - All of the above
- The MN Humans Rights Act provides more protections than the Americans with Disabilities Act for those living in Minnesota.
 - true
 - false
- The rights of people with disabilities were added to the MN Human Rights Act in the following year:
 - 1973
 - 1969
 - 1991
 - It has always been in place
- Section 504 is part of what Federal Act?
 - Fair Housing Act
 - The Rehabilitation Act
 - Air Carriers Access Act
 - The Americans with Disabilities Act
- People with disabilities are allowed to have a service or companion animal live with them as an accommodation to their disability.
 - true
 - false
- Tenants are not allowed to make reasonable modifications to their units, and public and common areas.
 - true
 - false
- IDEA stands for the following:
 - Iowa Disability Employment Association
 - Ideas for Independence
 - Individuals with Disabilities Education Act
 - I Don't Expect an Answer
- IDEA requires public schools to create this for students who are eligible:
 - IEP
 - ADA
 - 504 Plan
 - All of the above

11. The Minnesota Special Education law requires transition planning to include the following:
 - a. Future education
 - b. Employment
 - c. Community Living
 - d. All of the above
12. Transition planning for students with disabilities begins in Minnesota at this age:
 - a. 14
 - b. 16
 - c. 18
 - d. There is no age requirement
13. You need a signature of a physician, physician's assistant, nurse practitioner, or chiropractor to obtain a Minnesota disability parking certificate.
 - a. true
 - b. false
14. The Minnesota disability parking certificate bears the following:
 - a. The Minnesota state bird
 - b. The international symbol of accessibility
 - c. The words - Land of 10,000 Lakes
 - d. None of the above
15. The following is the fine for parking illegally in Minnesota in a disability parking spot:
 - a. \$20.00
 - b. \$500.00 and/or 3 days in jail
 - c. \$200.00
 - d. There is no fine
16. The Helping Americans Vote Act was signed into law in:
 - a. 1980
 - b. 1991
 - c. 2000
 - d. 2002
17. The AutoMark voting system includes:
 - a. audio instructions/Braille keypad
 - b. accommodations for sip and puff tubes
 - c. write in capacity
 - d. all of the above
18. The first national disability Act for voter's rights was:
 - a. Help America Vote Act
 - b. Voting Rights Act
 - c. National Voter Registration Act
 - d. Voting Accessibility for the Elderly and Handicapped Act
19. Public businesses must allow people with disabilities to bring their service animals into all areas of their facility where customers are normally allowed.
 - a. true
 - b. false
20. The following is a valid reason for denying service to people using service animals:
 - a. Fear of animals
 - b. Allergies to animals
 - c. Religious beliefs
 - d. None of the above
21. Businesses can require special ID cards for a service animal.
 - a. true
 - b. false
22. City buses and public rail transit in the United States must be accessible to people with disabilities.
 - a. true
 - b. false

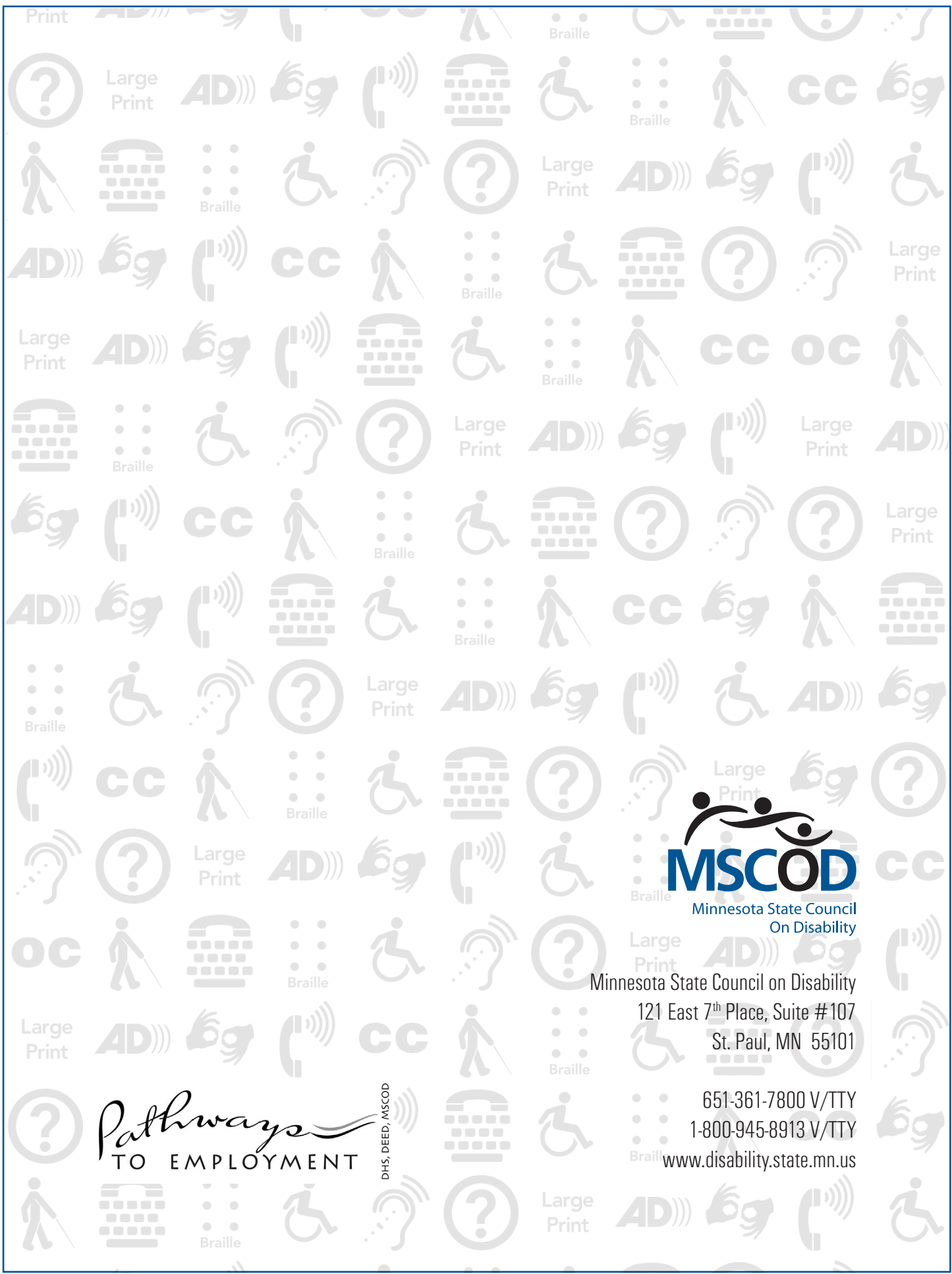
23. Public air carriers are allowed to do the following when servicing people with disabilities:
- a. Refuse to allow the passenger to travel with their service animal
 - b. Limit the number of people with disabilities on the flight
 - c. Request 48 hours notice if oxygen is needed
 - d. Drain batteries, even if it is possible to store a wheelchair in an upright position

BONUS QUESTION:

24. The Minnesota State Council on Disability provides services in the following area:
- a. Accessibility
 - b. Disability services
 - c. Employment
 - d. Legislation
 - e. Research and statistics
 - f. Training and education
 - g. Emergency preparedness
 - h. All of the above

Answers

- 1. b
- 2. c.
- 3. c.
- 4. a.
- 5. a.
- 6. b.
- 7. a.
- 8. b.
- 9. c.
- 10. a.
- 11. d.
- 12. a.
- 13. a.
- 14. b.
- 15. c.
- 16. d.
- 17. d.
- 18. b.
- 19. a.
- 20. d.
- 21. b.
- 22. a.
- 23. c.
- 24. h.



Minnesota State Council
On Disability

Minnesota State Council on Disability

121 East 7th Place, Suite #107

St. Paul, MN 55101

651-361-7800 V/TTY

1-800-945-8913 V/TTY

www.disability.state.mn.us

Pathways
TO EMPLOYMENT

DHS, DEED, MSCOD