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Subseries:

OA/ID Number: 5097

FolderID:

Folder Title:

ADA [Americans with Disabilities Act]

Stack:

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Row:

29

Section:

6

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Position:

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ADA

Disability

PHOTOCOPY
PRESERVATION



President's Committee on Employment
of People with Disabilities

January 1993

Dear Colleague:

Enclosed is a copy of the interim report of the ADA Employment Summit held on December 2nd, in Washington, D. C. Although the work of the Summit is not finished - our work groups continue their labors -- we believe that historic progress has occurred.

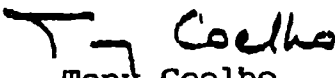
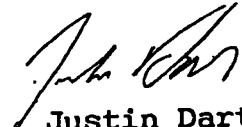
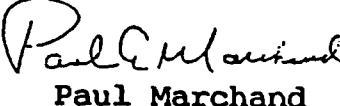
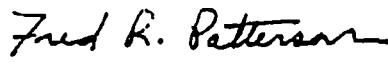
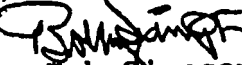
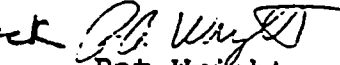
1. President-elect Clinton, in a written statement to the Summit, reaffirmed his strong commitment to "full implementation and enforcement of the ADA." This commitment was underlined and clarified by the personal participation in the Summit of Clinton colleague Senator Tom Harkin, Transition Team disability leader Bob Simpson and Clinton disability campaign leader Sharon Mistler.

2. More than 200 leaders of business, labor, government and the disability community, among them former opponents in the long debates over the passage of ADA, reached an unprecedented agreement to cooperate for full and harmonious implementation. Not all differences were resolved, but common goals were identified, and the Summit voted to establish an ongoing committee to facilitate cooperative pursuit of those goals.

It is incumbent on all of us now to utilize these landmark expressions of national will, and the national leadership which they promise, to make cooperative implementation of the ADA a reality in every mainstreet of America. Limited numbers of additional copies of the report may be obtained from the President's Committee.

For further information, please call John Lancaster at the President's Committee, 202-376-6200.

Sincerely,

 Tony Coelho	 Justin Dart	 Nancy Fulco	 Paul Marchand
 Fred Patterson	 Bob Simpson	 Richard Womack	 Pat Wright

Clinton Presidential Records Digital Records Marker

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ADA SUMMIT

We have joined together to seek the full and harmonious implementation of the Americans with Disabilities Act. At the same time we strive to stem litigation, fear, hostility and expense that could occur, if we do not work together. Wendy Lechner, National Federation of Independent Business

My highest priorities as your next President are to restore economic opportunity and rebuild a sense of community in our great nation. That is why I believe the ADA is so important.... I am strongly committed to full implementation and enforcement of the ADA, because I believe that our entire nation will share in the economic and social benefits that will result from full participation of Americans with disabilities in our society.



Bill Clinton

On behalf of President Lane Kirkland and our 14 million members ... I say to you that whenever the rights of people with disabilities are challenged, labor will be there to answer the call. Richard Womack, Director for Civil Rights, AFL-CIO

We have not resolved all of our differences, but we have achieved an historic fundamental agreement among business, labor, government and the disability community to cooperate for the full implementation of ADA. Pat Wright, DREDF



THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF PEOPLE WITH DISABILITIES

1331 F STREET, N.W., WASHINGTON, D.C. 20004-1107
(202) 376-6200 VOICE (202) 376-6205 TDD (202) 376-6219 FAX

CHAIRMAN

August 10, 1993

Mr. Mike Lux
Special Assistant to the President
for Public Liaison
The White House
Washington, DC 20500

Dear Mike:

I was moved by the actions of the President and the Attorney General in observance of the third anniversary of the signing of ADA. The policy discussions with the leadership of the disability community, the cutting edge appointments, the policy statements, were magnificent. Finally people with disabilities are beginning to be included as real citizens. This is people first change, people first democracy at its best.

Enclosed is a copy of a special report of these happenings which I wrote. It has been sent to more than three thousand disability community leaders throughout the nation, and to many abroad.

I appreciate your personal contributions to the progressive disability policy of the Clinton Administration.

Sincerely,

Justin Dart

A handwritten signature in dark ink, appearing to read "Justin Dart", written over a light background.

ADA

ROUTING SLIP

FROM: Mark Gearan
Communications Director

DATE: 7-26

TO:

Rahm Emanuel	_____	Howard Paster	_____
David Gergen	_____	John Podesta	_____
Debbie Fine	<u>_____</u>	Carol Rasco	_____
Marcia Hale	_____	Bob Rubin	_____
Alexis Herman	_____	Eli Segal	_____
Nancy Hernreich	_____	George Stephanopoulos	_____
Anthony Lake	_____	Christine Varney	_____
Bruce Lindsey	_____	David Watkins	_____
Mack McLarty	_____	Maggie Williams	_____
Regina Montoya	_____	OTHER	_____
Roy Neel	_____	Mike Lux	_____
Bernie Nussbaum	_____		

FOR YOUR:

Action X

Information _____

See me _____

COMMENTS:

THE WHITE HOUSE

WASHINGTON

July 8, 1993

MEMORANDUM FOR JOAN BAGGETT, MARK GEARAN, MARCIA HALE AND ALEXIS
HERMAN

FROM: Mike Lux

SUBJECT: Attached

Attached is a letter describing an upcoming luncheon hosted by the newly formed Bush Medal Award Committee which will recognize President Bush's "historic role in the evolution of civil rights for people with disabilities," and which will also celebrate the third anniversary of the enactment of the Americans with Disabilities Act. It seems that Bush will be taking a leadership role in these issues.

As I have indicated before, I think it is crucial that the President do an event celebrating the third anniversary of the Americans with Disabilities Act, in addition to rescheduling the meeting with disability leadership originally scheduled for June 2. (Attached are copies of both scheduling requests.) Although I realize that the leadership meeting will most likely be rescheduled for August, I think it would be helpful to have a date set before July 26 in order to assure the community that the meeting will in fact occur. Our relations with this constituency have always been tense, and given Bush's decision to take credit for the ADA, we shouldn't allow things to get any worse.

ML:

- ① Jog
- ② Mention in 7/26 Speech
- ③ Mtg with Leaders

The Institute for Rehabilitation and Research (TIRR)

1333 Moursund, Houston, Texas 77030-3405
In the Texas Medical Center
Telephone (713) 799-5000, 797-5790 (TDD)
Fax (713) 799-7095

JUN 30 1993



June 28, 1993

Ms. Marca Bristo, President
Access Living
Center for Independent Living
310 South Peoria Street, Suite 201
Chicago, IL 60607

Dear Ms. Bristo:

I am pleased to invite you, on behalf of the Bush Medal Award Committee, to join a small group of disability advocates and friends of President Bush for lunch in Kennebunkport on July 30, 1993. The purpose of this luncheon is to celebrate the enactment of the Americans with Disabilities Act, and to recognize President Bush's historic role in the evolution of civil rights for people with disabilities throughout the world.

On this occasion, the very first Bush Medal will be awarded to President Bush. The medal, which portrays President Bush and denotes his role in the passage of ADA, has been especially created by prominent sculptor David Deming. In the future, the medal will be awarded annually by the Committee to individuals or groups which have made historic contributions to the empowerment and independence of people with disabilities.

The luncheon on July 30 will be held at The Colony Inn, Ocean Avenue and King's Highway, Kennebunkport, Maine, from 12 noon until 2:30 p.m. Dress will be casual. Chef Strong will prepare a selection of entrees for this event. A modest contribution of \$50 per person will be used to underwrite the cost of this event.

I hope you can join us for this momentous occasion. I have attached an RSVP letter which must be returned no later than July 15, 1993, in order to reserve space at the luncheon. In the event that you would like to take full advantage of being in Kennebunkport by spending a few relaxed days there, I have attached a list of recommended Bed & Breakfast Inns for your convenience. Please feel free to call me if I can provide you with further information.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Lex Frieden".

Lex Frieden
Administrator
The Bush Medal Award Committee

Schedule Request

THE WHITE HOUSE
WASHINGTON

7/6/93

____ ACCEPT

____ REGRET

____ PENDING

TO:

Marcia Hale
Assistant to the President and Director
of Scheduling and Advance

FROM:

Alexis Herman
Assistant to the President and Director
of Public Liaison

REQUEST:

Meeting with the Administration
appointees with disabilities, followed
by a reception celebrating the third
anniversary of the Americans with
Disabilities Act in the State Dining
Room.

BACKGROUND:

This is a critically important day in
the disability community; Senator Harkin
and the DNC also feel strongly about
doing an event on this day.

A briefing with the Administration
appointees with disabilities would occur
preceding the reception. This will
provide an opportunity for the President
to meet his appointees and to be briefed
on issues of concern to people with
disabilities that pertain to the
Americans with Disabilities Act.

PREVIOUS PARTICIPATION:

A meeting with the leadership of various
disability groups was scheduled for June
2, and then cancelled. It has not been
rescheduled.

DATE AND TIME:

July 26th; afternoon.

DURATION:

Approximately one hour.

LOCATION:

The Oval Office for the briefing and the
State Dining Room for the reception.

PARTICIPANTS:

For the briefing:

Marca Bristo; Chairperson, National
Council on Disability

**Judy Heumann; Assistant Secretary
of Special Education and
Rehabilitation Services, Department
of Education**

**Paul Steven Miller; Director of
Disability Outreach, White House
Office of Presidential Personnel**

**Bobby Simpson; Commissioner of
Rehabilitation Service, Department
of Education**

**Fernando Torres-Gil; Commissioner
of Aging, Department of Health and
Human Services**

List of participants for the reception
to be provided; a maximum of 200.

OUTLINE OF EVENTS:

A 15-30 minute meeting with the
Administration appointees with
disabilities in the Oval Office.

The participants would then join those
already in the State Dining Room.

The President enters, and makes remarks
on the importance of the Americans with
Disabilities Act and its enforcement as
the key to integrating all people with
disabilities, linking this to the
President's legislative priorities.

The President does a receiving line and
exits.

REMARKS REQUIRED:

Speech to be provided by Communications,
in addition to a briefing by Office of
Public Liaison.

MEDIA COVERAGE:

Pool press during remarks in State
Dining Room.

THE WHITE HOUSE
WASHINGTON

Schedule Proposal

5/4/93

☒ ACCEPT

☐ REGRET

☐ PENDING

TO: Marcia Hale
Assistant to the President and Director
of Scheduling and Advance

FROM: *Spent* Alexis Herman
Assistant to the President and Director
of Public Liaison

REQUEST: For the President to meet with leaders
from the disability community.

PURPOSE: To demonstrate commitment to issues
affecting people with disabilities, and
to show appreciation for those who
supported the President's election.

BACKGROUND: The politics of the disability community
are complicated and often volatile.
During the campaign, leaders on both the
national and the grassroots level were
periodically disappointed with the
perceived lack of inclusion of people
with disabilities in Presidential
speeches and events.

Although we have done meetings with
representatives from this community,
particularly with the health care task
force, including Ira Magaziner, it is
important that the President personally
show his commitment by doing a meeting
with a group of leaders that we will
select.

The community is growing more anxious,
and I believe that a meeting with the
President will prevent a problematic
situation from developing.

DATE AND TIME: Sometime before the health care plan is
announced, within the next two weeks.

DURATION: 30 - 45 minutes.

LOCATION: Roosevelt Room.

PARTICIPANTS: List to be provided, approximately twenty participants.

OUTLINE OF EVENTS: Participants will be escorted into room, followed by informal dialogue with the President.

REMARKS REQUIRED: Talking points and background briefing will be provided by Public Liaison.

MEDIA COVERAGE: Closed to the press; WH photographer only.

RECOMMENDED BY: Office of Public Liaison, HHS, and the DNC.

CONTACT: Mike Lux, Special Assistant to the President for Public Liaison, x2930.

July 1, 1993

Dear Mr. President.

As leaders of the disability community we are writing to follow-up on our letter of June 22 concerning the need for a meeting with you in the near future. We request that our meeting be rescheduled to a date on or near the July 26th anniversary of the Americans with Disabilities Act. **We strongly support the suggestion that the meeting be held in conjunction with other events marking the anniversary of ADA.** We hope any events planned to commemorate this anniversary will include a substantive meeting with you.

We need voters with disabilities to help garner support for your/our legislative agenda, including the budget reconciliation act. We urge you to send a strong and unequivocal signal to our nation that you and your Administration support the civil rights of people with disabilities. People around the country will be celebrating "Disability Independence Day" on the anniversary of the ADA. They would regard a meeting with disability leaders on that date as a positive symbol of your commitment to support the civil rights of people with disabilities. We look forward to meeting with you soon to discuss disability issues.

Thank you!

Sincerely,

Mike Auberger (America Disabled for Attendant Programs Today)

Judi Chamberlin (National Association of Psychiatric Survivors)

Fred Fay (Disability Rights In Voter Empowerment)

Denise Figueroa (National Council on Independent Living)

Jim Gashel (National Federation of the Blind)

Bob Kafka (America Disabled for Attendant Programs Today)

Don Galloway (Disabled, But Able To Vote)

Ed Roberts (World Institute on Disability)

Pat Wright (Disability Rights Education and Defense Fund)

cc: Marca Bristo, Justin Dart, Debbie Fine, Judy Heumann, Mike Lux, Paul Miller, Bob Seignyn, Bobby Simpson, Max Starkloff, Fernando Torres-Gil



President's Committee on Employment
of People with Disabilities

February 23, 1993

FEB 24 1993

Alexis Herman
Assistant to the President
Director of Public Liaison
The White House
Washington, DC., 20500

Dear Mr. Herman:

From time to time, the President's Committee prepares informational documents for wide distribution; very similar to the ADA Summit Report that Justin forwarded to you.

Unless we hear from you otherwise, we will keep you on our communications list. Here is a recent mailing for your review.

Sincerely,

A handwritten signature in black ink, appearing to read "Wilson Hulley".

Wilson Hulley
Special Assistant



President's Committee on Employment
of People with Disabilities

TO: Interested Parties

FROM: Wilson Hulley *WH*

DATE: February 22, 1993

SUBJECT: Employer Committee Reports

The President's Committee prepares informational and reference reports for our direct constituents. In this case, it is the Employer Committee.

We believe that the subject information contained in these two reasonable accommodation reports will be of value to you and your people.

Would you like to see these reports in a folder or booklet format? Let me know.

Encl: Reasonable Accommodations for People with Psychiatric Disabilities
Reasonable Accommodations for People with Cognitive Impairments



President's Committee on Employment
of People with Disabilities

February 17, 1993

MEMORANDUM

To: Employer Committee Members

From: Randee Chafkin *RCC*

Subject: Reasonable Accommodation for People with Psychiatric Disabilities

Recently, several employers have expressed that there is a lack of information concerning providing reasonable accommodations for employees with psychiatric disabilities.

The following provides a non-inclusive list of frequently used workplace accommodations for employees with disabilities.

I. Flexibility

- . Providing flexible leave for mental health problems
- . Self-paced workload and flexible hours
- . Allowing people to work at home, and providing needed equipment
- . Providing more job-sharing opportunities
- . Keeping the job open and providing a liberal leave policy (e.g., granting up to 2 months of unpaid leave, if it does not cause undue hardship on the employer)
- . Providing back-up coverage when the employee needs a special or extended leave
- . Providing the ability to move laterally, change jobs, or change supervisors within the same organization so that the person can find a good job
- . Providing time off for professional counseling
- . Providing flexible leave for mental health problems
- . Allowing exchange of work duties
- . Providing conflict resolution mechanisms

II. Supervision

- . Providing written job instructions
- . Providing significant levels of structure, one-to-one

supervision, dealing with both content and interpersonal skills

- . Easy access to supervisor
- . Providing guidelines for feedback on problem areas, and developing strategies to anticipate and deal with problems before they arise
- . Arranging for an individual to work under a supportive and understanding supervisor
- . Providing individualized agreements

III. Emotional Supports

- . Providing ongoing on-the-job peer counselling
- . Providing praise and positive reinforcement
- . Extra tolerance for unusual behavior
- . Making counselling/employee assistance programs available for all employees
- . Allowing telephone calls during work hours to friends or others for needed support
- . Providing substance abuse recovery support groups and one-to-one counselling.
- . Providing support for people in the hospital (e.g. visits, cards, telephone calls)
- . Providing an advocate to advise and support the employee
- . Identifying employees who are willing to help the employee with a psychiatric disability (mentors)
- . Providing on-site crisis intervention services
- . Providing a 24-hour hot-line for problems

IV. Physical Accommodations at the Workplace

- . Modifying work area to minimize distractions
- . Modifying work area for privacy
- . Providing an environment which is smoke-free, has reduced noise, has natural light, easy access to the outside, well ventilated, etc.

V. Wages and Benefits

- . Adequate wages and benefits
- . Health insurance coverage that does not exclude mental illness conditions
- . Permitting sick leave for emotional well being, in addition to physical well-being.
- . Assistance with child care, transportation, etc.
- . Provide specialized training opportunities

VI. Dealing with co-workers attitudes

- . Providing sensitivity training for coworkers
- . Facilitating open discussions with workers' both with and

without disabilities, to air feelings and develop strategies to deal with these issues

- . Developing a system of rewards and penalties for coworkers without disabilities, based on their acceptance and support for their co-workers with a disability

RESOURCES

President's Committee on Employment of People with Disabilities:
Job Accommodation Network
809 Allen Hall, WVU, P.O. Box 6123
Morgantown, WV 26506-6123. 1-800-526-7234
(Voice/TDD in the US), 1-800-526-2262
(Voice/TDD in Canada), 1-800-DIAL-JAN (for
computer bulletin board connection)

President's Committee on Employment of People
with Disabilities, 1311 F St., NW, Washington,
DC 20004-1107
202-376-2000 (Voice) 202-376-6205 (TDD)

Equal Employment Opportunity Commission
1801 L Street, N.W., Room 9021
Washington, DC 20590

1-800-USA-EEOC
National Alliance of the Mentally Ill
2102 Wilson Boulevard
Suite 302
Arlington, VA 22201
(703) 524-7606

Center for Mental Health Services
Community Support Program
5600 Fishers Lane
Rockville, MD 20857
(301) 443-3653



President's Committee on Employment
of People with Disabilities

February 17, 1993

MEMORANDUM

To: Employer Committee Members
From: Randee Chafkin *RCC*
Subject: Reasonable Accommodations for People with Cognitive Impairments

Recently, several employers have stated that there is a lack of information concerning reasonable accommodations for employees with cognitive impairments.

The following provides information on frequently used accommodations for employees with cognitive disabilities (learning disabilities, traumatic brain injuries, mental retardation, etc.)

Employees with cognitive impairments may have some of the following functional limitations:

- Reading
- Spelling
- Visual-Perception Problems
- Writing (Motor Function)
- Written Language (Composition)
- Mathematical Calculations
- Attention Deficit
- Auditory-Perception Problems
- Memory
- Task Sequencing/Organization
- Visual-Motor Integration
- Socialization
- Stress Intolerance
- Oral Communication Problems
- Hyperactivity

Workplace accommodations should compensate for the above-listed functional limitations. Accommodations could include: providing the name, address, and telephone number of an appropriate professional and/or service organization; providing such assistive devices as computer hardware/software, tape player or dictating machine, electronic dictionary, electronic scanner reader, calculator/adding machine, coding system, word processor, etc.; and providing private, quiet office space.

For additional information on accommodation for people with cognitive impairments contact:

- . President's Committee on Employment of People with Disabilities' Job Accommodation Network, (JAN), 809 Allen Hall, West Virginia University, P.O. Box 6123, 1 (800) 526-7234 (Voice/TDD-USA), 1 (800)-526-2262 (Voice/TDD-Canada), 1 (800) - DIAL-JAN (for computer built in board connection).
- . President's Committee on Employment of People with Disabilities, 1331 F Street, N.W., Washington, D.C. 20004-1107, (202) 376-6200 (Voice), (202) 376-6205-(TDD).
- . National Association for Retarded Citizens
Texas Association for Retarded Citizens
P.O. Box 5368
Austin, TX 78763-5368
Tel.: (512) 454-6694
- . National Head Injury Association
1776 Massachusetts Avenue, N.W.
Suite 100
Washington, D.C. 20036
Tel.: (202) 296-6443
(202) 296-8850 (FAX)
- . Learning Disabilities Association of America
4156 Library Road
Pittsburgh, PA 15234
(412) 341-1515
(412) 341-8077
- . Equal Employment Opportunity Commission
1801 L Street, N.W.
Room 9021
Washington, D.C. 20590
1-800-USA-EEOC

Refer to attached memoranda for additional information.

Attachment

ACCESS AND ACCOMMODATIONS FOR EMPLOYEES WHO ARE COGNITIVELY IMPAIRED (e.g. Learning Disabled, Mentally Retarded, Traumatcally Brain Injured).

People who have cognitive disabilities are confronted with some similar architectural and attitudinal barriers as people with other disabilities, and some unique problems. Some of their access needs are similar to people with different disabilities (e.g., the use of talking equipment; communication boards/aids; signage, and other cues to facilitate spatial orientation/directions; etc.). Other access needs for people who are cognitively impaired are unique (e.g., the use of a facilitator to assist a person who is mentally retarded; the use of augmented/facilitated communication for a person who is autistic; etc.).

People with cognitive disabilities may have difficulty reading, writing, spelling, listening, speaking, thinking, performing sequential tasks, doing arithmetical calculations, responding to directions/supervision, concentrating, with direction, coordination, distinguishing left from right, balance, spatial orientation, etc. Difficulties with receiving, processing, or expressing information is not necessarily linked to intelligence. People who have learning disabilities may have "above average" intelligence, but receive inaccurate sensory or perceptual information. People who are mentally retarded may require that work routine and task sequences be clearly and simply explained (perhaps in writing using symbols, pictures and/or cues), with complex tasks divided into series of simpler tasks. People with cognitive limitations may have behavioral problems which need to be addressed in the workplace and within the services delivery system.

In addition, all needs vary from individual to individual, and it is always most effective to discuss physical and program access needs and subsequent accommodations with the person who is disabled. Accommodations come in groups of one.

The following provides information, compiled from a variety of sources, which begins to address some issues of access and accommodation for people who are cognitively impaired, nonverbal, or multiply/severely disabled. This information is neither exhaustive nor comprehensive, and is only illustrative and should be used as a starting point.

EXAMPLES OF ASSISTIVE TECHNOLOGY/IDEAS THAT COULD BE USED TO FACILITATE ACCESS FOR PEOPLE WHO ARE COGNITIVELY-DISABLED

- o Voice recognition phones permit dialing by voice; up to 50 names and corresponding telephone numbers are stored in the phone's memory and recalled and dialed by speaking the name only. Automatic dialers might be used by people who have difficulty remembering a sequence of numbers.
- o The AT&T Accessible Communications Product Center provides an automatic four-number dialer for one-button dialing of four (4) different phone numbers; the dialer connects to any modular telephone. Its four (4) large buttons are marked with fire, police, medical and friend/relative symbols. The dialer can be useful in emergencies. The buttons may be covered with symbols for frequently called business numbers if the unit is not required as an emergency dialer. (1) (800) 233-1222.
- o Self-operated audio (or written) prompt systems can be used by people with cognitive impairments to cue themselves. An audio prompt system consists of a pre-recorded tape in a battery operated Walkman-type cassette player with headphones. A task analysis for a specific job task is completed and from this script is written, consisting of step by step instructions for performance, a tape recording. The tape recording contains a bell tone which signals when the machine should be turned off in order to allow time to complete each task, as per the tape recorded direction. At the end of each related group of steps, self-evaluation questions can be inserted. These require the employee/student/trainee to stop the activity and survey what was accomplished, and to ensure that all the steps up to that point had been successfully completed. The employee/student could call the supervisor/teacher/job coach/monitor or self-correct; verbal praise is inserted for the completion of a task and for self-correction. Either a stop/start tape which the employee controls or a continuous run tape, which would allow sufficient time for the employee/student to complete the step before the next instruction was given could be used. This is similar to the tapes used for learning a foreign language.
- o Telephone recorders might be used to take information, orders, etc. over the phone by workers who have cognitive impairments, do not write, or have difficulty writing.
- o Cassette recorders may be used for taking meeting notes, recording instructions, etc. for people who do not read, do not write, or have difficulty writing. Some recorders are voice activated, pausing during periods of silence.

- o Electronic spelling correction might be of assistance to people with cognitive or learning disabilities. Talking spelling correctors, which teach both spelling and pronunciation, might also be used for people for whom English is a second language.
- o People who have cognitive impairments may benefit from the use of memory aids (e.g., notebook, cue sheet, "post-its" notes, etc.) and cues (cue cards, alarm clocks, timers, with instructions).
- o The use of the natural design principle (using principles like visibility, feedback, and useability to create products that can be understood intuitively, without having to think about how they work) will assist people with cognitive impairments. For example, the "natural mapping" principle in design means arranging controls so it is clear what they do. Another component of the natural design principle is feedback. The following provides several examples:
 - The burners on kitchen stoves are arranged in a square, but the controls for the burners are in a straight line; if the controls were arranged in a square to match the layout of the burners, one would know the right control just by looking, rather than peering down and looking at a symbol or code letters next to the controls (LR, LF, RR, RF);
 - Designers should use cultural norms, such as in America, moving a switch up turns it on, but in Britain, it is the reverse. If designers do not incorporate such cultural conventions into the design of technology, there will be confusion for everyone, especially for people who are cognitively impaired;
 - Designers should consider that all people, including those with cognitive impairments, may become confused and disoriented if the physical layout and other design features of a structure do not include clearly marked exits, locations of office space, directional cues (e.g., color coded floor layouts/maps, prominently displayed on walls throughout the building), well lit signage, use of symbols/pictures, color coding, etc.;

- Feedback should be incorporated into the design of technology. For example, on some push button phones, a tone will be heard when the button is pushed. This provides positive feedback that a button was successfully pushed. However, on other phones, there is no feedback, so that the button may not have been pushed hard enough to successfully complete the required act;
- The issue of visibility, based on utility, not aesthetics, in designing technology aids is also important. For example, a camera having black buttons on a black background might be aesthetically appealing but will interfere with utility, due to poor visibility.
- o Computer equipment can produce synthesized speech for people who do not communicate verbally. In addition to computer access for people with disabilities, there are a range of alternative computer access devices, such as voice input/output devices for people with cognitive impairments, keyguards and expanded keyboards for people with limited coordination or difficulty fingering, touch screens, etc.
- o Caution, warning, emergency, and storage labels should be large, brightly colored, and portrayed in symbols, instead of or in addition to words, for workers who have visual or cognitive impairments, and for workers who do not read.
- o Timers might be used by workers who have cognitive impairments to establish the amount of time to be spent on a particular job, on break, or at lunch, and/or to alert workers when it is time to break, move to a different job, attend a meeting, keep an appointment, etc. Digital timers are most often recommended for people who have cognitive impairments or learning disabilities. Clocks should be talking or digital to best accommodate people with visual impairments, cognitive impairments, or learning disabilities.
- o In addition to clocks, other types of talking devices might be provided for people with visual impairments or learning disabilities, including talking calculators, tools (e.g., measuring tools, such as calipers, gauges, micrometers), food service scales, teller machines, cash registers, etc.

- o "Facilitation" refers to a service whereby one person aids another to understand policy issues/work responsibilities, to develop his/her own informed decisions concerning the issues, and to effectively express these decisions. Attendant service refers to assistance from others which compensates for an inability to perform activities of daily living.

A facilitator can assist a person who is cognitively impaired: with translating interpreted written or verbal information into a format that is more easily understood; to effectively communicate positions and questions on relevant issues; to provide support to accomplish other related tasks, such as travel arrangements, or scheduling; to provide an impartial analysis of relevant issues; to give the person knowledge necessary to make informed decisions.

People who are mentally retarded, cognitively impaired, etc. may need either a facilitator or attendant. The attendant may be able to direct a person if he/she needs coaching on the sequencing of certain job-related activities, or on how to access services/benefits/programs provided by the public sector (e.g., completion of eligibility forms).

- o People who are autistic may benefit from the use of augmented communication, which includes the use of interpreters, speaker boards, facilitated communication, using computers, symbols, etc. It is important to note that some assistance may be required in behavioral management issues, in addition to communication issues.
- o People with cognitive impairments may benefit from self-operated prompting strategies, such as the use of picture prompts and audio prompts.
- o People with learning disabilities and other disabilities which make it difficult or impossible to read can benefit from the Xerox Imaging Systems' Bookwise which scans any printed text and reads it out loud in its synthesized voice. It can sound out hard words, repeat difficult passages and explain unfamiliar terms using a built-in 3,000 word dictionary; it can be adjusted to read slower or faster. This device can help both people who cannot read, and also for those who have difficulty reading. Xerox Imaging bases much of its work on breakthroughs by Kurzweil, using a "talk card." This "talk card" is made by the Digital Equipment Corporation and contains synthesized speech codes for nine (9) different voices - female, male, old, young, etc.

- o The use of natural supports in the workplace (e.g., mentoring) is important to assist people with cognitive impairments to be effective employees by providing ongoing supports and supervision.

- o People who are cognitively impaired will benefit from the following:*

-- SEATING

- o Provide clear instruction/assistance in adjusting seating to the worker

-- STORAGE

- o Label clearly and simply (use familiar symbols in place of words)
- o Place labels, instructions, as close as possible to the referred item
- o Avoid frequent reorganization of storage areas

-- WORK STATIONS

- o Provide digital scales for counting large amounts
- o Avoid isolated work stations
- o Avoid frequent changes in duties, schedules
- o Minimize clutter, noise, and other distractions
- o Provide adjacent space for instructor, job-share partner
- o Provide fixtures/jigs for sorting, positioning, counting operations
- o Arrange materials in order of use
- o Define work routine and task sequences clearly (written if necessary); divide complex tasks into a series of simpler tasks

-- COMPUTERS

- o Cover/shield unneeded keys
- o Simplify input, (e.g., mouse, joystick, trackball, light pen, touch-screen, touch-pad; or scanning/optical character recognition; direct selection; or voice recognition.)
- o Provide voice output with optical character recognition to "read" documents
- o Provide editing software, (e.g., spell check, word prediction, macros)

- * The Workshop Workbook: An Illustrated Guide to Job Accommodation and Assistive Technology, James Mueller, 1990, Dole Foundation, Washington, DC, page nos. 19-20, 55.

- o Provide menus, outlining, sorting software
- o Simplify output, (e.g., voice synthesis, clear graphics)

-- INFORMATION DISPLAYS

- o Reduce complex messages to clear, simple messages (use pictures, numbers, and familiar symbols in place of words)
- o Locate labels, instructions, etc. as close as possible to the referred item

-- COMMUNICATION DEVICES

- o Provide a continuous loop tape recorder for short messages
- o Provide a telephone auto-dialer

-- CONTROLS

- o Avoid the need for a short reaction time
- o Avoid controls with complex/multiple functions
- o Place shields or lock-outs on controls not to be used
- o People who are cognitively impaired may have difficulty orienting themselves and navigating routes of travel, and therefore may benefit from an environment which is designed to make these tasks manageable. At all times, but especially during emergencies, people must be able to find their way to their destination with a minimum of assistance. To make it accessible to customers and employees who have cognitive disabilities, the environment should be designed or modified to the following principles:
 - Use varying architectural materials and styles, so that spaces do not all look the same. This makes identifying landmarks easier for everyone, and is especially beneficial to people who have difficulty interpreting information.
 - At points where a direction decision must be made, avoid similar-looking choices. Instead, provide changes in lighting, texture, color, and acoustics at transition points to differentiate direction options.
 - Design spaces that "look like what they are," which are easier for everyone to identify. Built-in design and architectural elements that logically and clearly identify the use of a space and aid in decision-making are preferable to a reliance upon signage or graphics.

- Where needed, appropriate and accessible signage should be provided. Graphics, especially international or other standard symbols, should be used whenever possible, and accompanied by verbal description. Use clear, simple language, or familiar graphic symbols on signs, labels, and other written communication.
- Mark emergency equipment and evacuation routes conspicuously. Include plans and provisions for the evacuation of people with disabilities from high-rise buildings. Such plans include a "buddy system," practicing fire drills, using Evac-Chairs and other devices to assist getting a person with mobility-impairments down the stairs when the elevator is non-operational, etc.

CREATING INDIVIDUALIZED AND FLEXIBLE ENVIRONMENTS*

- o If it is possible to adapt a workstation to accommodate a person's unique needs, it should be done. An environment that is adapted to fit a particular person, whether that person has a cognitive disability, another disability, or no disability, is safer and more efficient. To accommodate individual strengths and preferences, it is necessary to provide communication, be flexible, and provide a range of work methods options. It is important to use ergonomics as a basis for the design of individualized work stations.

For example, a person who has difficulty sequencing may benefit from having frequently used forms color-coded, or having daily job tasks outlined on a single sheet of paper posted at the work station. Other people with cognitive disabilities may prefer to receive information orally, rather than in written form.

In addition:

- Minimize distractions such as noise and clutter
- Provide simple and logically arranged and labelled controls
- Label items clearly
- Provide telephone with large buttons and/or headsets
- Provide digital clocks
- Mark hazardous materials or areas with a yellow-and-black strip warning

* Achieving Physical and Communication Accessibility, National Center for Access Unlimited, ADA Access Fact Sheets, "Cognitive Disabilities," page nos. 28-31.

SUGGESTIONS

Employees or customers/clients who have cognitive disabilities will feel more comfortable if these suggestions are implemented:

- When speaking to someone who has a cognitive disability, try to be alert to their responses so that one can adjust the method of communication, if necessary. For example, some people may benefit from simple, direct sentences, or from supplementary visual forms of communication, such as gestures, diagrams, or demonstrations.
- Use language that is concrete, rather than abstract. Be specific.
- Repeat information using different wording or a different communication approach, if necessary. Allow time for the information to be fully understood.
- Do not pretend to understand the person if you do not. Ask the person to repeat what was said.
- In conversation, people with mental retardation may respond slowly, so give them time. Be patient, flexible, and supportive.
- Some people who have a cognitive disability may be easily distracted, or conversely may be quite attentive and concentrate very closely. Do not interpret these behaviors as rudeness; there are many possible explanations for them.
- Do not expect all people to read well. Some people may not read at all.
- Be selective in job placement. Match each person's strengths to work that best suits her/him.
- People with visual perception problems may prefer verbal directions, and may need extra time to complete an assignment. They may need their written work checked for grammar and word or number reversals.
- People with auditory or perceptual problems may need to have directions repeated and may take notes to help them remember directions or a sequence of tasks. They may benefit from watching a task demonstrated.
- People who have auditory or perceptual problems may require a longer training time than other employees.

- 10 -

-- Treat adults with cognitive disabilities as adults.

Prepared by Randee Chafkin, February, 1993.

U.S. DEPARTMENT OF LABOR

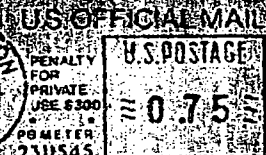
**President's Committee on Employment
of People with Disabilities**

1331 F Street, NW
Washington, DC 20004-1107

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U.S.S.S.
FEB 23 1993



Alexis Herman
Assistant to the President
Director of Public Liaison
The White House
Washington, DC 20500

PHOTOCOPY
PRESERVATION

Disabled
Personnel

—

✓ Miller
✓ Miller
✓ Miller

THE WHITE HOUSE
WASHINGTON

February 26, 1993

MAR - 1 1993

MEMORANDUM FOR BRUCE LINDSEY AND MARK GEARAN

SUBJECT: Disability Position

FROM: Mike Lux

Attached is a memo from Paul Miller on the idea of having a disability sensitive person on the WH staff, and more specifically, on someone he thinks would be good for that role: Becky Ogle.

I know there is not an available slot in OPL for such a person, nor are we structured in a way where staff is assigned to constituencies, but I think such a staff person slotted somewhere in the WH would be a valuable asset. Given the challenges that people with disabilities face that many people don't tend to think of naturally, and given the political challenges we've had in dealing with this constituency, such a person could save us a lot of headaches.

cc: Alexis Herman
Steve Hilton

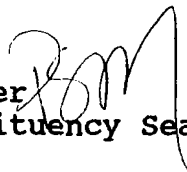
Mike / Alexis.
This issue should be within
your shop. Please advise.
MG

PHOTOCOPY
PRESERVATION

WHITE HOUSE OFFICE OF PRESIDENTIAL PERSONNEL

M E M O R A N D U M

TO: Mike Lux

FROM: Paul Steven Miller 
Disability Constituency Search Manager

DATE: February 23, 1993

SUBJECT: Becky Ogle

As we discussed yesterday, I am writing to you about BECKY OGLE, a very talented and committed woman with a disability. As you know, Becky was quite active in the campaign and at the Presidential Inauguration Committee focusing on issues concerning persons with disabilities. As a result of the work of persons like Becky, President Clinton's Inauguration was the most accessible to and inclusive of persons with disabilities in history. She has demonstrated a true dedication to this administration. I have personally worked with Becky and was very impressed. In addition, Pat Wright and Liz Savage of Disability Rights and Education Defense Fund, Inc. (DREDF) both speak very highly about Becky's talents and judgment.

The particular expertise that Becky can bring to the administration is in the area of advance, communications and/or public liaison. Specifically, Becky can be the administration's advance/public liaison expert on disability accessibility and inclusiveness. Not only can Becky ensure compliance with the Americans with Disabilities Act, but she can also ensure the inclusion of persons with disabilities in administration events.

For example, Becky can focus on accessibility issues for bill signings, town hall meetings, presidential events, etc. Becky can be responsible for arranging for sign language interpreters, close-captioning of events, braille materials, ensuring architectural accessibility, and full inclusion of disabled members of the public. It is important to note that although Becky's expertise is in the area of disability access technical assistance, she need not be limited solely to these issues.

Although there is a need in this administration for the skills that Becky possesses, there is not any specific position in the plum book to address these needs. I appreciate your attention to figuring out how best to meet these needs of the administration with Becky. Please do not hesitate to contact me if you should have any further questions.

PHOTOCOPY
PRESERVATION

THE WHITE HOUSE
WASHINGTON

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PHOTOCOPY
PRESERVATION

ADA file
already exists

—

FOR IMMEDIATE RELEASE
Tuesday, June 8, 1993

CONTACT: Reginald Welch
Nicole Spiegelthal
(202) 663-4900
TDD (202) 663-4494

**EEOC ISSUES INTERIM ENFORCEMENT GUIDANCE ON THE
APPLICATION OF THE ADA TO DISABILITY-BASED PROVISIONS
OF EMPLOYER-PROVIDED HEALTH INSURANCE**

WASHINGTON -- The U.S. Equal Employment Opportunity Commission today issued interim enforcement guidance instructing Commission investigators on how to analyze charges which allege that a disability-based distinction in the terms or provisions of an employer-provided health insurance plan violates the Americans with Disabilities Act (ADA).

Title I of the ADA prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against individuals with disabilities in employment.

The Guidance identifies four basic ADA requirements in the area of health insurance:

- 1) disability-based insurance distinctions are permitted only if the employer-provided health insurance plan is bona fide and if the distinctions are not being used as a subterfuge for purposes of evading the Act;
- 2) decisions about the employment of an individual with a disability cannot be motivated by concerns about the impact of the individual's disability on the employer's health plan;
- 3) employees with disabilities must be accorded equal access to whatever health insurance the employer provides to employees without disabilities; and
- 4) an employer cannot make an employment decision about any person, whether or not that person has a

-more-

disability, because of concerns about the impact on the health plan of the disability of someone with whom that person has a relationship.

The enforcement guidance reiterates congressional report language and previous EEOC regulatory guidance that the ADA does not provide a "safe harbor" for health insurance plans that were adopted prior to its July 26, 1990 enactment. Subterfuge is to be determined regardless of the date an insurance or employer benefit plan was adopted.

In determining whether a specific term or provision of an employer-provided health insurance plan is in fact a disability-based distinction, EEOC investigators are instructed to determine whether the insurance term, provision, or condition singles out a particular disability, discrete group of disabilities, or disability in general. Also, whether it singles out a procedure or treatment of a particular disability or discrete group of disabilities (e.g. exclusion of a drug used only to treat AIDS) will be considered.

The enforcement guidance clarifies what employers must prove if the specific insurance term or provision is found to be a disability-based distinction. Because the employer has control of the risk assessment, actuarial, and/or claims data relied upon in adopting a disability-based distinction, the burden of proof should rest with the employer.

The employer must first prove that the health insurance plan is either a bona fide insurance plan that is not inconsistent with applicable state law, or that it is a bona fide self-insured plan. Then the employer must prove that the disability-based distinction is not being used as a subterfuge to evade the purposes of the Act.

An employer can prove that a disability-based distinction is not being used as a subterfuge in several ways. For example, if the employer is relying on actuarial data to justify the disability-based distinction, the evidence must include a detailed explanation of the rationale underlying the disability-based distinction, including the actuarial conclusions arrived at, the actuarial assumptions relied upon to reach those conclusions, and the factual data that supports the assumptions and/or conclusions.

Or, if the employer asserts that the disability-based distinction was necessary to prevent the occurrence of an unacceptable change in coverage or premiums, or to assure the fiscal soundness of the insurance plan, the evidence presented should include nondisability-based options for modifying the insurance plan that were considered and the reason(s) for the rejection of these options.

-more-

The interim enforcement guidance will remain in effect until superseded by more comprehensive guidance, subject to public comment, regarding the application of the ADA to a broad range of issues arising in the context of employer-provided health insurance.

In addition to the ADA, which prohibits job discrimination against individuals with disabilities, EEOC enforces Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, prohibitions against discrimination affecting individuals with disabilities in the federal sector, and sections of the Civil Rights Act of 1991.

#

make fast

Mike
MAY 26 1993

Document No. 018 633

WHITE HOUSE STAFFING MEMORANDUM

DATE: 5/25/93 ACTION/CONCURRENCE/COMMENT DUE BY: ----- MAY 25 1993

SUBJECT: FOURTH BIENNIAL REPORT ON VOTING ACCESSIBILITY FOR THE ELDERLY
AND HANDICAPPED ACT OF 84

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	☐	☐	MONTOYA	☐	☐
McLARTY	☐	☐	NUSSBAUM	☐	☒
GEARAN	☐	☐	PASTER	☐	☐
NEEL	☐	☐	RASCO	☐	☒
PANETTA	☐	☐	RUBIN	☐	☐
EMANUEL	☐	☐	SEGAL	☐	☐
GIBBONS	☐	☐	STEPHANOPOULOS	☐	☐
HALE	☐	☐	TYSON	☐	☐
HERMAN	☐	☒	VARNEY	☐	☐
LAKE	☐	☐	WATKINS	☐	☐
LINDSEY	☐	☐	WILLIAMS	☐	☐
McGINTY	☐	☐	CLERK	☐	☒

REMARKS: *no response necessary; for your review*

RESPONSE:

JOHN D. PODESTA
Assistant to the President
and Staff Secretary
Ext. 2702



FEDERAL ELECTION COMMISSION
WASHINGTON, D.C. 20463

11/15/93
018633

OFFICE OF THE CHAIRMAN

May 13, 1993

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

Pursuant to the Voting Accessibility for the Elderly and Handicapped Act of 1984 (Public Law 98-435), the Federal Election Commission is pleased to submit to Congress this fourth biennial report detailing the progress made on the accessibility of polling places to the elderly and handicapped population in the 1992 general elections.

Should you desire additional copies do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, which appears to read "Scott E. Thomas".

Scott E. Thomas
Chairman

Enclosure

Polling Place Accessibility

in the

1992 General Election



This report is submitted to the United States Congress pursuant to provisions of the Voting Accessibility for the Elderly and Handicapped Act of 1984 (Public Law 98-435).

A handwritten signature in black ink, appearing to read "Scott Thomas".

Scott Thomas
Chairman
Federal Election Commission

EXECUTIVE SUMMARY

This document is a report to the United States Congress on the accessibility of polling places throughout the States to the elderly and handicapped populations during the 1992 general elections. It is the fourth of five such reports to be submitted biennially by the Federal Election Commission pursuant to the provisions of the Voting Accessibility for the Elderly and Handicapped Act of 1984 (P.L. 98-435).

Highlights of this Report

- Of the 7,249 local jurisdictions (counties, cities, towns, etc.) responsible for conducting federal elections in 1992, 96% (or 7,043) of them submitted accessibility reports to (or were otherwise surveyed by) their respective State election officials an increase of 4% over the 1990 report.
- There are currently around 151,396 polling places throughout the nation used for federal elections. This report covers 94% (or 141,940) of them — an increase of about 2% over the 1990 report.
- Of those evaluated, 86% (or 122,460) were deemed accessible while 14% (or 19,480) were reported as inaccessible — an improvement of 2% over 1990.
- The trend is as follows:
 - 1986 - 73% accessible
 - 1988 - 79% accessible
 - 1990 - 84% accessible
 - 1992 - 86% accessible.
- Of those reported as being inaccessible, approximately
 - 57% (or 11,026) were inaccessible because of unramped stairs at the entrance to or inside the polling place.
 - 40% (or 7,762) were inaccessible because of inadequate parking facilities.
 - 38% (or 7,396) were inaccessible because of obstructed passages to the polling place entrance.
 - 20% (or 4,046) were inaccessible because of architectural barriers other than unramped stairs.
 - 12% (or 2,733) were inaccessible because of obstructions in the voting area.
 - 5% (or 1,001) were inaccessible because of assorted other reasons.

Problem Areas

Anecdotal evidence suggests that the greatest problems in ensuring polling place accessibility continue to occur in sparsely populated rural areas and in mountainous areas where, in both cases, buildings are old and alternative sites are few and far between. The numbers seem to bear this out inasmuch as those States that are, at once, sparsely populated, rural, and mountainous also report the greatest number of inaccessible polling places. The second largest problem is the use of private homes (common in suburban residential areas) where even temporary alterations to the architecture are impractical.

"Unramped stairs" continues to be the single largest impediment, accounting for 57% of all reported cases of inaccessibility. Yet "inadequate parking facilities" accounts for an increasing share of inaccessible places — suggesting that as the more easily

solved problems are attended to, the more difficult ones (such as unramped stairs and inadequate parking) loom larger.

Prospects for the Future

Two years ago we expected that the legislative redistricting following the 1990 census might provide local election officials some opportunity for relocating currently inaccessible polling places to accessible sites. By the same token, we expected that the passage and implementation of the Americans with Disabilities Act (ADA) in 1992 might provide local officials the legal incentive and means of rendering current sites accessible.

Evidence suggests, however, that although the redistricting did indeed have a salutary effect in some places, limited local resources have inhibited the rapid implementation of the ADA. As a consequence progress from 1990 to 1992 was slower than what one might have hoped for.

It is also true, as previously noted, that having attended to the more easily solved problems from 1986 to 1990, solving the more intractable problems is likely to take longer and make for slower progress. Still, there is every reason to expect continued, if undramatic, improvement in polling place accessibility in the 1994 general election.

POLLING PLACE ACCESSIBILITY IN THE 1992 GENERAL ELECTION

SECTION 1: INTRODUCTION

This document is a report to the United States Congress on the accessibility of polling places throughout the States to the elderly and handicapped populations during the 1992 general elections. It is the fourth of five such reports to be submitted biennially by the Federal Election Commission pursuant to the provisions of the Voting Accessibility for the Elderly and Handicapped Act of 1984 (P.L. 98-435) which reads in part:

Sec.3...

(c)(1) Not later than December 31 of each even-numbered year, the chief election officer of each State shall report to the Federal Election Commission, in a manner to be determined by the Commission, the number of accessible and inaccessible polling places in such State on the date of the preceeding general Federal election and the reasons for any instance of inaccessibility.

(2) Not later than April 30 of each odd-numbered year, the Federal Election Commission shall compile the information reported under paragraph (1) and shall transmit that information to the Congress.

(3) The provisions of this subsection shall only be effective for a period of 10 years beginning on the date of enactment of this Act.

and

Sec.9. This Act shall apply with respect to elections taking place after December 31, 1985.

SECTION 2: BACKGROUND

On the basis of hearings conducted in 1983 and 1984 by the Task Force on Elections of the U.S. House of Representatives Committee on House Administration, with help from groups representing the elderly and handicapped, and with the advice of election officials from around the nation, the United States Congress enacted, in September of 1984, the Voting Accessibility for the Elderly and Handicapped Act.

Requirements of the Act

The Act (see Appendix A) contains provisions expressly intended "to promote the fundamental right to vote by improving access for handicapped and elderly individuals to registration facilities and polling places for Federal elections." Key provisions require:

- that each political subdivision responsible for conducting elections within each State assure that all polling places for Federal elections are accessible to elderly and handicapped voters *except* in the case of an emergency as determined by the State's chief election officer or *unless* the State's chief election officer
 - determines, by surveying all potential polling places, that no such place in the area is accessible nor can be made temporarily accessible, *and*
 - assures that any handicapped voter assigned to an inaccessible polling place will, upon advanced request under established State procedures, either be assigned to an accessible polling place or

be provided an alternative means of casting a ballot on election day.

- that each State or political subdivision responsible for voter registration for Federal elections provide a reasonable number of accessible permanent registration facilities *unless* the State has in effect a system which provides potential voters an opportunity to register by mail or at their residence.
- that each State make available to handicapped and elderly individuals registration and voting aids for Federal elections *including* large-type instructions conspicuously displayed in every permanent registration facility and polling place *and* information by telecommunication devices for the deaf (TDD's).
- the elimination of any notarization or medical certification requirement for handicapped voters to obtain (or apply for) an absentee ballot *except* for medical certifications required to establish eligibility, under State law, for automatically receiving such an application or ballot on a continuing basis or for applying for an absentee ballot after the deadline has passed.
- that each State's chief election officer provide public notice, calculated to reach elderly and handicapped voters, of the availability
 - of the registration and voting aids required above
 - of the voter assistance provisions under section 208 of the Voting Rights Act of 1965, *and*
 - of the procedures for voting by absentee ballot not later than general public notice of registration and voting is provided.

The enforcement of these provisions rests with the United States Attorney General or with any person who is personally aggrieved by noncompliance, either of whom may bring an action for declaratory or injunctive relief in the appropriate district court *provided* that the plaintiff notify the State's chief election officer of the noncompliance and a period of 45 days has elapsed since the date of notification.

The Role of the Federal Election Commission

Although the Federal Election Commission's responsibilities under the terms of the law are limited to gathering and compiling State information on polling place accessibility, the Commission has attempted to be of positive assistance to election officials through our role as a National Clearinghouse on Election Administration.

Assistance Preparatory to 1986

Shortly after its passage, copies of the law were mailed to the chief election officials of the States. Later, in April of 1985, the Commission contacted the State election officials in order to obtain any materials they had developed (accessibility criteria, survey forms, drafts of regulations or procedures, and the like) in order to share these examples amongst the States.

On the basis of these and other materials, the FEC's National Clearinghouse on Election Administration prepared a preliminary report on strategies for implementing the Act. This report offered a conceptual framework for approaching the problem and provided samples of survey forms and accessibility criteria which had been developed in some of the States. This report was first distributed and discussed in August of 1985 at the annual meeting of the Clearinghouse Advisory Panel of State and local election officials which included representatives of organizations serving the handicapped. It was later mailed, along with the transcript of that discussion, to the State election officials who could not attend.

The Winter 1986 edition of the *FEC Journal of Election Administration* contained two articles relevant to implementing the Act. The first, "Providing Accessibility for the Elderly and Handicapped" outlined some implementation strategies suggested by the States and organizations representing the handicapped. The second article, "Voter Assistance Requirements of the Voting Rights Act" was prepared by the Department of Justice as a reminder to election officials of those important provisions.

In April of 1986, the Commission circulated for comment the first draft of the proposed State reporting form. The proposed final draft, incorporating suggested changes and improvements, was circulated in August

1986 and subsequently discussed at the September 1986 annual meeting of the Clearinghouse Advisory Panel. The final version of the State reporting form was printed and then mailed to those chief election officials of the States on November 12, 1986.

Assistance Preparatory to 1988

Based on the findings in the 1986 report to the Congress, the House Subcommittee on Elections conducted hearings in October of 1987 to enquire into the progress made under the Act. Several issues emerged from the testimony.

Members of the Subcommittee stressed, for example, the need for active cooperation by State and local election officials in carrying out the purposes of the law. Describing it as an "experiment in Federal legislative restraint", Subcommittee Chairman Al Swift encouraged all efforts to impress on the election community the Congressional intent and interest in passing this legislation.

To that end, the Clearinghouse devoted one quarter of its subsequent annual Advisory Panel meeting (held in December of 1987) to the topic of voting accessibility. Members of the Clearinghouse staff also addressed several State gatherings of election officials on the requirements of the law. Further, the Autumn 1988 edition of the *FEC Journal of Election Administration* contained an article reminding election officials of the importance of their cooperation in ensuring accessibility.

The greatest concern in the hearings, however, focused on the incomparability of the data reported from the States in 1986. Members of the Subcommittee were particularly troubled by the wide disparities from State to State in their accessibility criteria as well as in their data collection procedures. Subcommittee Chairman Al Swift, while recognizing that it was specifically *not* the intent of P.L. 98-435 to impose any national standard of accessibility, nevertheless asked the Federal Election Commission to explore ways of achieving a greater commonality of approach in the various States. Representatives from disability organizations along with members of the Subcommittee also requested that some additional data be gathered in 1988 regarding the availability of required

voting aids and the publicity accorded them.

Accordingly, the Clearinghouse joined with the National Association of Secretaries of State and the Coalition for Voter Accessibility in an effort to devise a set of polling place evaluation and reporting forms which might be adopted voluntarily by the States. These forms (endorsed by NASS but not, because of certain philosophical differences, by the Coalition) were designed to be comprehensive, flexible enough to accommodate variations in individual State specifications, yet fairly easy to complete. They also serve to remind State and local election officials of the requirements, not emphasized in 1986, to:

- display large-type instructions in every permanent registration facility and in every polling place
- provide telecommunications services (TDD's) for the deaf, and
- provide public notice of these aids, of the voter assistance provisions of section 208 of the Voting Rights Act, and of the procedures for voting by absentee ballot.

The forms (See Appendices B, C, and D) were distributed to the States in June of 1988 for use in the 1988 elections.

Assistance Since 1988

Since 1988, the Clearinghouse has continued to work closely with State and local election officials. Staff members have addressed or conducted accessibility workshops at numerous statewide and interstate election conferences. In September of 1990, copies of the Americans with Disabilities Act were mailed to all chief State election officials followed in October by a detailed explanation of the relationship between the ADA and the Voting Accessibility Act.

In preparation for 1994, the Clearinghouse proposes to dedicate its next issue of the *FEC Journal on Election Administration* to serving the needs of special populations. And too, in 1993 the Clearinghouse hopes to publish an issue on ensuring accessibility as one of its series on *Innovations in Election Administration*.

SECTION 3: COMPARISONS OF 1986, 1988, 1990, AND 1992 DATA

The combined results of the 1986, 1988, 1990, and 1992 surveys of polling place accessibility are provided in Section 4 below and in the accompanying tables. But in order to interpret them properly, it is important to note the changes that occurred between 1986 and 1988.

The 1986 report to the Congress identified wide disparities amongst the States

- in their starting points
- in their implementation strategies
- in their accessibility criteria, and
- in their data collection and reporting techniques.

These differences rendered cross-State comparisons of the 1986 data both difficult and tenuous.

The important changes that occurred between 1986 and 1988, however, narrowed these differences substantially so that cross-State comparisons of both 1988 and 1990 data are now feasible. Yet because of these same changes, comparisons *within* States of 1986 data with either 1988 or 1990 figures may be somewhat misleading.

Time and experience virtually eliminated initial State differences in starting points, implementation strategies, and data collection techniques. But the most significant change between 1986 and 1988 was the near elimination of State differences in accessibility criteria.

The Voting Accessibility for the Elderly and Handicapped Act leaves the matter of defining the criteria for polling place accessibility to the individual States. It is natural, then, that States varied considerably at the outset in both the scope and rigor of those criteria.

The types of criteria they employed in 1986 fell generally into the five main categories which had been suggested by the FEC:

- Inadequate parking facilities (insufficient door swing space, too great a distance, etc.)
- Obstructed walkways or pathways to the entrance of the building (unindented curbs, uneven or broken surfaces, protruding obstacles, etc.)
- Unramped stairs inside or outside the building
- Other architectural features of the building (inadequate door widths, heavy doors, insufficient space for maneuver, etc.)
- Barriers or limitations within the voting area itself (inaccessible voting equipment, inadequate lighting, etc.).

Not all States, however, addressed all these categories in 1986. And they varied considerably in the rigor of their specific criteria within each category. A few States devised very detailed and demanding standards. A few others employed criteria so general that they seemed to depend on little more than the opinions of the local election officials. Although most fell somewhere between these extremes, it seemed obvious that those States with the more extensive and demanding criteria were bound to report greater inaccessibility than those with fewer, less empirical standards.

These differences in their accessibility criteria posed the greatest single obstacle to making cross-State comparisons of the 1986 data. Thus, as previously noted, Chairman Al Swift of the House Subcommittee on Elections requested that the Federal Election Commission explore ways of achieving voluntarily a greater commonality of approach. And accordingly, as previously described, the FEC's Clearinghouse devised and distributed a set of recommended polling place accessibility criteria.

Thirty two of the fifty two jurisdictions reporting in both 1992 employed these suggested criteria. Another ten employed standards very similar. In all, then, forty two of the fifty two jurisdictions now employ

accessibility criteria sufficiently similar to permit cross-State comparisons.

The widespread application of these suggested criteria, however, had some understandable but occasionally unfortunate consequences. Several States which had used less rigorous standards in 1986, for example, reported in 1988 a far greater number of inaccessible polling places. And in rare instances, States having used more rigorous standards in 1986 reported fewer instances of inaccessibility in 1988 — suggesting a progress more apparent than real.

The greater comparability across States achieved between 1986 and 1988 was therefore purchased at the price of dependable figures on the progress made within States during the same time period. For that reason, the 1988 data (rather than the 1986 data) should be used as the baseline against which to measure progress within individual States.

SECTION 4: RESULTS OF THE 1992 SURVEY OF THE STATES

The charts in Table 3 summarize the 1986, 1988, 1990, and 1992 polling place accessibility figures provided to the Federal Election Commission by the chief election officials of the States.

Although the charts are largely self-explanatory, a few technical notes may be helpful. The symbol "N/A" denotes that a State did not employ the criterion whereas an "0" indicates that the criterion was employed but no violations were found. The symbol "UNK" indicates that the figures were either unknown or unreported.

Finally, the total number of *reasons* for inaccessibility exceeds the number of inaccessible *places* simply because many places are inaccessible for more than one reason. Thus, the left-hand pages of Table 3

provide a profile of overall accessibility while the right-hand pages provide a profile of where the problems lie.

Polling Place Accessibility Nationwide

Based on the totals of State figures, the following national picture emerges:

- Of the 7,249 local jurisdictions (counties, cities, towns, etc.) responsible for conducting federal elections in 1992, 96% (or 7,043) of them submitted accessibility reports to (or were otherwise surveyed by) their respective State election officials an increase of 4% over the 1990 report.
- There are currently around 151,396 polling places throughout the nation used for federal elections. This report covers 94% (or 141,940) of them — an increase of about 2% over the 1990 report.
- Of those evaluated, 86% (or 122,460) were deemed accessible while 14% (or 19,480) were reported as inaccessible — an improvement of 2% over 1990.
- The trend is as follows:
 - 1986 - 73% accessible
 - 1988 - 79% accessible
 - 1990 - 84% accessible
 - 1992 - 86% accessible.
- Of those reported as being inaccessible, approximately
 - 40% (or 7,762) were inaccessible because of inadequate parking facilities. These figures are up both relatively and absolutely from the 32% (or 7,159 places) reported in 1990. The relative increase is the result of local jurisdictions having solved several other more amenable problems while the absolute increase is the result of more States having included parking as a criterion for accessibility in their 1992 polling place survey.

- 38% (or 7,396) were inaccessible because of obstructed passages to the polling place entrance. These figures, too, are up both relatively and absolutely from the 32% (or 7,163 places) reported in 1992. Again, the relative increase is the result of having solved other problems while, in this case, the absolute increase seems to result simply from having more polling places reported on.
- 57% (or 11,026) were inaccessible because of unramped stairs at the entrance to or inside the polling place. Both the relative and absolute decrease of these figures from the 60% (or 13,319) reported in 1990 represents the efforts of local election officials to address this most challenging problem by relocating or ramping previously inaccessible polling places.
- 20% (or 4,046) were inaccessible because of architectural barriers other than unramped stairs. The decrease here from the 30% (or 6,569) reported in 1990 suggests that these problems were easier to address than, say, unramped stairs or inadequate parking.
- 9% (or 1,796) were inaccessible because of obstructions in the voting area. Once again, both the relative and absolute decrease from the 12% (or 2,733) reported in 1990 suggests that these problems were more amenable to easy solutions.
- 5% (or 1,001) were inaccessible because of assorted other reasons. This, too, is both a relative and absolute decrease from the 9% (or 2,030) in 1990 and for the same reasons as cited immediately above.

Anecdotal evidence suggests that the greatest problems in ensuring polling place accessibility continue to occur in sparsely populated rural areas and in mountainous areas where, in both cases, buildings are old and alternative sites are few and far between. The numbers seem to bear this out inasmuch as those States that are, at once, sparsely populated, rural, and mountainous also report the greatest number of

inaccessible polling places. The second largest problem is the use of private homes (common in suburban residential areas) where even temporary alterations to the architecture are impractical.

By the same token, there is every indication that unramped stairs will continue to be the dominant reason for inaccessibility. Adequate ramps cost money, and local election officials are reporting difficulties in obtaining the necessary funds from their respective county councils or budget authorities. The problem is all the more severe, of course, when the facility is privately owned.

Yet despite these difficulties, the continued gradual implementation of the Americans with Disabilities Act gives reason to believe that polling place accessibility will continue to improve in the 1994 general elections and beyond.

The Cooperation of Local Election Officials

In response to concerns about the level of cooperation on the part of local election officials, it is evident in the 96% response rate from local jurisdictions and in the 94% response rate on polling places that the vast majority of local election officials continue to be committed to the purposes of the Act.

Other Requirements of the Act

In response to concerns about requirements of the Act other than polling place accessibility, the 1992 survey (as in 1988 and 1990) included a battery of questions regarding the number of local jurisdictions which provided *prior* to election day:

- Public notice of the accessibility (or inaccessibility) of their polling places
- Public notice of the voter assistance provisions under section 208 of the Voting Rights Act of 1965, as amended
- Public notice of the procedures for voting by absentee ballot

- Large-type instructions at the polls
- Registration and voting information by telecommunication devices for the deaf (TDD's), and
- Public notice of the availability of the TDD service.

The responses to these items are summarized in Table 2 and indicate steady progress.

SECTION 5: CONCLUDING COMMENTS

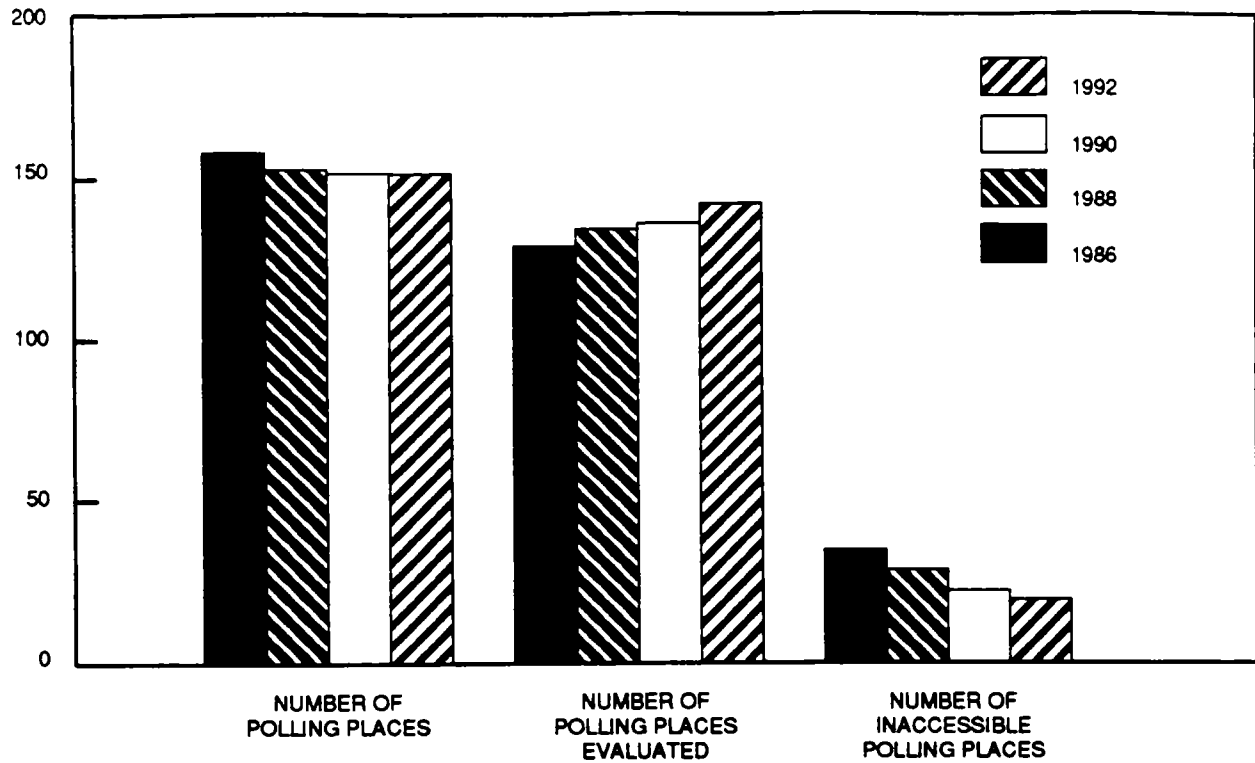
The results of this 1992 survey reveal a continued, though gradual, improvement in polling place accessibility throughout the nation. And in conjunction with the 1988 and 1990 figures, they provide a firm basis for cross-State comparisons as well as a basis for measuring progress within individual States.

It is clear from the nearly across-the-board progress amongst the States that election officials around the country are continuing to make genuine and positive efforts toward the purposes of the legislation without undue federal pressure.

There remain, however, some problem areas requiring additional attention and effort. To that end, the FEC's National Clearinghouse on Election Administration will continue working with State and local election officials in the hope that the combined efforts of the election community will yield still further improvement in 1994.

TABLES AND APPENDICES

TABLE 1: POLLING PLACE NACCESSIB L TY 1986-1992
(IN THOUSANDS)



REASONS FOR INACCESSIBILITY 1986-1992
(IN THOUSANDS)

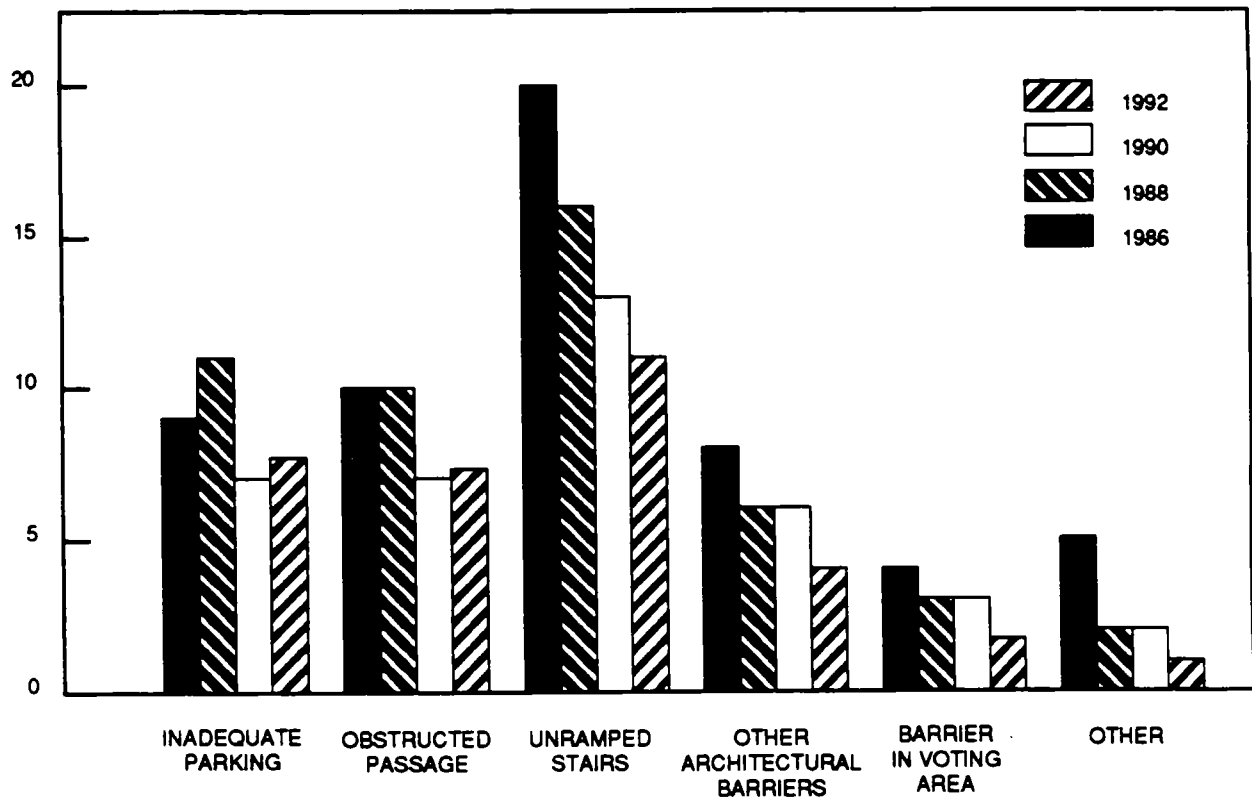


TABLE 2: PUBLIC INFORMATION PROVIDED IN THE 1992 GENERAL ELECTION

State	Total Number of Jurisdictions	Jurisdictions Reporting	Provided Notice of Polling Place Accessibility	Provided Notice of Section 208 Requirements	Provided Notice of Absentee Voting	Provided TDD	Provide Notice of TDD
AL	67	67	19	4	52	32	
AK							ST
AZ	15	15	15	14	14	15	ST
AR	75	31	UNK	UNK	75	ST	ST
CA	58	58	58	58	58	ST	ST
CO	63	63	50	43	6	36	6
CT	169	129	ST	ST	ST	ST	ST
DE	3	3	ST	ST	ST	ST	ST
DC	1	1	1	1	1	1	1
FL	87	67	29	37	57	17	16
GA	159	150	51	73	107	ST	ST
HI	4	4	4	4	4	4	4
ID	44	44	FEW	ST	44	ST	ST
IL	111	107	111	50	ST	ST	ST
IN	92	89	51	46	82	ST	3
IA	99	97	36	44	82	ST	ST
KS	105	105	105	105	105	ST	ST
KY	120	18	16	UNK	120	ST	ST
LA	64	64	UNK	UNK	64	0	0
ME	UNK	UNK	UNK	UNK	UNK	UNK	UNK
MD	24	24	19	24	24	ST	ST
MA	351	329	351	351	351	ST	ST
MI	1,513	1,513	694	787	949	61	61
MN	87	87	24	87	87	66	32
MS	82	79	22	57	70	ST	UNK
MO	116	104	46	59	92	ST	ST
MT	56	56	43	32	47	ST	ST
NE	93	93	50	45	91	8	7
NV	17	17	5	7	10	2	3
NH	299	283	UNK	UNK	ST	ST	UNK
NJ	21	21	21	21	21	21	UNK
NM	33	32	33	33	33	0	0
NY	58	58	58	58	58	ST	ST
NC	100	89	89	89	89	5	2
ND	53	40	UNK	UNK	UNK	0	UNK
OH	88	88	88	88	ST	ST	ST
OK	77	77	19	62	74	ST	ST
OR	36	36	36	36	36	36	36
PA	67	64	63	62	63	ST	56
RI	39	39	39	ST	ST	ST	ST
SC	46	41	0	46	46	ST	ST
SD	66	63	36	66	66	3	0
TN	95	95	79	95	95	ST	ST
TX	254	254	UNK	UNK	254	ST	ST
UT	29	29	9	11	29	ST	ST
VT	246	243	UNK	UNK	246	ST	ST
VA	136	136	28	34	88	ST	ST
WA	39	39	39	ST	ST	ST	ST
WV	55	53	UNK	UNK	UNK	ST	ST
WI	1,853	1,845	1,072	1,194	1,735	20	13
WY	23	23	15	21	22	ST	2
GM	1	1	1	1	1	UNK	UNK

ST= State L= Local
UNK= Unknown VF= Very Few

TABLE 3: STATE REPORTS ON POLLING PLACE

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
ALABAMA						
1986 number	-	-	-	2,408	529	272
percent	-	-	-	-	<22%>	<51%>
1988 number	67	24	FEC	2,288	764	107
percent	-	<35%>	-	-	<33%>	<14%>
1990 number	67	38	FEC	2,314	1,345	84
percent	-	<57%>	-	-	<61%>	<6%>
1992 number	67	67	FEC	2,178	2,178	1,265
percent	<100%>	-	-	<100%>	<58%>	
ALASKA						
1986 number	-	-	-	-	442	438 163
percent	-	-	-	-	<99%>	<37%>
1988 number	N/A	N/A	Similar to FEC	438	435	120
percent	-	-	-	-	<99%>	<27%>
1990 number	N/A	N/A	Similar to FEC	438	435	118
percent	-	-	-	-	<99%>	<27%>
1992 number	REPORT NOT RECEIVED BY 1 MAR 92					
percent						
ARIZONA						
1986 number	-	-	-	1,895	1,899	253
percent	-	-	-	-	<99%>	<13%>
1988 number	15	15	FEC	1,937	1,880	306
percent	-	<100%>	-	-	<97%>	<16%>
1990 number	15	15	FEC	1,939	1,939	265
percent	-	<100%>	-	-	<100%>	<14%>
1992 number	15	15	FEC	1,843	1,843	72
percent	-	<100%>	-	-	<100%>	<4%>
ARKANSAS						
1986 number	-	-	-	2,700	UNK	UNK
percent	-	-	-	-	-	-
1988 number	75	45	Similar to FEC	2,058	1,195	1,112
percent	-	<60%>	-	-	<58%>	<93%>
1990 number	75	42	Similar to FEC	2,128	1,089	608
percent	-	<56%>	-	-	<51%>	<56%>
1992 number	75	31	FEC	2,138	702	620
percent	-	<41%>	-	-	<33%>	<88%>

ACCESSIBILITY IN THE 1992 GENERAL ELECTION

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
140 <51%>	81 <30%>	2 <1%>	40 <15%>	0 -	29 <11%>	-	-	-
4 <3%>	49 <45%>	78 <70%>	0 -	0 -	0 -	UNK -	UNK -	UNK -
0 <63%>	0 <35%>	53 <1%>	29 <1%>	1 -	1 -	UNK -	0 -	0 -
1,227 <97%>	809 <64%>	600 <47%>	161 <13%>	15 <1%>	0 -	2,178 <100%>	183 -	414 -
3 <1%>	N/A -	161 <96%>	25 <15%>	0 -	0 -	-	-	-
1 <1%>	N/A N/A	114 <95%>	6 <5%>	0 -	6 <5%>	435 <100%>	12 -	0 -
UNK <95%>	N/A -	112 -	0 <5%>	0 -	6 -	435 -	11 -	0 -
30 <12%>	77 <30%>	139 <65%>	15 <5%>	2 <1%>	0 -	-	-	-
53 <17%>	37 <12%>	148 <48%>	28 <32%>	0 -	0 -	1,880 <100%>	14 -	26 -
18 <7%>	114 <43%>	132 <50%>	9 <3%>	0 -	12 <5%>	1,990 <100%>	16 -	12 -
59 <82%>	2 <3%>	12 <17%>	11 <15%>	0 -	0 -	1,843 <100%>	141 -	121 -
UNK -	UNK -	UNK -	UNK -	UNK -	UNK -	-	-	-
820 <73%>	510 <45%>	527 <47%>	N/A -	425 <36%>	900 <30%>	1,180 <91%>	150 -	350 -
495 <81%>	328 <54%>	158 <25%>	324 <53%>	353 <55%>	N/A -	1,080 <100%>	39 -	5 -
620 <100%>	232 <37%>	72 <12%>	102 <16%>	579 <93%>	N/A -	548 <78%>	N/A -	N/A -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
CALIFORNIA						
1986 number	-	-	-	25,287	9,059	4,084
percent	-	-	-	-	<36%>	<45%>
1988 number	58	58	Own	22,187	20,994	4,088
percent	-	<100%>	-	-	<94%>	<19%>
1990 number	58	55	Own	22,346	22,256	3,916
percent	-	<95%>	-	-	<99%>	<14%>
1992 number	58	58	Own	22,614	22,614	2,362
percent	-	<100%>	-	-	<100%>	<11%>
COLORADO						
1986 number	-	-	-	2,815	2,896	273
percent	-	-	-	-	<99%>	<10%>
1988 number	63	63	FEC	2,525	2,525	251
percent	-	<100%>	-	-	<100%>	<9%>
1990 number	63	63	FEC	2,526	2,517	228
percent	-	<100%>	-	-	<99%>	<9%>
1992 number	63	63	FEC	2,491	2,455	239
percent	-	<100%>	-	-	<98%>	<10%>
CONNECTICUT						
1986 number	-	-	-	-	744	744 9
percent	-	-	-	-	<100%>	<1%>
1988 number	169	89	FEC	771	402	83
percent	-	<50%>	-	-	<52%>	<8%>
1990 number	169	110	FEC	756	280	2
percent	-	<65%>	-	-	<50%>	<5%>
1992 number	169	129	FEC	785	471	1
percent	-	<76%>	-	-	<60%>	<2%>
DELAWARE						
1986 number	-	-	-	338	338	155
percent	-	-	-	-	<100%>	<46%>
1988 number	3	3	Similar to FEC	339	339	111
percent	-	<100%>	-	-	<100%>	<32%>
1990 number	3	3	Similar to FEC	345	345	84
percent	-	<100%>	-	-	<100%>	<24%>
1992 number	3	3	Similar to FEC	269	269	16
percent	-	<100%>	-	-	<100%>	<6%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
N/A -	UNK -	UNK -	UNK -	UNK -	UNK -	- -	- -	- -
N/A <67%>	2,757 <30%>	1,333 <2%>	98 -	0 <1%>	2 <100%>	20,994 -	UNK -	UNK -
N/A <28%>	854 <36%>	1,000 <44%>	1,334 -	0 <39%>	1,106 <100%>	22,341 -	0 -	996 -
N/A <80%>	1,859 <44%>	1,014 -	0 -	0 <12%>	272 21,664 <100%>	UNK -	UNK -	- -
59 <19%>	23 <8%>	230 <64%>	36 <13%>	0 -	0 -	- -	- -	- -
22 <8%>	50 <19%>	225 <89%>	11 <4%>	5 <1%>	0 -	2,526 <100%>	98 -	46 -
26 <11%>	18 <8%>	171 <75%>	17 <6%>	13 <5%>	0 -	2,517 <100%>	51 -	18 -
5 <2%>	7 <3%>	26 <11%>	5 <2%>	3 <1%>	0 -	2,150 <88%>	59 -	37 -
4 <44%>	3 <23%>	8 <33%>	0 -	0 -	0 -	- -	- -	- -
33 <100%>	0 -	1 <3%>	0 -	0 -	0 -	353 <87%>	28 -	81 -
1 <50%>	0 -	1 <50%>	2 <100%>	0 -	0 -	325 <86%>	7 -	17 -
1 <100%>	0 -	1 <100%>	0 -	0 -	0 -	471 <100%>	0 -	1 -
20 <13%>	102 <88%>	104 <67%>	51 <33%>	0 -	0 -	- -	- -	- -
9 <8%>	49 <44%>	65 <59%>	15 <13%>	3 <2%>	3 <2%>	339 <100%>	11 -	55 -
50 <60%>	21 <25%>	28 <31%>	9 <11%>	0 -	47 <58%>	345 <100%>	13 -	9 -
3 <19%>	9 <56%>	11 <69%>	0 -	0 -	0 -	289 <100%>	8 -	34 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
DISTRICT OF COLUMBIA						
1986 number	-	-	-	127	127	51
percent	-	-	-	-	<100%>	<37%>
1988 number	1	1	Similar	140	140	20
percent	-	<100%>	to FEC	-	<100%>	<14%>
1990 number	1	1	Similar	140	140	18
percent	-	<100%>	to FEC	-	<100%>	<13%>
1992 number	1	1	Similar	140	140	23
percent	-	<100%>	to FEC	-	<100%>	<16%>
FLORIDA						
1986 number	-	-	-	4,319	4,245	114
percent	-	-	-	-	<98%>	<3%>
1988 number	67	67	FEC	4,331	4,263	308
percent	-	<100%>	-	-	<98%>	<7%>
1990 number	67	67	FEC	4,536	3,777	345
percent	-	<100%>	-	-	<83%>	<9%>
1992 number	67	67	FEC	4,542	4,047	388
percent	-	<100%>	-	-	<89%>	<10%>
GEORGIA						
1986 number	-	-	-	2,328	2,300	188
percent	-	-	-	-	<98%>	<9%>
1988 number	REPORT NOT RECEIVED BY 1 MAR 89					
percent						
1990 number	REPORT NOT RECEIVED BY 1 MAR 91					
percent						
1992 number	159	150	FEC	2,518	2,373	209
percent	-	<94%>	-	-	<94%>	<9%>
HAWAII						
1986 number	-	-	-	284	284	35
percent	-	-	-	-	<100%>	<12%>
1988 number	4	4	Similar	289	289	0
percent	-	<100%>	to FEC	-	<100%>	-
1990 number	4	4	Similar	292	292	31
percent	-	<100%>	to FEC	-	<100%>	<7%>
1992 number	4	4	Similar	318	318	16
percent	-	<100%>	to FEC	-	<100%>	<5%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
0	42	51	5	2	0	-	-	-
0 <100%>	0 -	30 -	0 -	0 <100%>	0 -	140 -	20	90
0 <100%>	0 -	18 -	0 -	0 <100%>	0 -	140 -	0	0
0 <100%>	0 -	23 -	0 -	0 <100%>	0 -	140 -	0	0
4 <4%>	47 <41%>	79 <69%>	10 <9%>	1 <1%>	0 -	- -	-	-
221 <71%>	43 <13%>	165 <34%>	53 <17%>	8 <3%>	17 <5%>	4,152 <97%>	145	351
128 <36%>	83 <24%>	89 <26%>	77 <22%>	20 <6%>	17 <5%>	3,800 <95%>	152	253
314 <81%>	84 <22%>	117 <30%>	45 <12%>	0 -	0 -	3,783 <93%>	156	314
17 <9%>	28 <13%>	82 <41%>	128 <64%>	0 -	0 -	- -	-	-
105 <50%>	74 <35%>	48 <23%>	90 <43%>	8 <4%>	4 <2%>	2,221 <94%>	103	222
1 <3%>	7 <20%>	23 <66%>	3 <9%>	0 -	0 -	- -	-	-
N/A <100%>	0 -	0 -	0 -	0 -	0 -	289 -	8	0
N/A <66%>	N/A <5%>	14 -	1 <29%>	0 <100%>	6 -	292 -	0	2
N/A <94%>	N/A <6%>	15 -	1 <69%>	0 <100%>	11 -	318 -	3	3

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
IDAHO						
1986 number	-	-	-	563	563	134
percent	-	-	-	-	<100%>	<16%>
1988 number	44	44	Own	734	734	122
percent	-	<100%>	-	-	<100%>	<16%>
1990 number	44	44	Own	751	751	83
percent	-	<100%>	-	-	<100%>	<11%>
1992 number	44	44	FEC	745	745	81
percent	-	<100%>	-	-	<100%>	(11%>
ILLINOIS						
1986 number	-	-	-	11,705	11,435	5,098
percent	-	-	-	-	<98%>	<45%>
1988 number	111	107	Similar	11,718	11,890	2,930
percent	-	<96%>	to FEC	-	<98%>	<25%>
1990 number	111	111	Similar	11,873	11,873	2,170
percent	-	<100%>	to FEC	-	<100%>	<18%>
1992 number	111	107	Similar	11,284	11,038	1,774
percent	-	<96%>	to FEC	-	<98%>	<16%>
INDIANA						
1986 number	-	-	-	4,827	4,514	763
percent	-	-	-	-	<93%>	<17%>
1988 number	92	83	FEC	4,901	4,327	909
percent	-	<90%>	-	-	<90%>	<21%>
1990 number	92	39	FEC	5,396	1,321	261
percent	-	<42%>	-	-	<23%>	<21%>
1992 number	92	89	FEC	5,417	4,513	694
percent	-	<97%>	-	-	<83%>	<15%>
IOWA						
1986 number	-	-	-	2,494	2,456	873
percent	-	-	-	-	<98%>	<36%>
1988 number	99	89	FEC	2,484	2,068	1,041
percent	-	<89%>	-	-	<83%>	<50%>
1990 number	99	95	FEC	2,489	2,489	907
percent	-	<96%>	-	-	<100%>	<37%>
1992 number	99	97	FEC	2,162	2,097	580
percent	-	<98%>	-	-	<97%>	<28%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
1 <1%>	29 <22%>	122 <91%>	28 <21%>	0 -	2 <1%>	- -	- -	- -
6 <4%>	29 <23%>	132 <100%>	28 <22%>	0 -	0 -	734 <100%>	33 -	64 -
6 <6%>	4 <5%>	75 <90%>	4 <5%>	28 <34%>	0 -	781 <100%>	31 -	6 -
3 <4%>	2 <2%>	75 <93%>	2 <2%>	24 <30%>	0 -	745 <100%>	2 -	0 -
N/A <24%>	1,241 <91%>	4,843 <31%>	1,599 -	N/A <5%>	200 -	- -	- -	- -
N/A <26%>	785 <57%>	2,859 <52%>	945 -	N/A -	0 <53%>	3,999 -	2,099 -	165 -
N/A <21%>	449 <97%>	2,198 <24%>	515 -	N/A -	0 <42%>	5,099 -	190 -	650 -
N/A <15%>	268 <99%>	1,764 <22%>	389 <0%>	1 -	0 <100%>	11,038 -	190 -	200 -
91 <12%>	N/A -	251 <33%>	45 <6%>	N/A -	0 -	- -	- -	- -
572 <62%>	312 <34%>	303 <39%>	299 <29%>	257 <31%>	12 <1%>	3,978 <91%>	344 -	109 -
175 <67%>	80 <31%>	130 <46%>	68 <36%>	31 <12%>	0 -	1,321 <100%>	54 -	112 -
434 <62%>	302 <44%>	324 <52%>	307 <44%>	154 <22%>	N/A -	4,651 <86%>	160 -	343 -
220 <25%>	401 <46%>	593 <58%>	298 <34%>	363 <41%>	5 <1%>	- -	- -	- -
678 <65%>	532 <51%>	554 <53%>	543 <52%>	296 <19%>	60 <5%>	1,706 <62%>	146 -	77 -
568 <62%>	471 <52%>	538 <59%>	438 <48%>	272 <30%>	33 <4%>	2,187 <89%>	139 -	104 -
260 <45%>	208 <36%>	313 <54%>	191 <33%>	62 <11%>	10 <2%>	2,097 <100%>	292 -	99 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
KANSAS						
1986 number	-	-	-	2,681	2,681	49
percent	-	-	-	-	<100%>	<2%>
1988 number	105	105	Own	2,711	2,711	92
percent	-	<100%>	-	-	<100%>	<3%>
1990 number	105	105	Own	2,708	2,695	68
percent	-	<100%>	-	-	<96%>	<3%>
1992 number	105	105	Own	2,536	2,419	90
percent	-	<100%>	-	-	<95%>	<4%>
KENTUCKY						
1986 number	-	-	-	2,246	2,696	2,251
percent	-	-	-	-	<83%>	<84%>
1988 number	120	120	FEC	3,061	3,970	709
percent	-	<100%>	-	-	<96%>	<23%>
1990 number	120	117	FEC	3,343	3,363	435
percent	-	<98%>	-	-	<99%>	<14%>
1992 number	120	118	FEC	3,289	3,191	364
percent	-	<98%>	-	-	<97%>	<11%>
LOUISIANA						
1986 number	-	-	-	2,684	1,178	1,044
percent	-	-	-	-	<44%>	<89%>
1988 number	64	59	FEC	2,700	2,404	9
percent	-	<92%>	-	-	<89%>	-
1990 number	64	41	UNK	2,700	1,598	245
percent	-	<64%>	-	-	<59%>	<16%>
1992 number	64	64	UNK	3,281	3,281	68
percent	-	<100%>	-	-	<100%>	<2%>
MAINE						
1986 number	-	-	-	671	443	142
percent	-	-	-	-	<66%>	<32%>
1988 number	504	404	Own	674	517	176
percent	-	<80%>	-	-	<76%>	<34%>
1990 number	507	99	Own	670	99	18
percent	-	<20%>	-	-	<15%>	<16%>
1992 number	UNK	UNK	FEC	443	327	78
percent	-	-	-	-	<74%>	<24%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
0 <100%>	0 -	49 -	0 -	0 -	0 -	-	-	-
2 <2%>	1 <1%>	86 <93%>	1 <1%>	2 <2%>	0 -	2,711 <100%>	274 -	313 -
45 <66%>	27 <40%>	68 <100%>	22 <33%>	31 <10%>	7 <100%>	2,806 -	234 -	285 -
0 <9%>	8 <70%>	63 <20%>	18 <1%>	1 -	0 <70%>	1,684 -	108 -	84 -
1,704 <76%>	1,224 <55%>	1,786 <80%>	1,356 <60%>	1,490 <66%>	0 -	-	-	-
262 <37%>	184 <26%>	201 <41%>	179 <26%>	318 <31%>	N/A -	2,508 <64%>	283 -	316 -
72 <17%>	148 <34%>	202 <60%>	144 <33%>	176 <41%>	0 -	2,903 <100%>	517 -	426 -
53 <15%>	52 <14%>	201 <55%>	121 <33%>	147 <40%>	0 -	3,191 <100%>	63 -	8 -
267 <37%>	UNK -	UNK -	UNK -	UNK -	697 <63%>	-	-	-
UNK <99%>	UNK -	UNK -	UNK -	UNK -	UNK -	2,966	313	UNK
UNK -	UNK -	UNK -	UNK -	UNK -	UNK -	UNK -	UNK -	UNK -
62 <91%>	11 <16%>	12 <18%>	5 <7%>	0 -	0 -	UNK -	UNK -	UNK -
105 <74%>	91 <64%>	33 <23%>	126 <89%>	16 <11%>	18 <13%>	-	-	-
176 <100%>	102 <57%>	42 <23%>	N/A -	116 <65%>	N/A -	0 -	60 -	0 -
11 <69%>	14 <88%>	4 <25%>	0 -	12 <75%>	0 -	UNK -	60 -	0 -
47 <60%>	29 <37%>	50 <64%>	43 <55%>	15 <19%>	12 <15%>	397 <90%>	UNK -	UNK -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
MARYLAND						
1986 number	-	-	-	1,345	1,345	428
percent	-	-	-	-	<100%>	<32%>
1988 number	24	24	Similar	1,352	1,352	338
percent	-	<100%>	to FEC	-	<100%>	<25%>
1990 number	24	24	Similar	1,363	1,363	333
percent	-	<100%>	to FEC	-	<100%>	<17%>
1992 number	24	24	Similar	1,348	1,348	168
percent	-	<100%>	to FEC	-	<100%>	<12%>
MASSACHUSETTS						
1986 number	-	-	-	2,193	2,193	125
percent	-	-	-	-	<100%>	<6%>
1988 number	351	348	FEC	1,740	1,740	15
percent	-	<99%>	-	-	<100%>	<1%>
1990 number	351	351	FEC	1,893	1,893	5
percent	-	<100%>	-	-	<100%>	<0%>
1992 number	351	329	FEC	2,140	2,140	19
percent	-	<94%>	-	-	<100%>	<1%>
MICHIGAN						
1986 number	-	-	-	4,461	4,451	507
percent	-	-	-	-	<99%>	<11%>
1988 number	1,511	1,440	Similar	4,336	4,208	678
percent	-	<95%>	to FEC	-	<97%>	<16%>
1990 number	1,513	1,513	Similar	4,489	4,489	251
percent	-	<100%>	to FEC	-	<100%>	<6%>
1992 number	1,513	1,513	Similar	4,083	4,083	259
percent	-	<100%>	to FEC	-	<100%>	<6%>
MINNESOTA						
1986 number	-	-	-	4,061	3,258	437
percent	-	-	-	-	<80%>	<13%>
1988 number	87	87	FEC	4,089	3,724	864
percent	-	<100%>	-	-	<91%>	<23%>
1990 number	87	87	FEC	3,945	3,721	734
percent	-	<100%>	-	-	<94%>	<20%>
1992 number	87	87	FEC	3,805	3,562	531
percent	-	<100%>	-	-	<94%>	<15%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
104 <24%>	288 <53%>	247 <58%>	231 <54%>	0 -	68 <16%>	-	-	-
99 <29%>	311 <62%>	309 <61%>	224 <66%>	41 <12%>	0 -	1,352 <100%>	24 -	59 -
66 <26%>	107 <46%>	184 <70%>	121 <52%>	31 <9%>	0 -	1,383 <100%>	32 -	73 -
58 <34%>	50 <30%>	150 <89%>	33 <20%>	15 <9%>	0 -	1,348 <100%>	74 -	148 -
18 <14%>	3 <2%>	123 <96%>	33 <26%>	1 <1%>	1 <1%>	-	-	-
3 <20%>	5 <33%>	5 <33%>	0 -	1 <6%>	1 <6%>	1,740 <100%>	479 -	417 -
0 <20%>	1 <20%>	1 -	0 -	0 <60%>	3 <100%>	1,693 -	63 -	214 -
0 <11%>	2 <89%>	17 <5%>	1 <11%>	2 -	0 <100%>	2,140 -	49 -	137 -
147 <29%>	15 <4%>	405 <80%>	4 <1%>	0 -	2 <1%>	-	-	-
432 <63%>	257 <37%>	380 <57%>	87 <12%>	23 <3%>	0 -	4,308 <100%>	246 1,001 -	-
174 <69%>	95 <38%>	192 <77%>	33 <13%>	9 <4%>	0 -	4,489 <100%>	189 -	392 -
170 <66%>	82 <32%>	124 <48%>	26 <10%>	1 <0%>	0 -	4,083 <100%>	112 -	291 -
UNK <100%>	UNK -	UNK -	UNK -	UNK -	497 -	-	-	-
610 <70%>	436 <50%>	425 <49%>	339 <59%>	68 <7%>	0 -	3,724 <100%>	184 -	489 -
583 <77%>	387 <53%>	354 <46%>	363 <56%>	51 <7%>	10 <1%>	3,721 <100%>	95 -	252 -
364 <68%>	224 <42%>	276 <52%>	189 <36%>	23 <4%>	21 <4%>	3,562 <100%>	166 -	279 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
MISSISSIPPI						
1986 number	-	-	-	2,083	1,890	1,817
percent	-	-	-	-	<92%>	<86%>
1988 number	82	83	FEC	2,054	2,029	495
percent	-	<100%>	-	-	<98%>	<24%>
1990 number	82	80	FEC	2,062	1,983	482
percent	-	<98%>	-	-	<97%>	<24%>
1992 number	82	79	FEC	2,221	1,998	271
percent	-	<96%>	-	-	<90%>	<14%>
MISSOURI						
1986 number	-	-	-	2,786	2,499	1,004
percent	-	-	-	-	<82%>	<29%>
1988 number	116	116	FEC	3,894	3,886	1,400
percent	-	<94%>	-	-	<96%>	<39%>
1990 number	116	116	FEC	3,653	3,577	1,284
percent	-	<98%>	-	-	<98%>	<36%>
1992 number	116	104	FEC	4,188	3,261	1,048
percent	-	<90%>	-	-	<78%>	<32%>
MONTANA						
1986 number	-	-	-	288	890	77
percent	-	-	-	-	<94%>	<9%>
1988 number	58	58	FEC	836	818	438
percent	-	<100%>	-	-	<97%>	<53%>
1990 number	58	58	FEC	810	784	344
percent	-	<100%>	-	-	<87%>	<44%>
1992 number	58	58	Other	806	761	320
percent	-	<100%>	-	-	<94%>	<42%>
NEBRASKA						
1986 number	-	-	-	1,912	1,912	108
percent	-	-	-	-	<100%>	<5%>
1988 number	93	93	FEC	1,777	1,777	515
percent	-	<100%>	-	-	<100%>	<28%>
1990 number	93	93	FEC	1,794	1,751	258
percent	-	<100%>	-	-	<98%>	<15%>
1992 number	93	93	FEC	1,836	1,763	120
percent	-	<100%>	-	-	<96%>	<7%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
1,019 <63%>	505 <31%>	717 <44%>	403 <25%>	201 <12%>	1,121 <69%>	-	-	-
238 <48%>	107 <21%>	278 <58%>	118 <22%>	164 <33%>	0 -	1,947 <95%>	98 -	330 -
110 <23%>	91 <19%>	212 <44%>	74 <15%>	59 <10%>	0 -	1,974 <99%>	70 -	145 -
90 <33%>	82 <30%>	182 <67%>	58 <21%>	40 <15%>	0 -	1,974 <99%>	45 -	318 -
24 <2%>	430 <43%>	658 <66%>	99 <9%>	3 <1%>	0 -	-	-	-
1,071 <76%>	813 <58%>	528 <37%>	758 <54%>	212 <15%>	27 <1%>	3,381 <94%>	218 -	238 -
962 <74%>	770 <60%>	634 <49%>	620 <49%>	98 <8%>	7 <1%>	2,478 <97%>	335 -	272 -
713 <70%>	662 <63%>	583 <56%>	513 <49%>	123 <12%>	100 <10%>	3,288 <78%>	343 -	295 -
23 <30%>	57 <74%>	58 <73%>	31 <40%>	0 -	24 <31%>	-	-	-
345 <75%>	339 <52%>	211 <45%>	194 <44%>	31 <7%>	0 -	895 <95%>	191 -	190 -
278 <81%>	210 <61%>	217 <63%>	184 <45%>	1 <1%>	0 -	782 <90%>	99 -	143 -
268 <84%>	180 <56%>	190 <59%>	156 <49%>	13 <4%>	6 <2%>	736 <97%>	108 -	185 -
9 <9%>	0 -	45 <43%>	4 <4%>	1 <1%>	62 <75%>	-	-	-
338 <65%>	172 <33%>	74 <14%>	195 <37%>	52 <10%>	51 <9%>	1,498 <63%>	207 -	217 -
178 <69%>	88 <34%>	55 <21%>	182 <59%>	22 <13%>	0 -	1,726 <96%>	131 -	134 -
70 <58%>	35 <29%>	38 <30%>	35 <29%>	9 <8%>	0 -	1,768 <96%>	551 -	261 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
NEVADA						
1986 number	-	-	-	273	273	20
percent	-	-	-	-	<100%>	<7%>
1988 number	17	15	FEC	268	244	34
percent	-	<88%>	-	-	<91%>	<13%>
1990 number	17	17	FEC	223	223	10
percent	-	<100%>	-	-	<97%>	<3%>
1992 number	17	17	FEC	370	370	5
percent	-	<100%>	-	-	<100%>	<1%>
NEW HAMPSHIRE						
1986 number	-	-	-	299	242	115
percent	-	-	-	-	<81%>	<48%>
1988 number	240	193	Similar to FEC	298	251	109
percent	-	<80%>	-	-	<84%>	<43%>
1990 number	239	204	Similar to FEC	298	263	79
percent	-	<85%>	-	-	<88%>	<30%>
1992 number	299	283	FEC	299	283	67
percent	-	<95%>	-	-	<95%>	<24%>
NEW JERSEY						
1986 number	-	-	-	3,063	3,063	548
percent	-	-	-	-	<100%>	<18%>
1988 number	21	7	Similar to FEC	3,594	1,298	191
percent	-	<33%>	-	-	<33%>	<15%>
1990 number	21	20	Similar to FEC	3,320	3,320	365
percent	-	<99%>	-	-	<100%>	<11%>
1992 number	21	21	Similar to FEC	3,889	3,889	353
percent	-	<100%>	-	-	<100%>	<9%>
NEW MEXICO						
1986 number	-	-	-	783	774	49
percent	-	-	-	-	<99%>	<6%>
1988 number	430	430	FEC	1,175	1,122	62
percent	-	<100%>	-	-	<95%>	<5%>
1990 number	250	250	FEC	1,480	1,350	28
percent	-	<100%>	-	-	<91%>	<3%>
1992 number	33	32	FEC	1,102	1,093	24
percent	-	<97%>	-	-	<99%>	<2%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
0 <95%>	0 -	19 -	0 <5%>	0 -	1 -	- -	- -	- -
26 <76%>	25 <73%>	13 <38%>	13 <38%>	3 <8%>	0 -	244 <100%>	16 -	12 -
5 <50%>	0 -	3 <20%>	0 -	3 <30%>	0 -	333 <100%>	0 -	0 -
1 <20%>	2 <40%>	4 <80%>	0 -	0 -	0 -	370 <100%>	27 -	28 -
0 <39%>	45 -	0 <78%>	90 <57%>	65 -	0 -	- -	- -	- -
N/A <43%>	47 <55%>	61 <47%>	52 <64%>	70 -	0 <100%>	251 -	19 -	12 -
N/A <38%>	26 <38%>	20 <73%>	56 <60%>	47 -	0 <100%>	263 -	12 -	25 -
N/A <80%>	54 <42%>	28 <22%>	15 <24%>	16 -	0 <100%>	199 -	19 -	UNK
N/A <1%>	4 <98%>	538 <1%>	8 -	N/A -	0 -	- -	- -	- -
N/A <7%>	14 <79%>	151 <13%>	26 -	0 -	0 -	UNK -	UNK -	UNK -
96 <26%>	41 <11%>	337 <89%>	N/A -	N/A -	0 -	0 -	1 -	12 -
24 <7%>	14 <4%>	261 <74%>	7 <2%>	33 <9%>	0 -	3,889 <100%>	UNK -	UNK -
28 <57%>	23 <47%>	29 <59%>	18 <37%>	14 <29%>	0 -	- -	- -	- -
8 <12%>	7 <11%>	15 <24%>	0 -	0 -	N/A -	UNK -	396 -	396 -
7 <27%>	7 <27%>	12 <46%>	0 -	0 -	0 -	0 -	86 -	16 -
1 <4%>	1 <4%>	18 <75%>	1 <4%>	0 -	0 -	1,102 <100%>	31 -	87 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
NEW YORK						
1986 number	-	-	-	8,579	8,517	2,255
percent	-	-	-	-	<99%>	<26%>
1988 number	58	58	FEC	8,196	8,129	1,349
percent	-	<100%>	-	-	<99%>	<16%>
1990 number	58	58	FEC	7,058	7,040	635
percent	-	<100%>	-	-	<99%>	<9%>
1992 number	58	58	FEC	6,987	6,899	412
percent	-	<100%>	-	-	<99%>	<6%>
NORTH CAROLINA						
1986 number	-	-	-	2,392	2,392	343
percent	-	-	-	-	<100%>	<14%>
1988 number	100	100	Own	2,391	2,391	11
percent	-	<100%>	-	-	<100%>	<1%>
1990 number	100	100	Own	2,416	2,416	1
percent	-	<100%>	-	-	<100%>	<0%>
1992 number	100	89	FEC	2,458	2,458	115
percent	-	<89%>	-	-	<100%>	<5%>
NORTH DAKOTA						
1986 number	-	-	-	1,152	1,089	328
percent	-	-	-	-	<95%>	<30%>
1988 number	53	52	FEC	1,089	1,043	377
percent	-	<100%>	-	-	<95%>	<36%>
1990 number	53	52	FEC	965	898	186
percent	-	<99%>	-	-	<86%>	<23%>
1992 number	53	40	FEC	784	599	154
percent	-	<75%>	-	-	<76%>	<26%>
OHIO						
1986 number	-	-	-	8,141	8,141	659
percent	-	-	-	-	<100%>	<8%>
1988 number	88	88	Own	7,982	7,982	548
percent	-	<100%>	-	-	<100%>	<6%>
1990 number	88	88	Own	7,729	7,729	428
percent	-	<100%>	-	-	<100%>	<6%>
1992 number	88	88	Own	8,005	8,005	325
percent	-	<100%>	-	-	<100%>	<4%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
N/A	N/A	UNK	UNK	N/A	0	-	-	-
-	-	-	-	-	-	-	-	-
N/A	89	1,349	385	7	0	5,758 1,167	127	-
N/A	<7%>	<100%>	<24%>	<1%>	-	<70%>	-	-
67	125	485	191	17	8	4,805	358	280
<11%>	<20%>	<76%>	<30%>	<3%>	<1%>	<68%>	-	-
39	45	379	24	2	14	5,553	60	24
<9%>	<11%>	<92%>	<6%>	<0%>	<3%>	<80%>	-	-
73	122	228	55	38	16	-	-	-
<21%>	<36%>	<66%>	<16%>	<11%>	<5%>	-	-	-
0	0	1	0	0	10	2,381	UNK	UNK
<0%>	-	-	<90%>	<100%>	-	-	-	-
0	0	1	0	0	0	2,416	0	0
<100%>	-	-	-	<100%>	-	-	-	-
17	16	67	25	7	10	2,052	64	152
<15%>	<14%>	<58%>	<22%>	<6%>	<9%>	<84%>	-	-
63	110	285	185	46	40	-	-	-
<19%>	<34%>	<90%>	<32%>	<14%>	<12%>	-	-	-
188	116	252	134	54	-	923	25	0
<52%>	<30%>	<67%>	<35%>	<14%>	-	<68%>	-	-
57	58	136	76	47	2	683	112	55
<31%>	<30%>	<73%>	<41%>	<25%>	<1%>	<80%>	-	-
120	64	54	49	14	0	542	0	0
<78%>	<42%>	<35%>	<32%>	<9%>	-	<90%>	-	-
32	59	528	34	6	104	-	-	-
<5%>	<9%>	<81%>	<5%>	<4%>	<16%>	-	-	-
11	41	455	24	8	8	7,882	UNK	UNK
<2%>	<7%>	<83%>	<6%>	<1%>	<1%>	<100%>	-	-
19	61	323	48	5	10	7,729	UNK	UNK
<5%>	<14%>	<76%>	<11%>	<1%>	<2%>	<100%>	-	-
8	52	277	22	0	0	8,005	UNK	UNK
<2%>	<16%>	<85%>	<7%>	-	-	<100%>	-	-

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
OKLAHOMA						
1986 number	-	-	-	2,334	2,335	1,231
percent	-	-	-	-	<99%>	<53%>
1988 number	77	77	FEC	2,335	2,333	1,081
percent	-	<100%>	-	-	<99%>	<44%>
1990 number	77	77	FEC	2,335	2,335	694
percent	-	<100%>	-	-	<100%>	<30%>
1992 number	77	77	FEC	2,078	2,078	384
percent	-	<100%>	-	-	<100%>	<18%>
OREGON						
1986 number	-	-	-	1,689	1,689	913
percent	-	-	-	-	<100%>	<54%>
1988 number	36	36	Similar to FEC	1,700	1,700	661
percent	-	<100%>	-	-	<100%>	<38%>
1990 number	36	36	Similar to FEC	1,784	1,784	553
percent	-	<100%>	-	-	<100%>	<31%>
1992 number	36	36	Similar to FEC	1,623	1,623	538
percent	-	<100%>	-	-	<100%>	<33%>
PENNSYLVANIA						
1986 number	-	-	-	2,517	2,517	2,627
percent	-	-	-	-	<100%>	<40%>
1988 number	67	61	Similar to FEC	2,422	2,597	2,935
percent	-	<91%>	-	-	<90%>	<34%>
1990 number	67	67	Similar to FEC	2,457	2,457	2,736
percent	-	<100%>	-	-	<100%>	<29%>
1992 number	67	64	Similar to FEC	2,448	7,222	2,927
percent	-	<96%>	-	-	<76%>	<40%>
RHODE ISLAND						
1986 number	-	-	-	531	531	11
percent	-	-	-	-	<100%>	<2%>
1988 number	39	39	Own	542	542	8
percent	-	<100%>	-	-	<100%>	<1%>
1990 number	39	39	Own	525	525	7
percent	-	<100%>	-	-	<100%>	<1%>
1992 number	39	39	FEC	562	562	10
percent	-	<100%>	-	-	<100%>	<10%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
942 <77%>	598 <49%>	463 <38%>	486 <39%>	N/A -	0 -	- -	- -	- -
784 <74%>	418 <40%>	468 <39%>	450 <43%>	77 <7%>	7 <1%>	2,335 <100%>	180 -	412 -
470 <68%>	308 <53%>	318 <46%>	341 <49%>	85 <9%>	0 -	2,335 <100%>	149 -	481 -
279 <73%>	165 <43%>	167 <43%>	159 <41%>	28 <7%>	0 -	2,078 <100%>	254 -	348 -
789 <84%>	228 <25%>	388 <40%>	505 <55%>	144 <16%>	302 <33%>	- -	- -	- -
508 <76%>	162 <24%>	198 <29%>	328 <33%>	187 <28%>	303 <30%>	1,799 <100%>	UNK -	UNK -
481 <78%>	155 <28%>	182 <35%>	317 <39%>	185 <34%>	178 <32%>	1,784 <100%>	UNK -	UNK -
201 <37%>	98 <17%>	97 <18%>	180 <30%>	0 -	7 <1%>	1,201 <74%>	40 -	195 -
1,528 <40%>	628 2,963 <16%>	659 <77%>	N/A <17%>	484 -	- <13%>	- -	- -	- -
1,217 <41%>	524 2,531 <17%>	530 <86%>	0 <18%>	380 -	UNK <13%>	UNK -	UNK -	- -
881 <32%>	368 2,130 <13%>	0 <78%>	380 -	378 <14%>	0 <10%>	0 -	0 -	- -
1,195 <41%>	343 2,061 <12%>	350 <70%>	0 <12%>	258 -	7,933 <9%>	410 <84%>	330 -	- -
0 <100%>	0 -	11 -	0 -	0 -	0 -	- -	- -	- -
0 <100%>	0 -	8 -	0 -	0 <100%>	0 -	542 -	83 -	93 -
0 <100%>	0 -	7 -	0 -	0 <100%>	0 -	525 -	0 -	1 -
0 <100%>	0 -	10 -	0 -	0 <100%>	0 -	562 -	0 -	0 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
SOUTH CAROLINA						
1986 number	-	-	-	1,885	1,780	411
percent	-	-	-	-	<94%>	<23%>
1988 number	48	41	Similar to FEC	1,881	1,743	405
percent	-	<89%>	-	-	<92%>	<23%>
1990 number	48	48	FEC	1,848	1,758	107
percent	-	<91%>	-	-	<95%>	<6%>
1992 number	46	41	FEC	1,910	1,750	143
percent	-	<89%>	-	-	<92%>	<8%>
SOUTH DAKOTA						
1986 number	-	-	-	988	988	307
percent	-	-	-	-	<100%>	<32%>
1988 number	66	61	FEC	1,042	906	271
percent	-	<92%>	-	-	<86%>	<29%>
1990 number	66	63	FEC	987	857	223
percent	-	<94%>	-	-	<87%>	<26%>
1992 number	66	63	FEC	910	834	182
percent	-	<95%>	-	-	<92%>	<22%>
TENNESSEE						
1986 number	-	-	-	2,328	2,328	1,601
percent	-	-	-	-	<100%>	<43%>
1988 number	95	95	FEC	2,398	2,398	434
percent	-	<100%>	-	-	<100%>	<18%>
1990 number	95	95	FEC	2,404	2,404	188
percent	-	<100%>	-	-	<100%>	<8%>
1992 number	95	95	FEC	2,354	2,297	184
percent	-	<100%>	-	-	<98%>	<8%>
TEXAS						
1986 number	-	-	-	6,788	5,435	333
percent	-	-	-	-	<80%>	<6%>
1988 number	254	243	Similar to FEC	6,968	6,783	1,871
percent	-	<95%>	-	-	<97%>	<27%>
1990 number	254	235	Similar to FEC	6,838	6,393	548
percent	-	<93%>	-	-	<93%>	<9%>
1992 number	254	254	FEC	7,869	7,506	358
percent	-	<100%>	-	-	<95%>	<5%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
0 <13%>	53 <100%>	411 <5%>	20 -	N/A -	0 -	- -	- -	- -
0 <12%>	51 <100%>	405 <6%>	26 -	0 -	0 <92%>	1,749 -	6 -	0 -
54 <51%>	43 <40%>	63 <59%>	12 <11%>	11 <10%>	3 <3%>	1,758 <100%>	50 -	14 -
90 <63%>	23 <16%>	70 <49%>	7 <5%>	3 <2%>	0 -	1,750 <100%>	98 -	36 -
9 <3%>	55 <18%>	227 <74%>	153 <50%>	33 <11%>	0 -	- -	- -	- -
159 <58%>	108 <39%>	181 <66%>	74 <27%>	29 <14%>	26 <9%>	849 <93%>	120 -	111 -
128 <57%>	108 <48%>	141 <63%>	75 <34%>	4 <2%>	13 <6%>	857 <100%>	76 -	73 -
101 <55%>	82 <45%>	123 <68%>	45 <25%>	7 <5%>	9 <6%>	797 <96%>	65 -	36 -
4 <1%>	578 <58%>	570 <57%>	251 <25%>	0 -	0 -	- -	- -	- -
118 <27%>	63 <14%>	323 <74%>	19 <4%>	11 <2%>	15 <4%>	2,109 <87%>	97 -	190 -
46 <25%>	25 <13%>	147 <78%>	23 <18%>	6 <4%>	0 -	2,368 <95%>	73 -	155 -
83 <45%>	117 <64%>	116 <63%>	30 <16%>	6 <3%>	11 <6%>	2,090 <91%>	138 -	160 -
N/A <34%>	113 <71%>	238 <3%>	9 -	N/A -	0 -	- -	- -	- -
1,791 <95%>	568 <30%>	242 <12%>	157 <5%>	N/A -	39 <3%>	6,753 <100%>	UNK -	UNK -
N/A <59%>	320 <95%>	516 <29%>	159 -	N/A -	0 <100%>	6,838 -	174 -	29 -
N/A <100%>	360 <52%>	185 <46%>	163 -	N/A -	0 <100%>	7,869 -	665 -	53 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
UTAH						
1986 number	-	-	-	1,330	1,282	258
percent	-	-	-	-	<95%>	<21%>
1988 number	29	29	FEC	1,033	1,231	857
percent	-	<100%>	-	-	<75%>	<21%>
1990 number	29	29	FEC	1,074	931	78
percent	-	<100%>	-	-	<87%>	<8%>
1992 number	29	29	FEC	1,112	978	67
percent	-	<100%>	-	-	<88%>	<7%>
VERMONT						
1986 number	-	-	-	291	231	203
percent	-	-	-	-	<80%>	<88%>
1988 number	246	241	Similar to FEC	270	264	231
percent	-	<97%>	-	-	<97%>	<87%>
1990 number	246	235	Similar to FEC	270	255	215
percent	-	<96%>	-	-	<94%>	<84%>
1992 number	246	243	Similar to FEC	269	260	195
percent	-	<99%>	-	-	<97%>	<75%>
VIRGINIA						
1986 number	-	-	-	1,984	1,984	125
percent	-	-	-	-	<100%>	<6%>
1988 number	136	136	Own	1,963	1,963	52
percent	-	<100%>	-	-	<100%>	<2%>
1990 number	REPORT NOT RECEIVED BY 1 MAR 91					
percent						
1992 number	136	136	FEC	2,075	2,031	26
percent	-	<100%>	-	-	<98%>	<1%>
WASHINGTON						
1986 number	-	-	-	2,246	2,246	108
percent	-	-	-	-	<100%>	<7%>
1988 number	39	39	Similar to FEC	2,221	2,221	114
percent	-	<100%>	-	-	<100%>	<5%>
1990 number	39	39	Similar to FEC	2,224	2,224	108
percent	-	<100%>	-	-	<100%>	<5%>
1992 number	39	39	FEC	2,224	2,224	98
percent	-	<100%>	-	-	<100%>	<4%>

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
159 <61%>	164 <63%>	247 <95%>	19 <4%>	17 <7%>	0 -	- -	- -	- -
49 <19%>	56 <21%>	210 <81%>	19 <7%>	19 <3%>	1 <1%>	1,221 <100%>	277 -	23 -
8 <11%>	8 <11%>	47 <64%>	8 <11%>	3 <3%>	0 -	1,074 <100%>	UNK -	UNK -
5 <7%>	6 <9%>	32 <48%>	3 <4%>	1 <1%>	0 -	1,112 <100%>	165 -	52 -
68 <33%>	134 <66%>	N/A -	78 <37%>	128 <63%>	57 <28%>	- -	- -	- -
122 <52%>	124 <53%>	0 -	56 <24%>	121 <52%>	44 <19%>	212 <80%>	UNK -	UNK -
104 <48%>	67 <31%>	49 <23%>	49 <23%>	125 <63%>	0 -	206 <81%>	UNK -	UNK -
43 <22%>	53 <27%>	0 -	46 <24%>	80 <41%>	53 <27%>	228 <88%>	UNK -	UNK -
3 <2%>	3 <2%>	102 <83%>	24 <19%>	0 -	0 -	- -	- -	- -
8 <15%>	1 <1%>	50 <96%>	0 -	0 -	0 -	1,962 <100%>	131 -	433 -
4 <15%>	1 <4%>	18 <69%>	1 <4%>	2 <6%>	2 <6%>	2,074 <100%>	54 -	97 -
51 <30%>	63 <38%>	109 <60%>	52 <31%>	1 <1%>	N/A -	- -	- -	- -
58 <49%>	88 <77%>	4 <3%>	0 -	21 <18%>	56 <49%>	2,221 <100%>	71 -	422 -
44 <41%>	85 <79%>	3 <3%>	0 -	19 <18%>	48 <44%>	2,224 <100%>	46 -	234 -
78 <80%>	82 <83%>	0 -	0 -	15 <15%>	72 <73%>	2,224 <100%>	52 -	184 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
WEST VIRGINIA						
1986 number	-	-	-	2,321	1,806	606
percent	-	-	-	-	<72%>	<32%>
1988 number	54	42	Own	2,140	1,133	467
percent	-	<76%>	-	-	<52%>	<41%>
1990 number	55	51	Own	2,088	1,537	821
percent	-	<93%>	-	-	<86%>	<45%>
1992 number	55	53	Own	2,031	1,952	632
percent	-	<96%>	-	-	<96%>	<32%>
WISCONSIN						
1986 number	-	-	-	2,859	2,845	853
percent	-	-	-	-	<99%>	<30%>
1988 number	REPORT NOT RECEIVED BY 1 MAR 89					
percent						
1990 number	1,849	1,785	FEC	2,579	887	
percent	-	<97%>	-	-	<96%>	<34%>
1992 number	1,853	1,845	FEC	2,676	553	
percent	-	<99%>	-	-	<98%>	<21%>
WYOMING						
1986 number	-	-	-	474	474	59
percent	-	-	-	-	<100%>	<12%>
1988 number	23	18	FEC	453	453	62
percent	-	<69%>	-	-	<100%>	<13%>
1990 number	23	23	FEC	453	453	85
percent	-	<100%>	-	-	<100%>	<14%>
1992 number	23	23	Own	393	393	52
percent	-	<100%>	-	-	<100%>	<13%>
GUAM						
1986 number	-	-	-	19	0	0
percent	-	-	-	-	-	-
1988 number	1	1	UNK	19	19	0
percent	-	<100%>	-	-	<100%>	-
1990 number	REPORT NOT RECEIVED BY 1 MAR 91					
percent						
1992 number	1	1	FEC	21	21	0
percent	-	<100%>	-	-	<100%>	-

REASONS FOR INACCESSIBILITY

Inadequate Parking	Obstructed Passage	Unramped Stairs	Other Architectural	Problem in Voting Area	Other	Polling Places Providing Large Type Instructions	Number of Polling Places Relocated Since 1988	Number of Polling Places Altered Since 1988
98 <19%>	233 <46%>	414 <82%>	185 <33%>	247 <49%>	57 <11%>	- -	- -	- -
95 <20%>	173 <37%>	339 <72%>	139 <29%>	199 <42%>	78 <16%>	0 -	UNK -	UNK -
120 <15%>	354 <43%>	529 <64%>	321 <39%>	423 <51%>	144 <18%>	1,337 <100%>	UNK -	UNK -
135 <21%>	271 <43%>	423 <67%>	254 <40%>	258 <41%>	104 <16%>	1,952 <100%>	UNK -	UNK -
207 <24%>	392 <46%>	N/A -	N/A -	622 1,055 <73%>	- N/A	- -	- -	- -
554 <63%>	389 <41%>	439 <50%>	254 <29%>	173 <20%>	41 <5%>	2,255 <87%>	122 -	488 -
401 <72%>	272 <49%>	294 <53%>	185 <33%>	91 <16%>	25 <4%>	2,448 <91%>	285 -	539 -
0 <76%>	45 <75%>	44 <10%>	6 -	N/A -	N/A -	- -	- -	- -
18 <29%>	14 <22%>	52 <83%>	1 <1%>	1 <1%>	0 -	355 <76%>	11 -	17 -
37 <57%>	30 <46%>	47 <72%>	0 -	1 <2%>	0 -	371 <82%>	11 -	6 -
11 <21%>	10 <19%>	43 <83%>	0 -	0 -	2 <4%>	366 <93%>	39 -	3 -
0 -	0 -	0 -	0 -	0 -	0 -	- -	- -	- -
N/A -	N/A -	N/A -	N/A -	N/A -	N/A -	19 -	UNK <100%>	UNK -
0 -	0 -	0 -	0 -	0 -	0 -	21 -	2 <100%>	0 -

STATE	REPORTING			INACCESSIBILITY		
	Total Number Jurisdictions	Jurisdictions Reporting	Survey Form Used	Total Number of Polling Places	Polling Places Reported	Inaccessible Polling Places (% of Those Reported)
PUERTO RICO						
1986 number percent	-	-	-	1,802	1,520 <85%>	1,021 <67%>
1988 number percent	REPORT NOT RECEIVED BY 1 MAR 89					
1990 number percent	104	104 <100%>	UNK	1,854	1,600 <87%>	900 <38%>
1992 number percent	REPORT NOT RECEIVED BY 1 MAR 93					
AMERICAN SAMOA						
1986	REPORT NOT RECEIVED BY 1 MAR 87					
1988	REPORT NOT RECEIVED BY 1 MAR 89					
1990	REPORT NOT RECEIVED BY 1 MAR 91					
1992	REPORT NOT RECEIVED BY 1 MAR 93					
VIRGIN ISLANDS						
1986	REPORT NOT RECEIVED BY 1 MAR 87					
1988	REPORT NOT RECEIVED BY 1 MAR 89					
1990	REPORT NOT RECEIVED BY 1 MAR 90					
1992	REPORT NOT RECEIVED BY 1 MAR 93					

REASONS FOR INACCESSIBILITY

[illegible]

PUBLIC LAW 98-435—SEPT. 28, 1984

**VOTING ACCESSIBILITY FOR THE ELDERLY
AND HANDICAPPED ACT**

Public Law 98-435
98th Congress

An Act

Sept. 28, 1984
[H.R. 1250]

To improve access for handicapped and elderly individuals to registration facilities and polling places for Federal elections.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

Voting
Accessibility for
the Elderly and
Handicapped
Act.
42 USC 1973ee
note.

SHORT TITLE

SECTION 1. This Act may be cited as the "Voting Accessibility for the Elderly and Handicapped Act".

PURPOSE

42 USC 1973ee.

SEC. 2. It is the intention of Congress in enacting this Act to promote the fundamental right to vote by improving access for handicapped and elderly individuals to registration facilities and polling places for Federal elections.

SELECTION OF POLLING FACILITIES

42 USC
1973ee-1.

SEC. 3. (a) Within each State, except as provided in subsection (b), each political subdivision responsible for conducting elections shall assure that all polling places for Federal elections are accessible to handicapped and elderly voters.

(b) Subsection (a) shall not apply to a polling place—

(1) in the case of an emergency, as determined by the chief election officer of the State; or

(2) if the chief election officer of the State—

(A) determines that all potential polling places have been surveyed and no such accessible place is available, nor is the political subdivision able to make one temporarily accessible, in the area involved; and

(B) assures that any handicapped or elderly voter assigned to an inaccessible polling place, upon advance request of such voter (pursuant to procedures established by the chief election officer of the State)—

(i) will be assigned to an accessible polling place, or

(ii) will be provided with an alternative means for casting a ballot on the day of the election.

Report

(c)(1) Not later than December 31 of each even-numbered year, the chief election officer of each State shall report to the Federal Election Commission, in a manner to be determined by the Commission, the number of accessible and inaccessible polling places in such State on the date of the preceding general Federal election, and the reasons for any instance of inaccessibility.

(2) Not later than April 30 of each odd-numbered year, the Federal Election Commission shall compile the information reported under paragraph (1) and shall transmit that information to the Congress.

Effective date

(3) The provisions of this subsection shall only be effective for a period of 10 years beginning on the date of enactment of this Act.

SELECTION OF REGISTRATION FACILITIES

SEC. 4. (a) Each State or political subdivision responsible for registration for Federal elections shall provide a reasonable number of accessible permanent registration facilities. 42 USC 1973ee-2

(b) Subsection (a) does not apply to any State that has in effect a system that provides an opportunity for each potential voter to register by mail or at the residence of such voter.

REGISTRATION AND VOTING AIDS

SEC. 5. (a) Each State shall make available registration and voting aids for Federal elections for handicapped and elderly individuals, including— 42 USC 1973ee-3

(1) instructions, printed in large type, conspicuously displayed at each permanent registration facility and each polling place; and

(2) information by telecommunications devices for the deaf.

(b) No notarization or medical certification shall be required of a handicapped voter with respect to an absentee ballot or an application for such ballot, except that medical certification may be required when the certification establishes eligibility, under State law—

Absentee ballot

(1) to automatically receive an application or a ballot on a continuing basis; or

(2) to apply for an absentee ballot after the deadline has passed.

(c) The chief election officer of each State shall provide public notice, calculated to reach elderly and handicapped voters, of the availability of aids under this section, assistance under section 208 of the Voting Rights Act of 1965 (42 U.S.C. 1973aa-6), and the procedures for voting by absentee ballot, not later than general public notice of registration and voting is provided.

Public information

ENFORCEMENT

SEC. 6. (a) If a State or political subdivision does not comply with this Act, the United States Attorney General or a person who is personally aggrieved by the noncompliance may bring an action for declaratory or injunctive relief in the appropriate district court. 42 USC 1973ee-4

(b) An action may be brought under this section only if the plaintiff notifies the chief election officer of the State of the noncompliance and a period of 45 days has elapsed since the date of notification.

(c) Notwithstanding any other provision of law, no award of attorney fees may be made with respect to an action under this section, except in any action brought to enforce the original judgment of the court.

RELATIONSHIP TO VOTING RIGHTS ACT OF 1965

SEC. 7. This Act shall not be construed to impair any right guaranteed by the Voting Rights Act of 1965 (42 U.S.C. 1973 et seq.). 42 USC 1973ee-5

DEFINITIONS

SEC. 8. As used in this Act, the term—

42 USC 1973ee-6.

(1) "accessible" means accessible to handicapped and elderly individuals for the purpose of voting or registration, as determined under guidelines established by the chief election officer of the State involved;

(2) "elderly" means 65 years of age or older;

(3) "Federal election" means a general, special, primary, or runoff election for the office of President or Vice President, or of Senator or Representative in, or Delegate or Resident Commissioner to, the Congress;

(4) "handicapped" means having a temporary or permanent physical disability; and

(5) "State" means a State of the United States, the District of Columbia, the Commonwealth of Puerto Rico, and any territory or possession of the United States.

EFFECTIVE DATE

42 USC 1973ee
note.

SEC. 9. This Act shall apply with respect to elections taking place after December 31, 1985.

Approved September 28, 1984.

LEGISLATIVE HISTORY—H.R. 1250:

HOUSE REPORT No. 98-852 (Comm. on House Administration).
SENATE REPORT No. 98-590 (Comm. on Rules and Administration).
CONGRESSIONAL RECORD, Vol. 130 (1984):
June 25, considered and passed House.
Aug. 10, considered and passed Senate, amended.
Sept. 12, House concurred in Senate amendments.

Polling Place Accessibility Survey Form

COUNTY/CITY/TOWN:

POLLING PLACE NAME/NUMBER:

POLLING PLACE ADDRESS/LOCATION:

INSTRUCTIONS

The purpose of this form is to evaluate the practical accessibility of polling places to the disabled pursuant to the requirements of the Voting Accessibility for the Elderly and Handicapped Act of 1984. This form is designed to facilitate a walk-through inspection of each polling place from the parking area to the voting area. Completing the form should require no more than a yardstick, a tape measure, and approximately 30 minutes.

Please respond to *all* questions in each category by marking either "YES", "NO", or "NOT APPLICABLE", as appropriate. Items with clear boxes are *required* while items with shaded boxes are *recommended*. Thus, a "NO" response in any clear box renders the polling place INACCESSIBLE whereas a "NO" response in any shaded box renders it ACCESSIBLE BUT INCONVENIENT provided that all other responses are "YES" or "NOT APPLICABLE."

We recognize that a polling place may be inaccessible for more than one reason. It is therefore especially important to respond to every item and to summarize the responses by category on the back page.

1. Name, address, and telephone number of person completing this form:

2. Date on which inspection was conducted:

- A. Was the inspection conducted on site?

**CATEGORY I:
PARKING**

	YES	NO	N/A
1. Are there off-street parking spaces either permanently or temporarily designated for the handicapped?			
2. With regard to off-street parking:			
a. Are such parking spaces at least ____ feet wide?			
b. Are such parking spaces on level ground (with a slope no greater than a rise of ____ foot in ____ feet)?			
c. Is the parking area paved (concrete, asphalt, macadam, etc.)?			
d. Are the parking spaces within a reasonable travel distance (____ feet) of the building?			
e. Is there a curb cut to connect these parking spaces to an accessible walk or to the building entrance?			
f. Are these parking spaces designated by post-mounted signs bearing the symbol of accessibility?			
3. Is there a relatively level passenger drop-off zone at least ____ feet wide with a curb-cut connecting it to an accessible walk or to the building entrance?			

**END OF CATEGORY I.
PLEASE PROCEED TO NEXT CATEGORY.**



CATEGORY II:**WALKWAYS OR PATHWAYS TO THE BUILDING**

	YES	NO	N/A
1. Is the walkway or pathway to the building paved (concrete, asphalt, macadam, etc.)?			
2. Is the walkway or pathway to the building at least ____ inches wide?			
3. Are all curbs along the pathway to the building cut or ramped with at least a _____ clear width and with slopes of no more than a _____ inch rise in _____ inches?			
4. Are all stairs or steps along the walkway or pathway to the building either ramped (with a slope of no more than a _____ foot rise in _____ feet) or else provided with a suitable alternative means of access?			
5. Do stairsteps along the walkway or pathway to the building have non-slip surfaces and hand-rails?			
6. Is the walkway or pathway to the building entrance: a. free of protrusions (such as fire hydrants, tree trunks, or other obstacles) which narrow the passage to less than ____ inches?			
b. free of any abrupt edges or breaks in the surface where the difference is over ____ inches in height (such as where it crosses a driveway, parking lot, or another walkway, etc.)?			

WALKWAYS OR PATHWAYS TO THE BUILDING (cont'd)

	YES	NO	N/A
c. free of any overhanging objects (such as tree branches, signs, etc.) which hang lower than _____ inches?			
d. free of any slopes or inclines greater than a _____ foot rise in _____ feet?			
e. free of any grating with openings of over _____ inches wide?			
7. Are walkways always well lighted?			
8. Are provisions made to ensure that walkways are free of such hazards as ice, snow, leaves, or other debris on the day of election?			
9. Are there signs which identify the accessible route of travel if that route is different from the primary route of travel to the building?			

END OF CATEGORY II.
PLEASE PROCEED TO NEXT CATEGORY.



CATEGORY III:

RAMPS AND ELEVATORS ENTERING OR INSIDE THE BUILDING

	YES	NO	N/A
1. Are building stairs or steps which are over _____ inches high (either at the entrance or between the entrance and the voting area) provided either with a ramp, with an elevator, or with an alternative means of unassisted passage (such as a chairlift or an alternative route of travel)?			
2. With regard to ramps:			
a. Do all ramps have a slope no greater than a rise of _____ foot in _____ feet?			
b. Are ramps provided with non-slip surfaces?			
c. For any ramp rising more than _____ inches or longer than _____ inches or longer than _____ inches, is a handrail provided?			
d. Are handrails at least _____ inches above ramp surface?			
e. Can handrails be gripped?			
f. Are ramps and landing areas with drop-offs provided with at least a _____ inch curb at the side to prevent slipping off the ramps?			
g. If there is a door at the top of the ramp, is there a level space of at least _____ feet by _____ feet where a wheelchair can rest while the door is opened?			

RAMPS AND ELEVATORS ENTERING OR INSIDE THE BUILDING (cont'd)

	YES	NO	N/A
3. With regard to elevators (if elevators are the only accessible route):			
a. Is the elevator cab at least ____ feet by ____ feet wide?			
b. Do elevator doors provide at least ____ inches clear width?			
c. Are elevator controls less than ____ inches high (i.e. can a person in a chair operate the controls)?			
d. Are control panels marked with raised lettering?			
e. Is the elevator in close proximity to the entrance of the building?			

**END OF CATEGORY III.
PLEASE PROCEED TO NEXT CATEGORY.**



**CATEGORY IV:
OTHER ARCHITECTURAL FEATURES**

	YES	NO	N/A
1. With regard to doors along the route of travel:			
a. Do all doors have an opening which clears at least ____ inches wide?			
b. Are all door thresholds less than ____ inch high?			
c. Are all doors equipped with either arch or lever-type handles, pushplates, or automatic openers (so that twisting a doorknob is not required)?			
d. Where automatic doors are used, does the door remain open at least ____ seconds?			
e. Are glass doors marked with safety seals?			
2. With regard to stairs along the route:			
a. Do stairs have non-slip surface?			
b. Do stairs have handrails at least ____ inches above step level?			
c. Can handrails be gripped?			
d. Do all steps have risers (the little vertical walls at the back of each step)?			
e. Do all steps have tread areas at least ____ inches deep?			

OTHER ARCHITECTURAL FEATURES (cont'd)

	YES	NO	N/A
f. Are all steps less than ____ inches in height?			
g. Are stairs well lit?			
h. Are stairs free of obstacles?			
3. With regard to corridors along the route:			
a. Is the corridor at least ____ inches wide?			
b. Is the corridor free of obstacles or protrusions (such as boxes, water fountains, etc.) which extend more than ____ inches from the wall?			
c. Is there sufficient lighting at all points along the route?			
d. Is there a seating or rest area in any corridor longer than ____ feet?			
e. Does the corridor have a non-slip surface?			
f. Are all rugs and mats securely fastened?			

END OF CATEGORY IV.
PLEASE PROCEED TO NEXT CATEGORY.



**CATEGORY V:
FEATURES WITHIN THE VOTING AREA**

	YES	NO	N/A
1. Are instructions for voting printed in _____ point or larger type in simple language, and plainly displayed?			
2. Is there sufficient unobstructed space for the reasonable movement of voters in wheelchairs?			
3. Can all necessary parts of the voting equipment be reached by a person seated in a chair or, at least, is an alternative means of casting a ballot provided?			
4. Are magnifying devices available for those who request them?			
5. Is there adequate lighting in the voting area?			
6. Is seating available for elderly or handicapped voters awaiting their turn to vote?			

END OF CATEGORY V:



OTHER REASONS FOR INACCESSIBILITY (Describe):

**PLEASE COMPLETE THE SUMMARY
OF ACCESSIBILITY ON BACK**



SUMMARY OF ACCESSIBILITY BY CATEGORIES

Please review the responses within each category on the previous pages and indicate below whether each category is:

- **INACCESSIBLE** (if there is a "NO" response in *any* unshaded box in the category)
- **ACCESSIBLE BUT INCONVENIENT** (if all "NO" responses in the category are only in *shaded* boxes and all the responses in the *unshaded* boxes are either "YES" or "N/A".)
- **FULLY ACCESSIBLE** (if *all* responses in the category are either "YES" or "N/A")

Category	Inaccessible	Accessible But Inconvenient	Fully Accessible
I. Parking			
II. Walkways or pathways to building			
III. Ramps and elevators entering or inside of the building			
IV. Other architectural features			
V. Voting area			
VI. Other			

OVERALL DETERMINATION OF POLLING PLACE ACCESSIBILITY (mark one box only)

If one or more of the categories above is marked "INACCESSIBLE", then the polling place isINACCESSIBLE ☐

If no category is marked "INACCESSIBLE" but one or more is marked "ACCESSIBLE BUT INCONVENIENT" then the polling place isACCESSIBLE BUT INCONVENIENT ☐

If *all* categories above are marked "FULLY ACCESSIBLE", then the polling place isFULLY ACCESSIBLE ☐

DISPOSITION OF INACCESSIBLE POLLING PLACE

If the polling place is INACCESSIBLE

- | | | |
|--|--------------------------|--------------------------|
| | Yes | No |
| a. Has an alternative accessible facility been sought? | ☐ | ☐ |
| b. Are permanent or temporary alterations planned to render the polling place accessible in the coming general election? | ☐ | ☐ |

Report to the State On Voting Accessibility

COUNTY/CITY/TOWN:

DATE:

INSTRUCTIONS AND DEFINITIONS

This questionnaire was designed to be used in conjunction with the Polling Place Accessibility Survey Forms your State election authority has provided you. Its purpose is to summarize the accessibility of polling places under your jurisdiction as well as to ascertain what other activities you have undertaken pursuant to the requirements of the Voting Accessibility for the Elderly and Handicapped Act of 1984.

For the purpose of this questionnaire, "INACCESSIBLE" refers to any polling place which, by your determination, cannot or has not been made either permanently or temporarily accessible to the elderly and handicapped *and therefore requires providing such persons a means or place of voting other than that commonly employed by the other voters in that precinct.*

We recognize that any one of several factors might render a polling place inaccessible. But rather than list individual barriers or obstacles, we ask you instead to classify the reasons for inaccessibility into the general categories described under question five. If a place is inaccessible for more than one reason, please count each reason. (Thus, if this inaccessible because of an unindented curb, an unramped entry stairway, and inadequate door widths, please mark categories 5B, 5D, and 5E accordingly.) The total number of reasons identified in question five will therefore probably exceed the total number of inaccessible places reported in question four. Yet such an approach will yield a kind of profile of where the problems lie.

SPECIAL NOTE:

SECTION 208 of the Voting Rights Act of 1965 (42 U.S.C. 1973aa-6) reads in its entirety:

Any voter who requires assistance to vote by reason of blindness, disability, or inability to read or write may be given assistance by a person of the voter's choice, other than the voter's employer or agent of that employer or officer or agent of the voter's union.

1. Name, title, address, and telephone number of person completing this questionnaire:

2. Please record the total number of polling places under your jurisdiction.

3. Of the total number of polling places under your jurisdiction, what number were evaluated to determine their accessibility?

4. Of those polling places which *were* evaluated, what number have been determined to be *inaccessible*, for whatever reasons, to the elderly or handicapped?

5. Of those places deemed inaccessible, what number reported inaccessibility because of: (If your State's accessibility criteria do not include one or more of these categories, simply mark N/A in that category)

A. Inadequate parking facilities? _____

B. Obstructed walkways or pathways to the entrance of the building? _____

C. Unramped stairs or inaccessible elevators inside or outside the building? _____

D. Other architectural barriers? _____

E. Barriers or limitations within the voting area itself? _____

F. Other reasons not covered by the above categories (Please describe)? _____

6. Of the polling places which were evaluated, how many provided instructions for voting printed in _____ point or larger type in simple language and plainly displayed? _____

7. If the data reported above were compiled by means of a survey, please respond to items A, B, and C below. If the data were gathered by some means other than a survey, please skip this question and describe that method in item 8 below.

A. Of those polling places which were evaluated, what number were physically surveyed on site? _____

B. Generally speaking, who was involved in conducting the polling place surveys (your office, poll workers, handicapped individuals or representatives, etc.)? _____

C. Approximately when, relative to the general election day, were most of the surveys conducted? _____

8. Method of collecting data if other than by survey (if you conducted a survey and answered question 7 above, please skip to item 9 on the next page).

9. Since the first implementation of the Voting Accessibility for the Elderly and Handicapped Act in 1986,

A. How many polling places have been physically relocated to alternative, accessible facilities? _____

B. In how many cases have permanent or temporary alterations been made in order to render a polling place accessible? _____

10. What means of voting *in person on election day* are made available to elderly or handicapped voters whose polling places are determined to be inaccessible?

11. Did you provide, *prior* to election day:

A. Public notice of the accessibility or inaccessibility of your polling places?

B. Public notice of the assistance provisions under section 208 of the Voting Rights Act of 1965? (See special note in instructions on page 2).

C. Public notice of the procedures for voting by absentee ballot?

12. Do you provide a telecommunications device for the deaf in order to convey registration and voting information?

A. Do you provide public notice of the availability of this device?

POLLING PLACE ACCESSIBILITY IN THE 1992 GENERAL ELECTION



A MESSAGE FROM THE CHAIRMAN:

The Voting Accessibility for the Elderly and Handicapped Act (Public Law 98-435) requires, as you know, that:

Not later than December 31 of each even-numbered year, the chief election officer of each State shall report to the Federal Election Commission, in a manner to be determined by the Commission, the number of accessible polling places in such State on the date of the preceding general Federal election, and the reasons for any instances of inaccessibility.

In order to facilitate the reporting process, we request that you complete this questionnaire and return it to the Federal Election Commission no later than December 31, 1990.

We also welcome, in addition to these items, any information you may care to provide regarding the efforts and measures your State has taken to date toward ensuring polling place accessibility for the elderly and handicapped.

John D. Roberts

Chairman
Federal Election Commission

INSTRUCTIONS AND DEFINITIONS

Please read carefully and respond to each item in this questionnaire. Should you have any questions or problems, please feel free to contact the FEC National Clearinghouse on Election Administration at the address below or by toll free telephone on 800/424-9530.

For the purpose of this questionnaire, "INACCESSIBLE" refers to any polling place which by your determination, cannot or has not been made either permanently or temporarily accessible to the elderly and handicapped and therefore requires providing such persons a means or place of voting other than that commonly employed by the other voters in that precinct.

We recognize that any one of several factors might render a polling place inaccessible. But rather than list individual barriers or obstacles, we ask you instead to classify the reasons for inaccessibility into the general categories described under question five. If a place is inaccessible for more than one reason, please count each reason. (Thus, if it is inaccessible because of an unindented curb, an unramped entry stairway, and inadequate door widths, please mark categories 5B, 5D, and 5E accordingly.) The total number of reasons identified in question five will therefore probably exceed the total number of inaccessible places reported in question four. Yet such an approach will yield a kind of profile of where the problems lie.

Upon completing the questionnaire, please return it along with the material requested (envelope provided) to:

ATTN: Accessibility Officer
National Clearinghouse on Election Administration
Federal Election Commission
999 "E" Street NW
WASHINGTON DC 20463

1. Name, title, address, and telephone number of person completing this questionnaire:

2. Please record the total number of polling places in your State. _____
3. Of the total number of polling places in your State, what number were evaluated to determine their accessibility? _____
4. Of those polling places which were evaluated, what number have been determined to be inaccessible, for whatever reasons, to the elderly or handicapped? _____

5. Of those places deemed inaccessible, what number reported inaccessibility because of: (If your State's accessibility criteria do not include one or more of these categories, simply mark N/A in that category.)

A. Inadequate parking facilities?

B. Obstructed walkways or pathways to the entrance of the building?

C. Unramped stairs or inaccessible elevators inside or outside the building?

D. Other architectural barriers?

E. Barriers or limitations within the voting area itself?

F. Other reasons not covered by the above categories?
(Please describe)

6. Of the polling places which were evaluated, how many provided instructions for voting printed in large type plainly displayed?

7. If the data reported above were compiled by means of survey, please respond to items A, B, and C below. If the data were gathered by some means other than a survey, please skip this question and describe that method in item 8 below.

A. Of those polling places which were evaluated, what number were physically inspected on site?

B. Generally speaking, who was involved in conducting the polling place surveys (your office, local election officials, poll workers, handicapped individuals or representatives, etc.)?

C. Approximately when, relative to the general election day, were most of the surveys conducted?

8. Method of collecting data (if other than by survey (if you conducted a survey and answered question 7 above please skip to item 9 on the next page).

9. Since your last report in 1990.

A. How many polling places have been physically relocated to alternative, accessible facilities? _____

B. In how many cases have permanent or temporary alterations been made in order to render a polling place accessible? _____

10. What means of voting in person on election day are made available to elderly or handicapped voters whose polling places are determined to be inaccessible?

The questions below this box pertain to the activities of local election officials rather than to polling places. In order to establish percentages, however,

A. Please record the total number of local election jurisdictions in your State (counties, cities, towns, etc.) which are responsible for conducting federal elections. _____

B. Of that total, on how many have you obtained accessibility reports? _____

11. How many local jurisdictions provide, prior to election day:

A. Public notice of the accessibility or inaccessibility of their polling places? _____

B. Public notice of the assistance provisions under section 208 of the Voting Rights Act of 1965? _____

C. Public notice of the procedures for voting by absentee ballot? _____

12. How many local jurisdictions provide a telecommunications device for the deaf in order to convey registration and voting information? (If this service is provided at the State level, please so indicate). _____

A. Of those local jurisdictions, how many provide public notice of the availability of this device? (If State provides notice, please so indicate). _____

8/25/93 -

Bacon's

The Price Of Admittance

Concern for the cost of making public agencies and private businesses comply with the Americans with Disabilities Act tends to overshadow an offsetting factor: the cost of keeping the disabled dependent.

By VICKIE BECK
Tribune Staff Writer

CLEARWATER
In 1988, Tanesa Hill was offered a telemarketing job in Tampa. Although she had the skills needed for the job and the desire to work, a barrier stood between her and the job: The building had no elevator or ramp. From her wheelchair, she told the prospective employer that her brother could not carry her up the stairs to work each day.

The conversation — and her hope of employment — ended abruptly.

Multiply Hill's story by the thousands of "disability diaries," which describe individual experiences of discrimination and difficulty, and you begin to have a sense of what it means to be disabled and excluded.

The diaries were collected in 1988 by Justin Dart, former chairman of the Task Force on Rights and Empowerment of Americans with Disabilities, during forums across the country.

In those records are examples of disabled people being denied jobs, people with cerebral palsy who were not wanted in restaurants or theaters because of their appearance, and people with psychiatric problems who had lost their careers and families.

There were examples of plain, pure rejection in every aspect of life, said Dart.

With the passage of the Americans with Disabilities Act (ADA) in 1990, disabled Americans are being recognized as a viable part of the general public, with the right of access to public facilities and programs and to the job market.

In addressing the problems of accessibility, accommodation, employment and transportation,

the ADA is meant to assist persons with all types of disabilities. However, attention has focused especially on the needs of the physically disabled because of the visible, tangible nature of the changes required — wider doorways, ramps, curb cuts, new elevators, Braille signage, and more.

What implementation will cost in the Tampa Bay area is still being discussed and debated. One thing is clear: The figure will be in the millions for some cities, even before assessing the cost of changes in public transit systems.

For example, Clearwater will likely spend more than a million dollars making the city accessible during 1993 and 1994.

Pinellas County expects to spend \$1 million to \$1.5 million over the next two years modifying public buildings. However, the cost of implementing the ADA is hard to nail down, said Bruce St. Dennis, director of facility management, because the ADA requirements are absorbed into the total project.

The City of Tampa has not completed its transition plan and is addressing situations as they occur, said Ken Perry, equal opportunity and labor relations manager for the city. Tampa has appropriated \$45,000 for a consultant to assess the situation, Perry said.

One of the most difficult and costly areas will be providing accessible public transportation. Hillsborough County Regional Transit Authority (HARTline) has budgeted \$300,000 in 1993 in operating costs alone to provide vans to transport the disabled. The figure is expected to increase steadily to \$750,000 by 1996, said Diana Carsey, director of planning for HARTline.

As the implications of the ADA become clear both to private businesses and local governments, some skeptics get an uneasy sense that the law requires too many expensive changes affecting too few people.

Are the changes really necessary?

Imagine having to call every time you want to go somewhere to see whether you will be able to get in. Imagine not having access to public buildings, recreation centers, telephones or even bathrooms.

Imagine separate, segregated seating at stadiums or performance halls. Imagine always sitting in the back row, or out in the aisle somewhere at movie theaters.

Imagine a curb being an impassable barrier, doors too heavy or complicated to open, doorways so narrow that they deny entrance, and the impossibility of navigating a flight of stairs.

Imagine seeing all that you want and being unable to ask for it.

And then imagine a transportation system that you cannot use and a job market that may not even consider you.

Often, this is just everyday life for those using crutches or wheelchairs, the blind and the deaf.

And the disabled are not just a few people.

They are, as defined in the law, 43 million Americans — 17.3 per cent of the population, more than either the black or the Hispanic minority, according to the U.S. Census.

According to the 1990 census, in the metropolitan statistical area that includes Tampa, St. Petersburg and Clearwater, that translates to an adult disabled population of 217,348 out of a total adult population (aged 16-64) of 1,654,462.

This is a larger minority than blacks, 185,503, or Hispanics, 139,248, in the same age group. It is a significantly smaller group than the elderly — 445,672 persons over age 65. However, as mobility often becomes more limited with age, the elderly will also benefit from the provisions of the ADA.

Whatever the cost of making the changes necessary to include the disabled, not making them will cost even more.

When President Bush signed the ADA, he cited a figure of \$200 billion per year (in both public and private funds) as the cost of keeping the disabled dependent, said Liz Savage, national training director of the Disability Rights Education and Defense Fund.

The Survey of Disabled Americans conducted for the International Center for the Disabled by Louis Harris and Associates shows that being disabled in America generally means having less education, less money and less likelihood of being employed than the non-disabled.

Two-thirds of all disabled Americans (aged 16-64) are not working, according to the survey. No other demographic group in the country, including young blacks, has such a small percentage of employed. Sixty-six percent of those unemployed disabled individuals say they want to work. Many feel that they are hindered in the areas directly addressed by the new law.

HARTline's door-to-door service for the disabled, in place since January, takes a dozen people to work each day. Some of them were not working before, said Carsey.

Finding employment today is tough for anyone. The intent of the ADA is to equalize the opportunity.

The cost needs to be considered in terms of the quality of life, Carsey said.

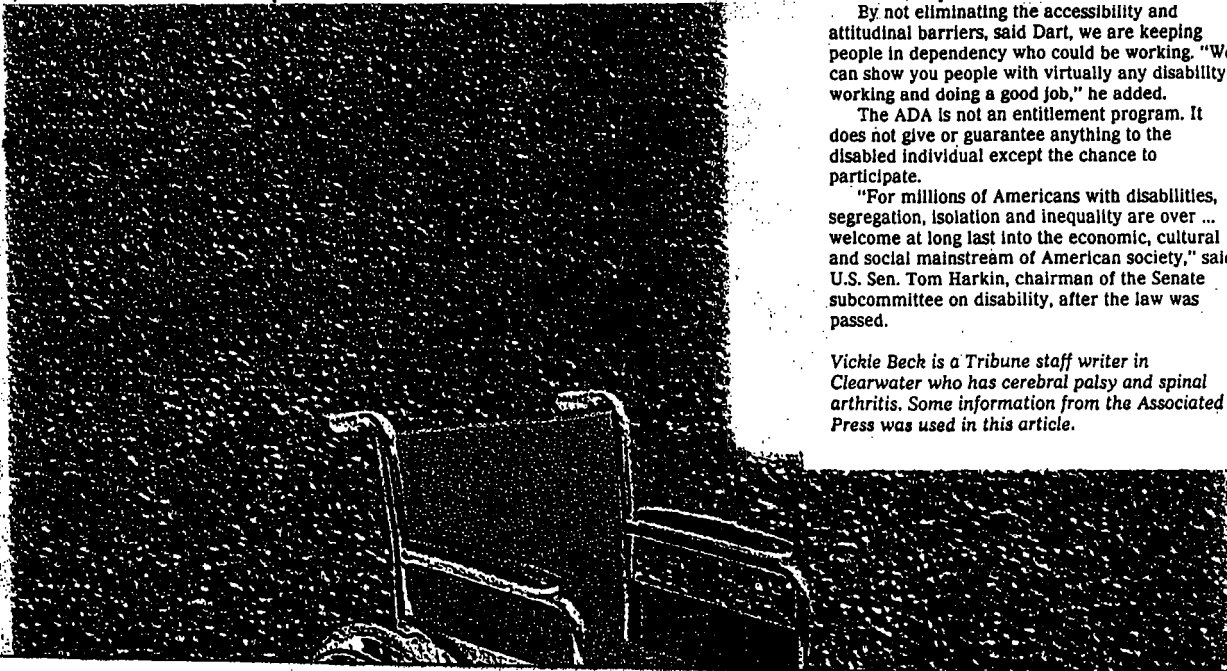
The changes needed to make individual work environments accessible are often very inexpensive. Statistics compiled by the Job Accommodations Network indicate that 31 percent of these accommodations cost nothing, and most adaptations cost less than \$500.

By not eliminating the accessibility and attitudinal barriers, said Dart, we are keeping people in dependency who could be working. "We can show you people with virtually any disability working and doing a good job," he added.

The ADA is not an entitlement program. It does not give or guarantee anything to the disabled individual except the chance to participate.

"For millions of Americans with disabilities, segregation, isolation and inequality are over ... welcome at long last into the economic, cultural and social mainstream of American society," said U.S. Sen. Tom Harkin, chairman of the Senate subcommittee on disability, after the law was passed.

Vickie Beck is a Tribune staff writer in Clearwater who has cerebral palsy and spinal arthritis. Some information from the Associated Press was used in this article.



Mike
Lunt

AUG 30 1993

AUG 31 1993

Department Number

Northwest Airlines, Inc.
5101 Northwest Drive
St. Paul MN 55111-3034

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OCT 18 1993



NORTHWEST AIRLINES

October 5, 1993

Dear Interested Parties,

OCT 15 1993

We are pleased to provide you with a copy of Northwest Airlines publication "Air Travel for People with Disabilities". This brochure was designed to assist people with disabilities who have questions concerning travel on Northwest Airlines. You will find tips and suggestions, as well as general airline policy on the services Northwest Airlines provides to this important group of travelers. This brochure is also offered in Braille with large print and on audio cassette with Braille labeling.

Northwest Airlines consulted with local and national disabilities organizations in the development of this brochure including The Presidents Committee on Employment of People with Disabilities and The Courage Center in Minneapolis, Minnesota.

It is available to the public through any travel agent or Northwest ticket counter location worldwide. Additional complimentary copies can be ordered through the Northwest Distribution Center by calling 1-800-358-3100. Northwest Airlines is committed to providing the finest customer service to all passengers. We look forward to welcoming you on board a Northwest flight in the near future.

Sincerely,

Michael Carney

Michael Carney,
Manager Passenger
Services Development

MJC/lmc

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