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APPENDIX A

Title I and Title V of The Americans with Disabilities Act of 1990

(Public Law 101-336)

THE AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED**SECTION 1. SHORT TITLE; TABLE OF CONTENTS.***42 USC 12101 note.*

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SEC. 2. FINDINGS AND PURPOSES.*42 USC 12101.***(a) Findings.-- The Congress finds that --**

(1) some 43,000,000 Americans have one or more physical or mental disabilities, and this number is increasing as the population as a whole is growing older;

(2) historically, society has tended to isolate and segregate individuals with disabilities, and, despite some improvements, such forms of discrimination against individuals with disabilities continue to be a serious and pervasive social problem;

(3) discrimination against individuals with disabilities persists in such critical areas as employment, housing, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting, and access to public services;

(4) unlike individuals who have experienced discrimination on the basis of race, color, sex, national origin, religion, or age, individuals who have experienced discrimination on the basis of disability have often had no legal recourse to redress such discrimination;

(5) individuals with disabilities continually encounter various forms of discrimination, including outright intentional exclusion, the discriminatory effects of architectural, transportation, and communication barriers, overprotective rules and policies, failure to make modifications to existing facilities and practices, exclusionary qualification standards and criteria, segregation, and relegation to lesser services, programs, activities, benefits, jobs, or other opportunities;

(6) census data, national polls, and other studies have documented that people with disabilities, as a group, occupy an inferior status in our society, and are severely disadvantaged socially, vocationally, economically, and educationally;

(7) individuals with disabilities are a discrete and insular minority who have been faced with restrictions and limitations, subjected to a history of purposeful unequal treatment, and relegated to a position of political powerlessness in our society, based on characteristics that are beyond the control of such individuals and resulting from stereotypic assumptions not truly indicative of the individual ability of such individuals to participate in, and contribute to, society;

(8) the Nation's proper goals regarding individuals with disabilities are to assure equality of opportunity, full participation, independent living, and economic self-sufficiency for such individuals; and

(9) the continuing existence of unfair and unnecessary discrimination and prejudice denies people with disabilities the opportunity to compete on an equal basis and to pursue those opportunities for which our free society is justifiably famous, and costs the United States billions of dollars in unnecessary expenses resulting from dependency and nonproductivity.

(b) Purpose. -- It is the purpose of this Act --

(1) to provide a clear and comprehensive national mandate for the elimination of discrimina-

tion against individuals with disabilities;

(2) to provide clear, strong, consistent, enforceable standards addressing discrimination against individuals with disabilities;

(3) to ensure that the Federal Government plays a central role in enforcing the standards established in this Act on behalf of individuals with disabilities; and

(4) to invoke the sweep of congressional authority, including the power to enforce the fourteenth amendment and to regulate commerce, in order to address the major areas of discrimination faced day-to-day by people with disabilities.

SEC. 3. DEFINITIONS.

42 USC 12102

As used in this Act:

(1) Auxiliary aids and services. -- The term "auxiliary aids and services" includes --

(A) qualified interpreters or other effective methods of making aurally delivered materials available to individuals with hearing impairments;

(B) qualified readers, taped texts, or other effective methods of making visually delivered materials available to individuals with visual impairments;

(C) acquisition or modification of equipment or devices; and

(D) other similar services and actions.

(2) Disability. -- The term "disability" means, with respect to an individual --

(A) a physical or mental impairment that substantially limits one or more of the major life activities of such individual;

(B) a record of such an impairment; or

(C) being regarded as having such an impairment.

(3) State. -- The term "State" means each of the several States, the District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, the Virgin Islands, the Trust Territory of the Pacific Islands, and the Commonwealth of the Northern Mariana Islands.

TITLE I -- EMPLOYMENT

SEC. 101. DEFINITIONS.

42 USC 12111

As used in this title:

(1) Commission. -- The term "Commission" means the Equal Employment Opportunity Commission established by section 705 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-4).

(2) Covered entity. -- The term "covered entity" means an employer, employment agency, labor organization, or joint labor-management committee.

(3) Direct threat. -- The term "direct threat" means a significant risk to the health or safety of others that cannot be eliminated by reasonable accommodation.

(4) Employee. -- The term "employee" means an individual employed by an employer. With respect to employment in a foreign country, such term includes an individual who is a citizen of the United States.

(5) Employer. --

(A) In general. -- The term "employer" means a person engaged in an industry affecting commerce who has 15 or more employees for each working day in each of 20 or more calendar

weeks in the current or preceding calendar year, and any agent of such person, except that, for two years following the effective date of this title, an employer means a person engaged in an industry affecting commerce who has 25 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding year, and any agent of such person.

(B) Exceptions. -- The term "employer" does not include --

(i) the United States, a corporation wholly owned by the government of the United States, or an Indian tribe; or

(ii) a bona fide private membership club (other than a labor organization) that is exempt from taxation under section 501(c) of the Internal Revenue Code of 1986.

(6) Illegal use of drugs. --

(A) In general. The term "illegal use of drugs" means the use of drugs, the possession or distribution of which is unlawful under the Controlled Substances Act (21 U.S.C. 812). Such term does not include the use of a drug taken under supervision by a licensed health care professional, or other uses authorized by the Controlled Substances Act or other provisions of Federal law.

(B) Drugs. -- The term "drug" means a controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act.

(7) Person, etc. -- The terms "person", "labor organization", "employment agency", "commerce", and "industry affecting commerce", shall have the same meaning given such terms in section 701 of the Civil Rights Act of 1964 (42 U.S.C. 2000e).

(8) Qualified individual with a disability. -- The term "qualified individual with a disability" means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires. For the purposes of this title, consideration shall be given to the employer's judgment as to what functions of a job are essential, and if an employer has prepared a written description before advertising or interviewing applicants for the job, this description shall be considered evidence of the essential functions of the job.

(9) Reasonable accommodation. -- The term "reasonable accommodation" may include --

(A) making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and

(B) job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

(10) Undue hardship. --

(A) In general. -- The term "undue hardship" means an action requiring significant difficulty or expense, when considered in light of the factors set forth in subparagraph (B).

(B) Factors to be considered. -- In determining whether an accommodation would impose an undue hardship on a covered entity, factors to be considered include --

(i) the nature and cost of the accommodation needed under this Act;

(ii) the overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation; the number of persons employed at such facility; the effect on expenses and resources, or the impact otherwise of such accommodation upon the operation of the facility;

(iii) the overall financial resources of the covered entity; the overall size of the business

of a covered entity with respect to the number of its employees; the number, type, and location of its facilities; and

(iv) the type of operation or operations of the covered entity, including the composition, structure, and functions of the workforce of such entity; the geographic separateness, administrative, or fiscal relationship of the facility or facilities in question to the covered entity.

SEC. 102. DISCRIMINATION.

42 USC 12112.

(a) General Rule. -- No covered entity shall discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.

(b) Construction. -- As used in subsection (a), the term "discriminate" includes --

(1) limiting, segregating, or classifying a job applicant or employee in a way that adversely affects the opportunities or status of such applicant or employee because of the disability of such applicant or employee;

(2) participating in a contractual or other arrangement or relationship that has the effect of subjecting a covered entity's qualified applicant or employee with a disability to the discrimination prohibited by this title (such relationship includes a relationship with an employment or referral agency, labor union, an organization providing fringe benefits to an employee of the covered entity, or an organization providing training and apprenticeship programs);

(3) utilizing standards, criteria, or methods of administration --

(A) that have the effect of discrimination on the basis of disability;

or

(B) that perpetuate the discrimination of others who are subject to common administrative control;

(4) excluding or otherwise denying equal jobs or benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association;

(5) (A) not making reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless such covered entity can demonstrate that the accommodation would impose an undue hardship on the operation of the business of such covered entity; or

(B) denying employment opportunities to a job applicant or employee who is an otherwise qualified individual with a disability, if such denial is based on the need of such covered entity to make reasonable accommodation to the physical or mental impairments of the employee or applicant;

(6) using qualification standards, employment tests or other selection criteria that screen out or tend to screen out an individual with a disability or a class of individuals with disabilities unless the standard, test or other selection criteria, as used by the covered entity, is shown to be job-related for the position in question and is consistent with business necessity; and

(7) failing to select and administer tests concerning employment in the most effective manner to ensure that, when such test is administered to a job applicant or employee who has a disability that impairs sensory, manual, or speaking skills, such test results accurately reflect the skills, aptitude, or whatever other factor of such applicant or employee that such test purports to

measure, rather than reflecting the impaired sensory, manual, or speaking skills of such employee or applicant (except where such skills are the factors that the test purports to measure).

(c) Covered Entities in Foreign Countries.

(1) In general. -- It shall not be unlawful under this section for a covered entity to take any action that constitutes discrimination under this section with respect to an employee in a workplace in a foreign country if compliance with this section would cause such covered entity to violate the law of the foreign country in which such workplace is located.

(2) Control of Corporation. --

(A) Presumption. -- If an employer controls a corporation whose place of incorporation is a foreign country, any practice that constitutes discrimination under this section and is engaged in by such corporation shall be presumed to be engaged in by such employer.

(B) Exception. -- This section shall not apply with respect to the foreign operations of an employer that is a foreign person not controlled by an American employer.

(C) Determination. -- For purposes of this paragraph, the determination of whether an employer controls a corporation shall be based on --

- (i) the interrelation of operations;
- (ii) the common management;
- (iii) the centralized control of labor relations; and
- (iv) the common ownership or financial control of the employer and the corporation.

(d) Medical Examinations and Inquiries. --

(1) In general. -- The prohibition against discrimination as referred to in subsection (a) shall include medical examinations and inquiries.

(2) Preemployment. --

(A) Prohibited examination or inquiry. -- Except as provided in paragraph (3), a covered entity shall not conduct a medical examination or make inquiries of a job applicant as to whether such applicant is an individual with a disability or as to the nature or severity of such disability.

(B) Acceptable inquiry. -- A covered entity may make preemployment inquiries into the ability of an applicant to perform job-related functions.

(3) Employment entrance examination. -- A covered entity may require a medical examination after an offer of employment has been made to a job applicant and prior to the commencement of the employment duties of such applicant, and may condition an offer of employment on the results of such examination, if --

(A) all entering employees are subjected to such an examination regardless of disability;

(B) information obtained regarding the medical condition or history of the applicant is collected and maintained on separate forms and in separate medical files and is treated as a confidential medical record, except that --

(i) supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;

(ii) first aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and

(iii) government officials investigating compliance with this Act shall be provided relevant information on request; and

(C) the results of such examination are used only in accordance with this title.

(4) Examination and inquiry. --

(A) Prohibited examinations and inquiries. -- A covered entity shall not require a medical

examination and shall not make inquiries of an employee as to whether such employee is an individual with a disability or as to the nature or severity of the disability, unless such examination or inquiry is shown to be job-related and consistent with business necessity.

(B) Acceptable examinations and inquiries. -- A covered entity may conduct voluntary medical examinations, including voluntary medical histories, which are part of an employee health program available to employees at that work site. A covered entity may make inquiries into the ability of an employee to perform job-related functions.

(C) Requirement. -- Information obtained under subparagraph (B) regarding the medical condition or history of any employee are subject to the requirements of subparagraphs (B) and (C) of paragraph (3).

SEC. 103. DEFENSES.

42 USC 12113.

(a) In General. -- It may be a defense to a charge of discrimination under this Act that an alleged application of qualification standards, tests, or selection criteria that screen out or tend to screen out or otherwise deny a job or benefit to an individual with a disability has been shown to be job-related and consistent with business necessity, and such performance cannot be accomplished by reasonable accommodation, as required under this title.

(b) Qualification Standards. -- The term "qualification standards" may include a requirement that an individual shall not pose a direct threat to the health or safety of other individuals in the workplace.

(c) Religious Entities. --

(1) In general. -- This title shall not prohibit a religious corporation, association, educational institution, or society from giving preference in employment to individuals of a particular religion to perform work connected with the carrying on by such corporation, association, educational institution, or society of its activities.

(2) Religious tenets requirement. -- Under this title, a religious organization may require that all applicants and employees conform to the religious tenets of such organization.

(d) List of Infectious and Communicable Diseases. --

(1) In general. -- The Secretary of Health and Human Services, not later than 6 months after the date of enactment of this Act, shall --

(A) review all infectious and communicable diseases which may be transmitted through handling the food supply;

(B) publish a list of infectious and communicable diseases which are transmitted through handling the food supply;

(C) publish the methods by which such diseases are transmitted; and

(D) widely disseminate such information regarding the list of diseases and their modes of transmissibility to the general public.

Such list shall be updated annually.

(2) Applications. -- In any case in which an individual has an infectious or communicable disease that is transmitted to others through the handling of food, that is included on the list developed by the Secretary of Health and Human Services under paragraph (1), and which cannot be eliminated by reasonable accommodation, a covered entity may refuse to assign or continue to assign such individual to a job involving food handling.

(3) Construction. -- Nothing in this Act shall be construed to preempt, modify, or amend any

State, county, or local law, ordinance, or regulation applicable to food handling which is designed to protect the public health from individuals who pose a significant risk to the health or safety of others, which cannot be eliminated by reasonable accommodation, pursuant to the list of infectious or communicable diseases and the modes of transmissibility published by the Secretary of Health and Human Services.

SEC. 104. ILLEGAL USE OF DRUGS AND ALCOHOL.

42 USC 12114.

(a) **Qualified Individual With a Disability.** -- For purposes of this title, the term "qualified individual with a disability" shall not include any employee or applicant who is currently engaging in the illegal use of drugs, when the covered entity acts on the basis of such use.

(b) **Rules of Construction.** -- Nothing in subsection (a) shall be construed to exclude as a qualified individual with a disability an individual who --

(1) has successfully completed a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs, or has otherwise been rehabilitated successfully and is no longer engaging in such use;

(2) is participating in a supervised rehabilitation program and is no longer engaging in such use; or

(3) is erroneously regarded as engaging in such use, but is not engaging in such use; except that it shall not be a violation of this Act for a covered entity to adopt or administer reasonable policies or procedures, including but not limited to drug testing, designed to ensure that an individual described in paragraph (1) or (2) is no longer engaging in the illegal use of drugs.

(c) **Authority of Covered Entity.** -- A covered entity --

(1) may prohibit the illegal use of drugs and the use of alcohol at the workplace by all employees;

(2) may require that employees shall not be under the influence of alcohol or be engaging in the illegal use of drugs at the workplace;

(3) may require that employees behave in conformance with the requirements established under the Drug-Free Workplace Act of 1988 (41 U.S.C. 701 et seq.);

(4) may hold an employee who engages in the illegal use of drugs or who is an alcoholic to the same qualification standards for employment or job performance and behavior that such entity holds other employees, even if any unsatisfactory performance or behavior is related to the drug use or alcoholism of such employee; and

(5) may, with respect to Federal regulations regarding alcohol and the illegal use of drugs, require that --

(A) employees comply with the standards established in such regulations of the Department of Defense, if the employees of the covered entity are employed in an industry subject to such regulations, including complying with regulations (if any) that apply to employment in sensitive positions in such an industry, in the case of employees of the covered entity who are employed in such positions (as defined in the regulations of the Department of Defense);

(B) employees comply with the standards established in such regulations of the Nuclear Regulatory Commission, if the employees of the covered entity are employed in an industry subject to such regulations, including complying with regulations (if any) that apply to employment in sensitive positions in such an industry, in the case of employees of the covered entity

who are employed in such positions (as defined in the regulations of the Nuclear Regulatory Commission); and

(C) employees comply with the standards established in such regulations of the Department of Transportation, if the employees of the covered entity are employed in a transportation industry subject to such regulations, including complying with such regulations (if any) that apply to employment in sensitive positions in such an industry, in the case of employees of the covered entity who are employed in such positions (as defined in the regulations of the Department of Transportation).

(d) Drug Testing. --

(1) In general. -- For purposes of this title, a test to determine the illegal use of drugs shall not be considered a medical examination.

(2) Construction. -- Nothing in this title shall be construed to encourage, prohibit, or authorize the conducting of drug testing for the illegal use of drugs by job applicants or employees or making employment decisions based on such test results.

(e) Transportation Employees. -- Nothing in this title shall be construed to encourage, prohibit, restrict, or authorize the otherwise lawful exercise by entities subject to the jurisdiction of the Department of Transportation of authority to --

(1) test employees of such entities in, and applicants for, positions involving safety-sensitive duties for the illegal use of drugs and for on-duty impairment by alcohol; and

(2) remove such persons who test positive for illegal use of drugs and on-duty impairment by alcohol pursuant to paragraph (1) from safety-sensitive duties in implementing subsection (c).

SEC. 105. POSTING NOTICES.

42 USC 12115.

Every employer, employment agency, labor organization, or joint labor-management committee covered under this title shall post notices in an accessible format to applicants, employees, and members describing the applicable provisions of this Act, in the manner prescribed by section 711 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-10).

SEC. 106. REGULATIONS.

42 USC 12116.

Not later than 1 year after the date of enactment of this Act, the Commission shall issue regulations in an accessible format to carry out this title in accordance with subchapter II of chapter 5 of title 5, United States Code.

SEC. 107. ENFORCEMENT.

42 USC 12117.

(a) Powers, Remedies, and Procedures. -- The powers, remedies, and procedures set forth in sections 705, 706, 707, 709, and 710 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-4, 2000e-5, 2000e-6, 2000e-8, and 2000e-9) shall be the powers, remedies, and procedures this title provides to the Commission, to the Attorney General, or to any person alleging discrimination on the basis of disability in violation of any provision of this Act, or regulations promulgated under section 106, concerning employment.

(b) Coordination. -- The agencies with enforcement authority for actions which allege employ-

ment discrimination under this title and under the Rehabilitation Act of 1973 shall develop procedures to ensure that administrative complaints filed under this title and under the Rehabilitation Act of 1973 are dealt with in a manner that avoids duplication of effort and prevents imposition of inconsistent or conflicting standards for the same requirements under this title and the Rehabilitation Act of 1973. The Commission, the Attorney General, and the Office of Federal Contract Compliance Programs shall establish such coordinating mechanisms (similar to provisions contained in the joint regulations promulgated by the Commission and the Attorney General at part 42 of title 28 and part 1691 of title 29, Code of Federal Regulations, and the Memorandum of Understanding between the Commission and the Office of Federal Contract Compliance Programs dated January 16, 1981 (46 Fed. Reg. 7435, January 23, 1981)) in regulations implementing this title and Rehabilitation Act of 1973 not later than 18 months after the date of enactment of this Act.

SEC. 108. EFFECTIVE DATE.

42 USC 12111 note.

This title shall become effective 24 months after the date of enactment.

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TITLE V -- MISCELLANEOUS PROVISIONS

SEC. 501. CONSTRUCTION.

42 USC 12201.

(a) In General. -- Except as otherwise provided in this Act, nothing in this Act shall be construed to apply a lesser standard than the standards applied under title V of the Rehabilitation Act of 1973 (29 U.S.C. 790 et seq.) or the regulations issued by Federal agencies pursuant to such title.

(b) Relationship to Other Laws. -- Nothing in this Act shall be construed to invalidate or limit the remedies, rights, and procedures of any Federal law or law of any State or political subdivision of any State or jurisdiction that provides greater or equal protection for the rights of individuals with disabilities than are afforded by this Act. Nothing in this Act shall be construed to preclude the prohibition of, or the imposition of restrictions on, smoking in places of employment covered by title I, in transportation covered by title II or III, or in places of public accommodation covered by title III.

(c) Insurance. -- Titles I through IV of this Act shall not be construed to prohibit or restrict --

(1) an insurer, hospital or medical service company, health maintenance organization, or any agent, or entity that administers benefit plans, or similar organizations from underwriting risks, classifying risks, or administering such risks that are based on or not inconsistent with State law; or

(2) a person or organization covered by this Act from establishing, sponsoring, observing or administering the terms of a bona fide benefit plan that are based on underwriting risks, classifying risks, or administering such risks that are based on or not inconsistent with State law; or

(3) a person or organization covered by this Act from establishing, sponsoring, observing or

administering the terms of a bona fide benefit plan that is not subject to State laws that regulate insurance.

Paragraphs (1), (2), and (3) shall not be used as a subterfuge to evade the purposes of title I and III.

(d) Accommodations and Services. -- Nothing in this Act shall be construed to require an individual with a disability to accept an accommodation, aid, service, opportunity, or benefit which such individual chooses not to accept.

SEC. 502. STATE IMMUNITY.

42 USC 12202.

A State shall not be immune under the eleventh amendment to the Constitution of the United States from an action in Federal or State court of competent jurisdiction for a violation of this Act. In any action against a State for a violation of the requirements of this Act, remedies (including remedies both at law and in equity) are available for such a violation to the same extent as such remedies are available for such a violation in an action against any public or private entity other than a State.

SEC. 503. PROHIBITION AGAINST RETALIATION AND COERCION.

42 USC 12203.

(a) Retaliation. -- No person shall discriminate against any individual because such individual has opposed any act or practice made unlawful by this Act or because such individual made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this Act.

(b) Interference, Coercion, or Intimidation. -- It shall be unlawful to coerce, intimidate, threaten, or interfere with any individual in the exercise or enjoyment of, or on account of his or her having exercised or enjoyed, or on account of his or her having aided or encouraged any other individual in the exercise or enjoyment of, any right granted or protected by this Act.

(c) Remedies and Procedures. -- The remedies and procedures available under sections 107, 203, and 308 of this Act shall be available to aggrieved persons for violations of subsections (a) and (b), with respect to title I, title II and title III, respectively.

SEC. 504. REGULATIONS BY THE ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD.

42 USC 12204.

(a) Issuance of Guidelines. -- Not later than 9 months after the date of enactment of this Act, the Architectural and Transportation Barriers Compliance Board shall issue minimum guidelines that shall supplement the existing Minimum Guidelines and Requirements for Accessible Design for purposes of titles II and III of this Act.

(b) Contents of Guidelines. -- The supplemental guidelines issued under subsection (a) shall establish additional requirements, consistent with this Act, to ensure that buildings, facilities, rail passenger cars, and vehicles are accessible, in terms of architecture and design, transportation, and communication, to individuals with disabilities.

(c) Qualified Historic Properties. --

(1) In general. -- The supplemental guidelines issued under subsection (a) shall include procedures and requirements for alterations that will threaten or destroy the historic significance

of qualified historic buildings and facilities as defined in 4.1.7(1)(a) of the Uniform Federal Accessibility Standards.

(2) Sites eligible for listing in national register. -- With respect to alterations of buildings or facilities that are eligible for listing in the National Register of Historic Places under the National Historic Preservation Act (16 U.S.C. 470 et seq.), the guidelines described in paragraph (1) shall, at a minimum, maintain the procedures and requirements established in 4.1.7 (1) and (2) of the Uniform Federal Accessibility Standards.

(3) Other sites. -- With respect to alterations of buildings or facilities designated as historic under State or local law, the guidelines described in paragraph (1) shall establish procedures equivalent to those established by 4.1.7(1) (b) and (c) of the Uniform Federal Accessibility Standards, and shall require, at a minimum, compliance with the requirements established in 4.1.7(2) of such standards.

SEC. 505. ATTORNEY'S FEES.

42 USC 12205.

In any action or administrative proceeding commenced pursuant to this Act, the court or agency, in its discretion, may allow the prevailing party, other than the United States, a reasonable attorney's fee, including litigation expenses, and costs, and the United States shall be liable for the foregoing the same as a private individual.

SEC. 506. TECHNICAL ASSISTANCE.

42 USC 12206.

(a) Plan for Assistance. --

(1) In general. -- Not later than 180 days after the date of enactment of this Act, the Attorney General, in consultation with the Chair of the Equal Employment Opportunity Commission, the Secretary of Transportation, the Chair of the Architectural and Transportation Barriers Compliance Board, and the Chairman of the Federal Communications Commission, shall develop a plan to assist entities covered under this Act, and other Federal agencies, in understanding the responsibility of such entities and agencies under this Act.

(2) Publication of plan. -- The Attorney General shall publish the plan referred to in paragraph (1) for public comment in accordance with subchapter II of chapter 5 of title 5, United States Code (commonly known as the Administrative Procedure Act).

(b) Agency and Public Assistance. -- The Attorney General may obtain the assistance of other Federal agencies in carrying out subsection (a), including the National Council on Disability, the President's Committee on Employment of People with Disabilities, the Small Business Administration, and the Department of Commerce.

(c) Implementation. --

(1) Rendering assistance.-- Each Federal agency that has responsibility under paragraph (2) for implementing this Act may render technical assistance to individuals and institutions that have rights or duties under the respective title or titles for which such agency has responsibility.

(2) Implementation of titles. --

(A) Title I. -- The Equal Employment Opportunity Commission and the Attorney General shall implement the plan for assistance developed under subsection (a), for title I.

(B) Title II. --

(i) Subtitle A. -- The Attorney General shall implement such plan for assistance for

subtitle A of title II.

(ii) Subtitle B. -- The Secretary of Transportation shall implement such plan for assistance for subtitle B of title II.

(C) Title III. -- The Attorney General, in coordination with the Secretary of Transportation and the Chair of the Architectural Transportation Barriers Compliance Board, shall implement such plan for assistance for title III, except for section 304, the plan for assistance for which shall be implemented by the Secretary of Transportation.

(D) Title IV. -- The Chairman of the Federal Communications Commission, in coordination with the Attorney General, shall implement such plan for assistance for title IV.

(3) Technical assistance manuals. -- Each Federal agency that has responsibility under paragraph (2) for implementing this Act shall, as part of its implementation responsibilities, ensure the availability and provision of appropriate technical assistance manuals to individuals or entities with rights or duties under this Act no later than six months after applicable final regulations are published under titles I, II, III, and IV.

(d) Grants and Contracts. --

(1) In general. -- Each Federal agency that has responsibility under subsection (c)(2) for implementing this Act may make grants or award contracts to effectuate the purposes of this section, subject to the availability of appropriations. Such grants and contracts may be awarded to individuals, institutions not organized for profit and no part of the net earnings of which inures to the benefit of any private shareholder or individual (including educational institutions), and associations representing individuals who have rights or duties under this Act. Contracts may be awarded to entities organized for profit, but such entities may not be the recipients or [sic] grants described in this paragraph.

(2) Dissemination of information. -- Such grants and contracts, among other uses, may be designed to ensure wide dissemination of information about the rights and duties established by this Act and to provide information and technical assistance about techniques for effective compliance with this Act.

(e) Failure to Receive Assistance. -- An employer, public accommodation, or other entity covered under this Act shall not be excused from compliance with the requirements of this Act because of any failure to receive technical assistance under this section, including any failure in the development or dissemination of any technical assistance manual authorized by this section.

SEC. 507. FEDERAL WILDERNESS AREAS.

42 USC 12207.

(a) Study. -- The National Council on Disability shall conduct a study and report on the effect that wilderness designations and wilderness land management practices have on the ability of individuals with disabilities to use and enjoy the National Wilderness Preservation System as established under the Wilderness Act (16 U.S.C. 1131 et seq.).

(b) Submission of Report. -- Not later than 1 year after the enactment of this Act, the National Council on Disability shall submit the report required under subsection (a) to Congress.

(c) Specific Wilderness Access. --

(1) In general. -- Congress reaffirms that nothing in the Wilderness Act is to be construed as prohibiting the use of a wheelchair in a wilderness area by an individual whose disability requires use of a wheelchair, and consistent with the Wilderness Act no agency is required to provide any form of special treatment or accommodation, or to construct any facilities or modify

any conditions of lands within a wilderness area in order to facilitate such use.

(2) Definition. -- For purposes of paragraph (1), the term "wheelchair" means a device designed solely for use by a mobility-impaired person for locomotion, that is suitable for use in an indoor pedestrian area.

SEC. 508. TRANSVESTITES.

42 USC 12208.

For the purposes of this Act, the term "disabled" or "disability" shall not apply to an individual solely because that individual is a transvestite.

SEC. 509. COVERAGE OF CONGRESS AND THE AGENCIES OF THE LEGISLATIVE BRANCH.

42 USC 12209.

(a) Coverage of the Senate. --

(1) Commitment to Rule XLII. -- The Senate reaffirms its commitment to Rule XLII of the Standing Rules of the Senate which provides as follows:

"No member, officer, or employee of the Senate shall, with respect to employment by the Senate or any office thereof --

"(a) fail or refuse to hire an individual;

"(b) discharge an individual; or

"(c) otherwise discriminate against an individual with respect to promotion,

compensation, or terms, conditions, or privileges of employment

on the basis of such individual's race, color, religion, sex, national origin, age, or state of physical handicap."

(2) Matters Other Than Employment.--

(A) In General. -- The rights and protections under this Act shall, subject to subparagraph (B), apply with respect to the conduct of the Senate regarding matters other than employment.

(B) Remedies. -- The Architect of the Capitol shall establish remedies and procedures to be utilized with respect to the rights and protections provided pursuant to subparagraph (A). Such remedies and procedures shall apply exclusively, after approval in accordance with subparagraph (C).

(C) Proposed remedies and procedures. -- For purposes of subparagraph (B), the Architect of the Capitol shall submit proposed remedies and procedures to the Senate Committee on Rules and Administration. The remedies and procedures shall be effective upon the approval of the Committee on Rules and Administration.

(3) Exercise of rulemaking power. -- Notwithstanding any other provision of law, enforcement and adjudication of the rights and protections referred to in paragraph (2) (A) shall be within the exclusive jurisdiction of the United States Senate. The provisions of paragraph (1), (2)[sic] are enacted by the Senate as an exercise of the rulemaking power of the Senate, with full recognition of the right of the Senate to change its rules, in the same manner, and to the same extent, as in the case of any other rule of the Senate.

(b) Coverage of the House of Representatives. --

(1) In general. -- Notwithstanding any other provision of this Act or of law, the purposes of this Act shall, subject to paragraphs (2) and (3), apply in their entirety to the House of Representatives.

(2) Employment in the House. --

(A) Application. -- The rights and protections under this Act shall, subject to subparagraph (B), apply with respect to any employee in an employment position in the House of Representatives and any employing authority of the House of Representatives.

(B) Administration. --

(i) In general. -- In the administration of this paragraph, the remedies and procedures made applicable pursuant to the resolution described in clause (ii) shall apply exclusively.

(ii) Resolution. -- The resolution referred to in clause (i) is House Resolution 15 of the One Hundred First Congress, as agreed to January 3, 1989, or any other provision that continues in effect the provisions of, or is a successor to, the Fair Employment Practices Resolution (House Resolution 558 of the One Hundredth Congress, as agreed to October 4, 1988).

(C) Exercise of rulemaking power. -- The provisions of subparagraph (B) are enacted by the House of Representatives as an exercise of the rulemaking power of the House of Representatives, with full recognition of the right of the House to change its rules, in the same manner, and to the same extent as in the case of any other rule of the House.

(3) Matters other than employment. --

(A) In general. -- The rights and protections under this Act shall, subject to subparagraph (B), apply with respect to the conduct of the House of Representatives regarding matters other than employment.

(B) Remedies.-- The Architect of the Capitol shall establish remedies and procedures to be utilized with respect to the rights and protections provided pursuant to subparagraph (A). Such remedies and procedures shall apply exclusively, after approval in accordance with subparagraph (C).

(C) Approval.-- For purposes of subparagraph (B), the Architect of the Capitol shall submit proposed remedies and procedures to the Speaker of the House of Representatives. The remedies and procedures shall be effective upon the approval of the Speaker, after consultation with the House Office Building Commission.

(c) Instrumentalities of Congress. --

(1) In general. -- The rights and protections under this Act shall, subject to paragraph (2), apply with respect to the conduct of each instrumentality of the Congress.

(2) Establishment of remedies and procedures by instrumentalities. The chief official of each instrumentality of the Congress shall establish remedies and procedures to be utilized with respect to the rights and protections provided pursuant to paragraph (1). Such remedies and procedures shall apply exclusively, except for the employees who are defined as Senate employees in section 201(c)(1) of the Civil Rights Act of 1991.

(3) Report to Congress. -- The chief official of each instrumentality of the Congress shall, after establishing remedies and procedures for purposes of paragraph (2), submit to the Congress a report describing the remedies and procedures.

(4) Definition of instrumentalities. -- For purposes of this section, instrumentalities of the Congress include the following: the Architect of the Capitol, the Congressional Budget Office, the General Accounting Office, the Government Printing Office, the Library of Congress, the Office of Technology Assessment, and the United States Botanic Garden.

(5) Construction. -- Nothing in this section shall alter the enforcement procedures for individuals with disabilities provided in the General Accounting Office Personnel Act of 1980 and regulations promulgated pursuant to that Act.

SEC. 510. ILLEGAL USE OF DRUGS.

42 USC 12210.

(a) In General. -- For purposes of this Act, the term "individual with a disability" does not include an individual who is currently engaging in the illegal use of drugs, when the covered entity acts on the basis of such use.

(b) Rules of Construction. -- Nothing in subsection (a) shall be construed to exclude as an individual with a disability an individual who --

(1) has successfully completed a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs, or has otherwise been rehabilitated successfully and is no longer engaging in such use;

(2) is participating in a supervised rehabilitation program and is no longer engaging in such use; or

(3) is erroneously regarded as engaging in such use, but is not engaging in such use; except that it shall not be a violation of this Act for a covered entity to adopt or administer reasonable policies or procedures, including but not limited to drug testing, designed to ensure that an individual described in paragraph (1) or (2) is no longer engaging in the illegal use of drugs; however, nothing in this section shall be construed to encourage, prohibit, restrict, or authorize the conducting of testing for the illegal use of drugs.

(c) Health and Other Services. -- Notwithstanding subsection (a) and section 511(b)(3), an individual shall not be denied health services, or services provided in connection with drug rehabilitation, on the basis of the current illegal use of drugs if the individual is otherwise entitled to such services.

(d) Definition of Illegal use of drugs. --

(1) In general. -- The term "illegal use of drugs" means the use of drugs, the possession or distribution of which is unlawful under the Controlled Substances Act (21 U.S.C. 812). Such term does not include the use of a drug taken under supervision by a licensed health care professional, or other uses authorized by the Controlled Substances Act or other provisions of Federal law.

(2) Drugs. -- The term "drug" means a controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act.

SEC. 511. DEFINITIONS.

42 USC 12211.

(a) Homosexuality and Bisexuality. -- For purposes of the definition of "disability" in section 3(2), homosexuality and bisexuality are not impairments and as such are not disabilities under this Act.

(b) Certain Conditions. -- Under this Act, the term "disability" shall not include --

(1) transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders not resulting from physical impairments, or other sexual behavior disorders;

(2) compulsive gambling, kleptomania, or pyromania; or

(3) psychoactive substance use disorders resulting from current illegal use of drugs.

SEC. 512. AMENDMENTS TO THE REHABILITATION ACT.

42 USC 12115.

(a) Definition of Handicapped Individual. -- Section 7(8) of the Rehabilitation Act of 1973 (29 U.S.C. 706(8)) is amended by redesignating subparagraph (C) as subparagraph (D), and by inserting after subparagraph (B) the following subparagraph:

“(C)(i) For purposes of title V, the term ‘individual with handicaps’ does not include an individual who is currently engaging in the illegal use of drugs, when a covered entity acts on the basis of such use.

“(ii) Nothing in clause (i) shall be construed to exclude as an individual with handicaps an individual who --

“(I) has successfully completed a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs, or has otherwise been rehabilitated successfully and is no longer engaging in such use;

“(II) is participating in a supervised rehabilitation program and is no longer engaging in such use; or

“(III) is erroneously regarded as engaging in such use, but is not engaging in such use; except that it shall not be a violation of this Act for a covered entity to adopt or administer reasonable policies or procedures, including but not limited to drug testing, designed to ensure that an individual described in subclause (I) or (II) is no longer engaging in the illegal use of drugs.

“(iii) Notwithstanding clause (i), for purposes of programs and activities providing health services and services provided under titles I, II and III, an individual shall not be excluded from the benefits of such programs or activities on the basis of his or her current illegal use of drugs if he or she is otherwise entitled to such services.

“(iv) For purposes of programs and activities providing educational services, local educational agencies may take disciplinary action pertaining to the use or possession of illegal drugs or alcohol against any handicapped student who currently is engaging in the illegal use of drugs or in the use of alcohol to the same extent that such disciplinary action is taken against nonhandicapped students. Furthermore, the due process procedures at 34 CFR 104.36 shall not apply to such disciplinary actions.

“(v) For purposes of sections 503 and 504 as such sections relate to employment, the term ‘individual with handicaps’ does not include any individual who is an alcoholic whose current use of alcohol prevents such individual from performing the duties of the job in question or whose employment, by reason of such current alcohol abuse, would constitute a direct threat to property or the safety of others.”.

(b) Definition of Illegal Drugs. -- Section 7 of the Rehabilitation Act of 1973 (29 U.S.C. 706) is amended by adding at the end the following new paragraph:

“(22)(A) The term ‘drug’ means a controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

“(B) The term ‘illegal use of drugs’ means the use of drugs, the possession or distribution of which is unlawful under the Controlled Substances Act. Such term does not include the use of a drug taken under supervision by a licensed health care professional, or other uses authorized by the Controlled Substances Act or other provisions of Federal law.”

(c) Conforming Amendments. -- Section 7(8)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 706(8)(B)) is amended --

- (1) in the first sentence, by striking "Subject to the second sentence of this subparagraph," and inserting "Subject to subparagraphs (C) and (D),";
- and
- (2) by striking the second sentence.

SEC. 513. ALTERNATIVE MEANS OF DISPUTE RESOLUTION.

42 USC 12212.

Where appropriate and to the extent authorized by law, the use of alternative means of dispute resolution, including settlement negotiations, conciliation, facilitation, mediation, factfinding, minitrials, and arbitration, is encouraged to resolve disputes arising under this Act.

SEC. 514. SEVERABILITY.

42 USC 12213.

Should any provision in this Act be found to be unconstitutional by a court of law, such provision shall be severed from the remainder of the Act, and such action shall not affect the enforceability of the remaining provisions of the Act.

Approved July 26, 1990; Amended November 21, 1991.

APPENDIX B

EEOC Title I Regulations and Interpretive Appendix

29 CFR 1630 is amended to read as follows:

PART 1630-- REGULATIONS TO IMPLEMENT THE EQUAL EMPLOYMENT PROVISIONS OF THE AMERICANS WITH DISABILITIES ACT

Sec.

1630.1 Purpose, applicability, and construction.

1630.2 Definitions.

1630.3 Exceptions to the definitions of "Disability" and "Qualified Individual with a Disability."

1630.4 Discrimination prohibited.

1630.5 Limiting, segregating, and classifying.

1630.6 Contractual or other arrangements.

1630.7 Standards, criteria, or methods of administration.

1630.8 Relationship or association with an individual with a disability.

1630.9 Not making reasonable accommodation.

1630.10 Qualification standards, tests, and other selection criteria.

1630.11 Administration of tests.

1630.12 Retaliation and coercion.

1630.13 Prohibited medical examinations and inquiries.

1630.14 Medical examinations and inquiries specifically permitted.

1630.15 Defenses.

1630.16 Specific activities permitted.

Appendix to part 1630 - Interpretive Guidance on Title I of the Americans with Disabilities Act.

Authority: 42 U.S.C. 12116.

REGULATION**1630.1 Purpose, applicability, and construction.**

(a) Purpose. The purpose of this part is to implement title I of the Americans with Disabilities Act (42 U.S.C. 12101, et seq.) (ADA), requiring equal employment opportunities for qualified individuals with disabilities, and sections 3(2), 3(3), 501, 503, 506(e), 508, 510, and 511 of the ADA as those sections pertain to the employment of qualified individuals with disabilities.

(b) Applicability. This part applies to “covered entities” as defined at section 1630.2(b).

(c) Construction. -- (1) In general. Except as otherwise provided in this part, this part does not apply a lesser standard than the standards applied under title V of the Rehabilitation Act of 1973

INTERPRETIVE GUIDANCE**Section 1630.1 Purpose, Applicability and Construction****Section 1630.1(a) Purpose**

The Americans with Disabilities Act was signed into law on July 26, 1990. It is an antidiscrimination statute that requires that individuals with disabilities be given the same consideration for employment that individuals without disabilities are given. An individual who is qualified for an employment opportunity cannot be denied that opportunity because of the fact that the individual is disabled. The purpose of title I and this part is to ensure that qualified individuals with disabilities are protected from discrimination on the basis of disability.

The ADA uses the term “disabilities” rather than the term “handicaps” used in the Rehabilitation Act of 1973, 29 U.S.C. 701-796. Substantively, these terms are equivalent. As noted by the House Committee on the Judiciary, “[t]he use of the term ‘disabilities’ instead of the term ‘handicaps’ reflects the desire of the Committee to use the most current terminology. It reflects the preference of persons with disabilities to use that term rather than ‘handicapped’ as used in previous laws, such as the Rehabilitation Act of 1973” H.R. Rep. No. 485 Part 3, 101st Cong., 2d Sess. 26-27 (1990) [hereinafter House Judiciary Report]; see also S. Rep. No. 116, 101st Cong., 1st Sess. 21 (1989) [hereinafter Senate Report]; H.R. Rep. No. 485 Part 2, 101st Cong., 2d Sess. 50-51 (1990) [hereinafter House Labor Report].

The use of the term “Americans” in the title of the ADA is not intended to imply that the Act only applies to United States citizens. Rather, the ADA protects all qualified individuals with disabilities, regardless of their citizenship status or nationality.

Section 1630.1(b) and (c) Applicability and Construction

Unless expressly stated otherwise, the standards applied in the ADA are not intended to be lesser than the standards applied under the Rehabilitation Act of 1973.

The ADA does not preempt any Federal law, or any state or local law, that grants to individuals with disabilities protection greater than or equivalent to that provided by the ADA. This means that the existence of a lesser standard of protection to individuals with disabilities under the ADA will not provide a defense to failing to meet a higher standard under another law. Thus, for example, title I of the ADA would not be a defense

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(29 U.S.C. 790 - 794a), or the regulations issued by Federal agencies pursuant to that title.

(2) Relationship to other laws. This part does not invalidate or limit the remedies, rights, and procedures of any Federal law or law of any State or political subdivision of any State or jurisdiction that provides greater or equal protection for the rights of individuals with disabilities than are afforded by this part.

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to failing to collect information required to satisfy the affirmative action requirements of Section 503 of the Rehabilitation Act. On the other hand, the existence of a lesser standard under another law will not provide a defense to failing to meet a higher standard under the ADA. See House Labor Report at 135; House Judiciary Report at 69-70.

This also means that an individual with a disability could choose to pursue claims under a state discrimination or tort law that does not confer greater substantive rights, or even confers fewer substantive rights, if the potential available remedies would be greater than those available under the ADA and this part. The ADA does not restrict an individual with a disability from pursuing such claims in addition to charges brought under this part. House Judiciary at 69-70.

The ADA does not automatically preempt medical standards or safety requirements established by Federal law or regulations. It does not preempt State, county, or local laws, ordinances or regulations that are consistent with this part, and are designed to protect the public health from individuals who pose a direct threat, that cannot be eliminated or reduced by reasonable accommodation, to the health or safety of others. However, the ADA does preempt inconsistent requirements established by state or local law for safety or security sensitive positions. See Senate Report at 27; House Labor Report at 57.

An employer allegedly in violation of this part cannot successfully defend its actions by relying on the obligation to comply with the requirements of any state or local law that imposes prohibitions or limitations on the eligibility of qualified individuals with disabilities to practice any occupation or profession. For example, suppose a municipality has an ordinance that prohibits individuals with tuberculosis from teaching school children. If an individual with dormant tuberculosis challenges a private school's refusal to hire him or her because of the tuberculosis, the private school would not be able to rely on the city ordinance as a defense under the ADA.

REGULATION**1630.2 Definitions.**

(a) Commission means the Equal Employment Opportunity Commission established by Section 705 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-4).

(b) Covered Entity means an employer, employment agency, labor organization, or joint labor management committee.

(c) Person, labor organization, employment agency, commerce and industry affecting commerce shall have the same meaning given those terms in Section 701 of the Civil Rights Act of 1964 (42 U.S.C. 2000e).

(d) State means each of the several States, the District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, the Virgin Islands, the Trust Territory of the Pacific Islands, and the Commonwealth of the Northern Mariana Islands.

(e) Employer. -- (1) In general. The term "employer" means a person engaged in an industry affecting commerce who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, and any agent of such person, except that, from July 26, 1992 through July 25, 1994, an employer

INTERPRETIVE GUIDANCE**Sections 1630.2(a)-(f) Commission, Covered Entity, etc.**

The definitions section of part 1630 includes several terms that are identical, or almost identical, to the terms found in title VII of the Civil Rights Act of 1964. Among these terms are "Commission," "Person," "State," and "Employer." These terms are to be given the same meaning under the ADA that they are given under title VII.

In general, the term "employee" has the same meaning that it is given under title VII. However, the ADA's definition of "employee" does not contain an exception, as does title VII, for elected officials and their personal staffs. It should be further noted that all state and local governments are covered by title II of the ADA whether or not they are also covered by this part. Title II, which is enforced by the Department of Justice, becomes effective on January 26, 1992. See 28 CFR part 35.

The term "covered entity" is not found in title VII. However, the title VII definitions of the entities included in the term "covered entity" (e.g., employer, employment agency, etc.) are applicable to the ADA.

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means a person engaged in an industry affecting commerce who has 25 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding year and any agent of such person.

(2) Exceptions. The term employer does not include --

(i) the United States, a corporation wholly owned by the government of the United States, or an Indian tribe; or

(ii) a bona fide private membership club (other than a labor organization) that is exempt from taxation under Section 501(c) of the Internal Revenue Code of 1986.

(f) Employee means an individual employed by an employer.

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(g) Disability means, with respect to an individual --

(1) a physical or mental impairment that substantially limits one or more of the major life activities of such individual;

(2) a record of such an impairment; or

(3) being regarded as having such an impairment. (See section 1630.3 for exceptions to this definition).

INTERPRETIVE GUIDANCE**Section 1630.2(g) Disability**

In addition to the term "covered entity," there are several other terms that are unique to the ADA. The first of these is the term "disability." Congress adopted the definition of this term from the Rehabilitation Act definition of the term "individual with handicaps." By so doing, Congress intended that the relevant caselaw developed under the Rehabilitation Act be generally applicable to the term "disability" as used in the ADA. Senate Report at 21; House Labor Report at 50; House Judiciary Report at 27.

The definition of the term "disability" is divided into three parts. An individual must satisfy at least one of these parts in order to be considered an individual with a disability for purposes of this part. An individual is considered to have a "disability" if that individual either (1) has a physical or mental impairment which substantially limits one or more of that person's major life activities, (2) has a record of such an impairment, or, (3) is regarded by the covered entity as having such an impairment.

To understand the meaning of the term "disability," it is necessary to understand, as a preliminary matter, what is meant by the terms "physical or mental impairment," "major life activity," and "substantially limits." Each of these terms is discussed below.

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(h) Physical or mental impairment means:

(1) Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genito-urinary, hemic and lymphatic, skin, and endocrine; or

(2) Any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

INTERPRETIVE GUIDANCE**Section 1630.2(h) Physical or Mental Impairment**

This term adopts the definition of the term “physical or mental impairment” found in the regulations implementing Section 504 of the Rehabilitation Act at 34 CFR part 104. It defines physical or mental impairment as any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of several body systems, or any mental or psychological disorder.

The existence of an impairment is to be determined without regard to mitigating measures such as medicines, or assistive or prosthetic devices. See Senate Report at 23; House Labor Report at 52; House Judiciary Report at 28. For example, an individual with epilepsy would be considered to have an impairment even if the symptoms of the disorder were completely controlled by medicine. Similarly, an individual with hearing loss would be considered to have an impairment even if the condition were correctable through the use of a hearing aid.

It is important to distinguish between conditions that are impairments and physical, psychological, environmental, cultural and economic characteristics that are not impairments. The definition of the term “impairment” does not include physical characteristics such as eye color, hair color, left-handedness, or height, weight or muscle tone that are within “normal” range and are not the result of a physiological disorder. The definition, likewise, does not include characteristic predisposition to illness or disease. Other conditions, such as pregnancy, that are not the result of a physiological disorder are also not impairments. Similarly, the definition does not include common personality traits such as poor judgment or a quick temper where these are not symptoms of a mental or psychological disorder. Environmental, cultural, or economic disadvantages such as poverty, lack of education or a prison record are not impairments. Advanced age, in and of itself, is also not an impairment. However, various medical conditions commonly associated with age, such as hearing loss, osteoporosis, or arthritis would constitute impairments within the meaning of this part. See Senate Report at 22-23; House Labor Report at 51-52; House Judiciary Report at 28-29.

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(i) Major Life Activities
means functions such as
caring for oneself, perform-
ing manual tasks, walking,
seeing, hearing, speaking,
breathing, learning, and
working.

INTERPRETIVE GUIDANCE**Section 1630.2(i) Major Life Activities**

This term adopts the definition of the term “major life activities” found in the regulations implementing Section 504 of the Rehabilitation Act at 34 CFR part 104. “Major life activities” are those basic activities that the average person in the general population can perform with little or no difficulty. Major life activities include caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. This list is not exhaustive. For example, other major life activities include, but are not limited to, sitting, standing, lifting, reaching. See Senate Report at 22; House Labor Report at 52; House Judiciary Report at 28.

REGULATION**(j) Substantially limits. --**

(1) The term “substantially limits” means:

(i) Unable to perform a major life activity that the average person in the general population can perform; or

(ii) Significantly restricted as to the condition, manner or duration under which an individual can perform a particular major life activity as compared to the condition, manner, or duration under which the average person in the general population can perform that same major life activity.

(2) The following factors should be considered in determining whether an individual is substantially limited in a major life activity:

(i) The nature and severity of the impairment;

(ii) The duration or expected duration of the impairment; and

(iii) The permanent or long term impact, or the expected permanent or long term impact of or resulting from the impairment.

(3) With respect to the major life activity of “working” --

(i) The term “substan-

INTERPRETIVE GUIDANCE**Section 1630.2(j) Substantially Limits**

Determining whether a physical or mental impairment exists is only the first step in determining whether or not an individual is disabled. Many impairments do not impact an individual's life to the degree that they constitute disabling impairments. An impairment rises to the level of disability if the impairment substantially limits one or more of the individual's major life activities. Multiple impairments that combine to substantially limit one or more of an individual's major life activities also constitute a disability.

The ADA and this part, like the Rehabilitation Act of 1973, do not attempt a “laundry list” of impairments that are “disabilities.” The determination of whether an individual has a disability is not necessarily based on the name or diagnosis of the impairment the person has, but rather on the effect of that impairment on the life of the individual. Some impairments may be disabling for particular individuals but not for others, depending on the stage of the disease or disorder, the presence of other impairments that combine to make the impairment disabling or any number of other factors. Other impairments, however, such as HIV infection, are inherently substantially limiting.

On the other hand, temporary, non-chronic impairments of short duration, with little or no long term or permanent impact, are usually not disabilities. Such impairments may include, but are not limited to, broken limbs, sprained joints, concussions, appendicitis, and influenza. Similarly, except in rare circumstances, obesity is not considered a disabling impairment.

An impairment that prevents an individual from performing a major life activity substantially limits that major life activity. For example, an individual whose legs are paralyzed is substantially limited in the major life activity of walking because he or she is unable, due to the impairment, to perform that major life activity.

Alternatively, an impairment is substantially limiting if it significantly restricts the duration, manner or condition under which an individual can perform a particular major life activity as compared to the average person in the general population's ability to perform that same major life activity. Thus, for example, an individual who, because of an impairment, can only walk for very brief periods of time would be

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tially limits" means significantly restricted in the ability to perform either a class of jobs or a broad range of jobs in various classes as compared to the average person having comparable training, skills and abilities. The inability to perform a single, particular job does not constitute a substantial limitation in the major life activity of working.

(ii) In addition to the factors listed in paragraph (j)(2) of this section, the following factors may be considered in determining whether an individual is substantially limited in the major life activity of "working":

(A) The geographical area to which the individual has reasonable access;

(B) The job from which the individual has been disqualified because of an impairment, and the number and types of jobs utilizing similar training, knowledge, skills or abilities, within that geographical area, from which the individual is also disqualified because of the impairment (class of jobs); and/or

(C) The job from which the individual has been disqualified because of an impairment, and the number and types of other jobs not

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substantially limited in the major life activity of walking. An individual who uses artificial legs would likewise be substantially limited in the major life activity of walking because the individual is unable to walk without the aid of prosthetic devices. Similarly, a diabetic who without insulin would lapse into a coma would be substantially limited because the individual cannot perform major life activities without the aid of medication. See Senate Report at 23; House Labor Report at 52. It should be noted that the term "average person" is not intended to imply a precise mathematical "average."

Part 1630 notes several factors that should be considered in making the determination of whether an impairment is substantially limiting. These factors are (1) the nature and severity of the impairment, (2) the duration or expected duration of the impairment, and (3) the permanent or long term impact, or the expected permanent or long term impact of, or resulting from, the impairment. The term "duration," as used in this context, refers to the length of time an impairment persists, while the term "impact" refers to the residual effects of an impairment. Thus, for example, a broken leg that takes eight weeks to heal is an impairment of fairly brief duration. However, if the broken leg heals improperly, the "impact" of the impairment would be the resulting permanent limp. Likewise, the effect on cognitive functions resulting from traumatic head injury would be the "impact" of that impairment.

The determination of whether an individual is substantially limited in a major life activity must be made on a case by case basis, without regard to mitigating measures such as medicines, or assistive or prosthetic devices. An individual is not substantially limited in a major life activity if the limitation, when viewed in light of the factors noted above, does not amount to a significant restriction when compared with the abilities of the average person. For example, an individual who had once been able to walk at an extraordinary speed would not be substantially limited in the major life activity of walking if, as a result of a physical impairment, he or she were only able to walk at an average speed, or even at moderately below average speed.

It is important to remember that the restriction on the performance of the major life activity must be the result of a condition that is an impairment. As noted earlier, advanced age, physical or personality characteristics, and environmental, cultural, and economic disadvantages are not impairments.

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utilizing similar training, knowledge, skills or abilities, within that geographical area, from which the individual is also disqualified because of the impairment (broad range of jobs in various classes).

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Consequently, even if such factors substantially limit an individual's ability to perform a major life activity, this limitation will not constitute a disability. For example, an individual who is unable to read because he or she was never taught to read would not be an individual with a disability because lack of education is not an impairment. However, an individual who is unable to read because of dyslexia would be an individual with a disability because dyslexia, a learning disability, is an impairment.

If an individual is not substantially limited with respect to any other major life activity, the individual's ability to perform the major life activity of working should be considered. If an individual is substantially limited in any other major life activity, no determination should be made as to whether the individual is substantially limited in working. For example, if an individual is blind, i.e., substantially limited in the major life activity of seeing, there is no need to determine whether the individual is also substantially limited in the major life activity of working. The determination of whether an individual is substantially limited in working must also be made on a case by case basis.

This part lists specific factors that may be used in making the determination of whether the limitation in working is "substantial." These factors are:

- (1) the geographical area to which the individual has reasonable access;
- (2) the job from which the individual has been disqualified because of an impairment, and the number and types of jobs utilizing similar training, knowledge, skills or abilities, within that geographical area, from which the individual is also disqualified because of the impairment (class of jobs); and/or
- (3) the job from which the individual has been disqualified because of an impairment, and the number and types of other jobs not utilizing similar training, knowledge, skills or abilities, within that geographical area, from which the individual is also disqualified because of the impairment (broad range of jobs in various classes).

Thus, an individual is not substantially limited in working just because he or she is unable to perform a particular job for one employer, or because he or she is unable to perform a special-

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ized job or profession requiring extraordinary skill, prowess or talent. For example, an individual who cannot be a commercial airline pilot because of a minor vision impairment, but who can be a commercial airline co-pilot or a pilot for a courier service, would not be substantially limited in the major life activity of working. Nor would a professional baseball pitcher who develops a bad elbow and can no longer throw a baseball be considered substantially limited in the major life activity of working. In both of these examples, the individuals are not substantially limited in the ability to perform any other major life activity and, with regard to the major life activity of working, are only unable to perform either a particular specialized job or a narrow range of jobs. See Forrisi v. Bowen, 794 F.2d 931 (4th Cir. 1986); Jasany v. U.S. Postal Service, 755 F.2d 1244 (6th Cir. 1985); E.E. Black, Ltd. v. Marshall, 497 F. Supp. 1088 (D. Hawaii 1980).

On the other hand, an individual does not have to be totally unable to work in order to be considered substantially limited in the major life activity of working. An individual is substantially limited in working if the individual is significantly restricted in the ability to perform a class of jobs or a broad range of jobs in various classes, when compared with the ability of the average person with comparable qualifications to perform those same jobs. For example, an individual who has a back condition that prevents the individual from performing any heavy labor job would be substantially limited in the major life activity of working because the individual's impairment eliminates his or her ability to perform a class of jobs. This would be so even if the individual were able to perform jobs in another class, e.g., the class of semi-skilled jobs. Similarly, suppose an individual has an allergy to a substance found in most high rise office buildings, but seldom found elsewhere, that makes breathing extremely difficult. Since this individual would be substantially limited in the ability to perform the broad range of jobs in various classes that are conducted in high rise office buildings within the geographical area to which he or she has reasonable access, he or she would be substantially limited in working.

The terms "number and types of jobs" and "number and types of other jobs," as used in the factors discussed above, are not intended to require an onerous evidentiary showing. Rather, the terms only require the presentation of evidence of general employment demographics and/or of recognized occupational classifications that indicate the approximate number of jobs

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(e.g., “few,” “many,” “most”) from which an individual would be excluded because of an impairment.

If an individual has a “mental or physical impairment” that “substantially limits” his or her ability to perform one or more “major life activities,” that individual will satisfy the first part of the regulatory definition of “disability” and will be considered an individual with a disability. An individual who satisfies this first part of the definition of the term “disability” is not required to demonstrate that he or she satisfies either of the other parts of the definition. However, if an individual is unable to satisfy this part of the definition, he or she may be able to satisfy one of the other parts of the definition.

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(k) Has a record of such impairment means has a history of, or has been misclassified as having, a mental or physical impairment that substantially limits one or more major life activities.

INTERPRETIVE GUIDANCE**Section 1630.2(k) Record of a Substantially Limiting Condition**

The second part of the definition provides that an individual with a record of an impairment that substantially limits a major life activity is an individual with a disability. The intent of this provision, in part, is to ensure that people are not discriminated against because of a history of disability. For example, this provision protects former cancer patients from discrimination based on their prior medical history. This provision also ensures that individuals are not discriminated against because they have been misclassified as disabled. For example, individuals misclassified as learning disabled are protected from discrimination on the basis of that erroneous classification. Senate Report at 23; House Labor Report at 52-53; House Judiciary Report at 29.

This part of the definition is satisfied if a record relied on by an employer indicates that the individual has or has had a substantially limiting impairment. The impairment indicated in the record must be an impairment that would substantially limit one or more of the individual's major life activities. There are many types of records that could potentially contain this information, including but not limited to, education, medical, or employment records.

The fact that an individual has a record of being a disabled veteran, or of disability retirement, or is classified as disabled for other purposes does not guarantee that the individual will satisfy the definition of "disability" under part 1630. Other statutes, regulations and programs may have a definition of "disability" that is not the same as the definition set forth in the ADA and contained in part 1630. Accordingly, in order for an individual who has been classified in a record as "disabled" for some other purpose to be considered disabled for purposes of part 1630, the impairment indicated in the record must be a physical or mental impairment that substantially limits one or more of the individual's major life activities.

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(1) **Is regarded as having such an impairment** means:

(1) Has a physical or mental impairment that does not substantially limit major life activities but is treated by a covered entity as constituting such limitation;

(2) Has a physical or mental impairment that substantially limits major life activities only as a result of the attitudes of others toward such impairment; or

(3) Has none of the impairments defined in paragraphs (h)(1) or (2) of this section but is treated by a covered entity as having a substantially limiting impairment.

INTERPRETIVE GUIDANCE**Section 1630.2(l) Regarded as Substantially Limited in a Major Life Activity**

If an individual cannot satisfy either the first part of the definition of “disability” or the second “record of” part of the definition, he or she may be able to satisfy the third part of the definition. The third part of the definition provides that an individual who is regarded by an employer or other covered entity as having an impairment that substantially limits a major life activity is an individual with a disability.

There are three different ways in which an individual may satisfy the definition of “being regarded as having a disability”:

(1) The individual may have an impairment which is not substantially limiting but is perceived by the employer or other covered entity as constituting a substantially limiting impairment;

(2) the individual may have an impairment which is only substantially limiting because of the attitudes of others toward the impairment; or

(3) the individual may have no impairment at all but is regarded by the employer or other covered entity as having a substantially limiting impairment.

Senate Report at 23; House Labor Report at 53; House Judiciary Report at 29.

An individual satisfies the first part of this definition if the individual has an impairment that is not substantially limiting, but the covered entity perceives the impairment as being substantially limiting. For example, suppose an employee has controlled high blood pressure that is not substantially limiting. If an employer reassigns the individual to less strenuous work because of unsubstantiated fears that the individual will suffer a heart attack if he or she continues to perform strenuous work, the employer would be regarding the individual as disabled.

An individual satisfies the second part of the “regarded as” definition if the individual has an impairment that is only substantially limiting because of the attitudes of others toward the condition. For example, an individual may have a prominent facial scar or disfigurement, or may have a condition that periodically causes an involuntary jerk of the head but does

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not limit the individual's major life activities. If an employer discriminates against such an individual because of the negative reactions of customers, the employer would be regarding the individual as disabled and acting on the basis of that perceived disability. See Senate Report at 24; House Labor Report at 53; House Judiciary Report at 30-31.

An individual satisfies the third part of the "regarded as" definition of "disability" if the employer or other covered entity erroneously believes the individual has a substantially limiting impairment that the individual actually does not have. This situation could occur, for example, if an employer discharged an employee in response to a rumor that the employee is infected with Human Immunodeficiency Virus (HIV). Even though the rumor is totally unfounded and the individual has no impairment at all, the individual is considered an individual with a disability because the employer perceived of this individual as being disabled. Thus, in this example, the employer, by discharging this employee, is discriminating on the basis of disability.

The rationale for the "regarded as" part of the definition of disability was articulated by the Supreme Court in the context of the Rehabilitation Act of 1973 in School Board of Nassau County v. Arline, 480 U.S. 273 (1987). The Court noted that, although an individual may have an impairment that does not in fact substantially limit a major life activity, the reaction of others may prove just as disabling. "Such an impairment might not diminish a person's physical or mental capabilities, but could nevertheless substantially limit that person's ability to work as a result of the negative reactions of others to the impairment." 480 U.S. at 283. The Court concluded that by including "regarded as" in the Rehabilitation Act's definition, "Congress acknowledged that society's accumulated myths and fears about disability and diseases are as handicapping as are the physical limitations that flow from actual impairment." 480 U.S. at 284.

An individual rejected from a job because of the "myths, fears and stereotypes" associated with disabilities would be covered under this part of the definition of disability, whether or not the employer's or other covered entity's perception were shared by others in the field and whether or not the individual's actual physical or mental condition would be considered a disability under the first or second part of this definition. As the legislative history notes, sociologists have

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identified common attitudinal barriers that frequently result in employers excluding individuals with disabilities. These include concerns regarding productivity, safety, insurance, liability, attendance, cost of accommodation and accessibility, workers' compensation costs, and acceptance by coworkers and customers.

Therefore, if an individual can show that an employer or other covered entity made an employment decision because of a perception of disability based on "myth, fear or stereotype," the individual will satisfy the "regarded as" part of the definition of disability. If the employer cannot articulate a non-discriminatory reason for the employment action, an inference that the employer is acting on the basis of "myth, fear or stereotype" can be drawn.

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(m) Qualified individual with a disability means an individual with a disability who satisfies the requisite skill, experience, education and other job-related requirements of the employment position such individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of such position. (See section 1630.3 for exceptions to this definition).

INTERPRETIVE GUIDANCE**Section 1630.2(m) Qualified Individual with a Disability**

The ADA prohibits discrimination on the basis of disability against qualified individuals with disabilities. The determination of whether an individual with a disability is "qualified" should be made in two steps. The first step is to determine if the individual satisfies the prerequisites for the position, such as possessing the appropriate educational background, employment experience, skills, licenses, etc. For example, the first step in determining whether an accountant who is paraplegic is qualified for a certified public accountant (CPA) position is to examine the individual's credentials to determine whether the individual is a licensed CPA. This is sometimes referred to in the Rehabilitation Act caselaw as determining whether the individual is "otherwise qualified" for the position. See Senate Report at 33; House Labor Report at 64-65. (See section 1630.9 Not Making Reasonable Accommodation).

The second step is to determine whether or not the individual can perform the essential functions of the position held or desired, with or without reasonable accommodation. The purpose of this second step is to ensure that individuals with disabilities who can perform the essential functions of the position held or desired are not denied employment opportunities because they are not able to perform marginal functions of the position. House Labor Report at 55.

The determination of whether an individual with a disability is qualified is to be made at the time of the employment decision. This determination should be based on the capabilities of the individual with a disability at the time of the employment decision, and should not be based on speculation that the employee may become unable in the future or may cause increased health insurance premiums or workers' compensation costs.

REGULATION**(n) Essential functions.** -

(1) **In general.** The term "essential functions" means the fundamental job duties of the employment position the individual with a disability holds or desires. The term "essential functions" does not include the marginal functions of the position.

(2) A job function may be considered essential for any of several reasons, including but not limited to the following:

(i) The function may be essential because the reason the position exists is to perform that function;

(ii) The function may be essential because of the limited number of employees available among whom the performance of that job function can be distributed; and/or

(iii) The function may be highly specialized so that the incumbent in the position is hired for his or her expertise or ability to perform the particular function.

(3) Evidence of whether a particular function is essential includes, but is not limited to:

(i) The employer's judgment as to which functions are essential;

INTERPRETIVE GUIDANCE**Section 1630.2(n) Essential Functions**

The determination of which functions are essential may be critical to the determination of whether or not the individual with a disability is qualified. The essential functions are those functions that the individual who holds the position must be able to perform unaided or with the assistance of a reasonable accommodation.

The inquiry into whether a particular function is essential initially focuses on whether the employer actually requires employees in the position to perform the functions that the employer asserts are essential. For example, an employer may state that typing is an essential function of a position. If, in fact, the employer has never required any employee in that particular position to type, this will be evidence that typing is not actually an essential function of the position.

If the individual who holds the position is actually required to perform the function the employer asserts is an essential function, the inquiry will then center around whether removing the function would fundamentally alter that position. This determination of whether or not a particular function is essential will generally include one or more of the following factors listed in part 1630.

The first factor is whether the position exists to perform a particular function. For example, an individual may be hired to proofread documents. The ability to proofread the documents would then be an essential function, since this is the only reason the position exists.

The second factor in determining whether a function is essential is the number of other employees available to perform that job function or among whom the performance of that job function can be distributed. This may be a factor either because the total number of available employees is low, or because of the fluctuating demands of the business operation. For example, if an employer has a relatively small number of available employees for the volume of work to be performed, it may be necessary that each employee perform a multitude of different functions. Therefore, the performance of those functions by each employee becomes more critical and the options for reorganizing the work become more limited. In such a situation, functions that might not be essential if there were a larger staff may become essential because the staff size is small compared to the volume of work that has to be done.

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(ii) Written job descriptions prepared before advertising or interviewing applicants for the job;

(iii) The amount of time spent on the job performing the function;

(iv) The consequences of not requiring the incumbent to perform the function;

(v) The terms of a collective bargaining agreement;

(vi) The work experience of past incumbents in the job; and/or

(vii) The current work experience of incumbents in similar jobs.

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See Treadwell v. Alexander, 707 F.2d 473 (11th Cir. 1983).

A similar situation might occur in a larger work force if the workflow follows a cycle of heavy demand for labor intensive work followed by low demand periods. This type of workflow might also make the performance of each function during the peak periods more critical and might limit the employer's flexibility in reorganizing operating procedures. See Dexler v. Tisch, 660 F. Supp. 1418 (D. Conn. 1987).

The third factor is the degree of expertise or skill required to perform the function. In certain professions and highly skilled positions the employee is hired for his or her expertise or ability to perform the particular function. In such a situation, the performance of that specialized task would be an essential function.

Whether a particular function is essential is a factual determination that must be made on a case by case basis. In determining whether or not a particular function is essential, all relevant evidence should be considered. Part 1630 lists various types of evidence, such as an established job description, that should be considered in determining whether a particular function is essential. Since the list is not exhaustive, other relevant evidence may also be presented. Greater weight will not be granted to the types of evidence included on the list than to the types of evidence not listed.

Although part 1630 does not require employers to develop or maintain job descriptions, written job descriptions prepared before advertising or interviewing applicants for the job, as well as the employer's judgment as to what functions are essential are among the relevant evidence to be considered in determining whether a particular function is essential. The terms of a collective bargaining agreement are also relevant to the determination of whether a particular function is essential. The work experience of past employees in the job or of current employees in similar jobs is likewise relevant to the determination of whether a particular function is essential. See H.R. Conf. Rep. No. 101-596, 101st Cong., 2d Sess. 58 (1990) [hereinafter Conference Report]; House Judiciary Report at 33-34. See also Hall v. U.S. Postal Service, 857 F.2d 1073 (6th Cir. 1988).

The time spent performing the particular function may also be an indicator of whether that function is essential. For example,

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if an employee spends the vast majority of his or her time working at a cash register, this would be evidence that operating the cash register is an essential function. The consequences of failing to require the employee to perform the function may be another indicator of whether a particular function is essential. For example, although a firefighter may not regularly have to carry an unconscious adult out of a burning building, the consequence of failing to require the firefighter to be able to perform this function would be serious.

It is important to note that the inquiry into essential functions is not intended to second guess an employer's business judgment with regard to production standards, whether qualitative or quantitative, nor to require employers to lower such standards. (See section 1630.10 Qualification Standards, Tests and Other Selection Criteria). If an employer requires its typists to be able to accurately type 75 words per minute, it will not be called upon to explain why an inaccurate work product, or a typing speed of 65 words per minute, would not be adequate. Similarly, if a hotel requires its service workers to thoroughly clean 16 rooms per day, it will not have to explain why it requires thorough cleaning, or why it chose a 16 room rather than a 10 room requirement. However, if an employer does require accurate 75 word per minute typing or the thorough cleaning of 16 rooms, it will have to show that it actually imposes such requirements on its employees in fact, and not simply on paper. It should also be noted that, if it is alleged that the employer intentionally selected the particular level of production to exclude individuals with disabilities, the employer may have to offer a legitimate, nondiscriminatory reason for its selection.

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(o) Reasonable accommodation. -- (1) The term "reasonable accommodation" means:

(i) Modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires; or

(ii) Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or

(iii) Modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

(2) Reasonable accommodation may include but is not limited to:

(i) Making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and

(ii) Job restructuring; part-time or modified work

INTERPRETIVE GUIDANCE**Section 1630.2(o) Reasonable Accommodation**

An individual is considered a "qualified individual with a disability" if the individual can perform the essential functions of the position held or desired with or without reasonable accommodation. In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. There are three categories of reasonable accommodation. These are (1) accommodations that are required to ensure equal opportunity in the application process; (2) accommodations that enable the employer's employees with disabilities to perform the essential functions of the position held or desired; and (3) accommodations that enable the employer's employees with disabilities to enjoy equal benefits and privileges of employment as are enjoyed by employees without disabilities. It should be noted that nothing in this part prohibits employers or other covered entities from providing accommodations beyond those required by this part.

Part 1630 lists the examples, specified in title I of the ADA, of the most common types of accommodation that an employer or other covered entity may be required to provide. There are any number of other specific accommodations that may be appropriate for particular situations but are not specifically mentioned in this listing. This listing is not intended to be exhaustive of accommodation possibilities. For example, other accommodations could include permitting the use of accrued paid leave or providing additional unpaid leave for necessary treatment, making employer provided transportation accessible, and providing reserved parking spaces. Providing personal assistants, such as a page turner for an employee with no hands or a travel attendant to act as a sighted guide to assist a blind employee on occasional business trips, may also be a reasonable accommodation. Senate Report at 31; House Labor Report at 62; House Judiciary Report at 39.

It may also be a reasonable accommodation to permit an individual with a disability the opportunity to provide and utilize equipment, aids or services that an employer is not required to provide as a reasonable accommodation. For example, it would be a reasonable accommodation for an employer to permit an individual who is blind to use a guide dog at work, even though the employer would not be required to provide a guide dog for the employee.

The accommodations included on the list of reasonable ac-

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schedules; reassignment to a vacant position; acquisition or modifications of equipment or devices; appropriate adjustment or modifications of examinations, training materials, or policies; the provision of qualified readers or interpreters; and other similar accommodations for individuals with disabilities.

(3) To determine the appropriate reasonable accommodation it may be necessary for the covered entity to initiate an informal, interactive process with the qualified individual with a disability in need of the accommodation. This process should identify the precise limitations resulting from the disability and potential reasonable accommodations that could overcome those limitations.

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accommodations are generally self explanatory. However, there are a few that require further explanation. One of these is the accommodation of making existing facilities used by employees readily accessible to, and usable by, individuals with disabilities. This accommodation includes both those areas that must be accessible for the employee to perform essential job functions, as well as non-work areas used by the employer's employees for other purposes. For example, accessible break rooms, lunch rooms, training rooms, restrooms, etc., may be required as reasonable accommodations.

Another of the potential accommodations listed is "job restructuring." An employer or other covered entity may restructure a job by reallocating or redistributing nonessential, marginal job functions. For example, an employer may have two jobs, each of which entails the performance of a number of marginal functions. The employer hires a qualified individual with a disability who is able to perform some of the marginal functions of each job but not all of the marginal functions of either job. As an accommodation, the employer may redistribute the marginal functions so that all of the marginal functions that the qualified individual with a disability can perform are made a part of the position to be filled by the qualified individual with a disability. The remaining marginal functions that the individual with a disability cannot perform would then be transferred to the other position. See Senate Report at 31; House Labor Report at 62.

An employer or other covered entity is not required to reallocate essential functions. The essential functions are by definition those that the individual who holds the job would have to perform, with or without reasonable accommodation, in order to be considered qualified for the position. For example, suppose a security guard position requires the individual who holds the job to inspect identification cards. An employer would not have to provide an individual who is legally blind with an assistant to look at the identification cards for the legally blind employee. In this situation the assistant would be performing the job for the individual with a disability rather than assisting the individual to perform the job. See Coleman v. Darden, 595 F.2d 533 (10th Cir. 1979).

An employer or other covered entity may also restructure a job by altering when and/or how an essential function is performed. For example, an essential function customarily performed in the early morning hours may be rescheduled until

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later in the day as a reasonable accommodation to a disability that precludes performance of the function at the customary hour. Likewise, as a reasonable accommodation, an employee with a disability that inhibits the ability to write, may be permitted to computerize records that were customarily maintained manually.

Reassignment to a vacant position is also listed as a potential reasonable accommodation. In general, reassignment should be considered only when accommodation within the individual's current position would pose an undue hardship. Reassignment is not available to applicants. An applicant for a position must be qualified for, and be able to perform the essential functions of, the position sought with or without reasonable accommodation.

Reassignment may not be used to limit, segregate, or otherwise discriminate against employees with disabilities by forcing reassignments to undesirable positions or to designated offices or facilities. Employers should reassign the individual to an equivalent position, in terms of pay, status, etc., if the individual is qualified, and if the position is vacant within a reasonable amount of time. A "reasonable amount of time" should be determined in light of the totality of the circumstances. As an example, suppose there is no vacant position available at the time that an individual with a disability requests reassignment as a reasonable accommodation. The employer, however, knows that an equivalent position for which the individual is qualified, will become vacant next week. Under these circumstances, the employer should reassign the individual to the position when it becomes available.

An employer may reassign an individual to a lower graded position if there are no accommodations that would enable the employee to remain in the current position and there are no vacant equivalent positions for which the individual is qualified with or without reasonable accommodation. An employer, however, is not required to maintain the reassigned individual with a disability at the salary of the higher graded position if it does not so maintain reassigned employees who are not disabled. It should also be noted that an employer is not required to promote an individual with a disability as an accommodation. See Senate Report at 31-32; House Labor Report at 63.

The determination of which accommodation is appropriate in a particular situation involves a process in which the employer and employee identify the precise limitations imposed by the disability and explore potential accommodations that would overcome those limitations. This process is discussed more fully in section 1630.9 Not Making Reasonable Accommodation.

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(p) Undue hardship. --

(1) In general. "Undue hardship" means, with respect to the provision of an accommodation, significant difficulty or expense incurred by a covered entity, when considered in light of the factors set forth in paragraph (p)(2) of this section.

(2) Factors to be considered. In determining whether an accommodation would impose an undue hardship on a covered entity, factors to be considered include:

(i) The nature and net cost of the accommodation needed under this part, taking into consideration the availability of tax credits and deductions, and/or outside funding;

(ii) The overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation, the number of persons employed at such facility, and the effect on expenses and resources;

(iii) The overall financial resources of the covered entity, the overall size of the business of the covered entity with respect to the number of its employees, and the number, type and location of its facilities;

(iv) The type of operation

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Section 1630.2(p) Undue Hardship

An employer or other covered entity is not required to provide an accommodation that will impose an undue hardship on the operation of the employer's or other covered entity's business. The term "undue hardship" means significant difficulty or expense in, or resulting from, the provision of the accommodation. The "undue hardship" provision takes into account the financial realities of the particular employer or other covered entity. However, the concept of undue hardship is not limited to financial difficulty. "Undue hardship" refers to any accommodation that would be unduly costly, extensive, substantial, or disruptive, or that would fundamentally alter the nature or operation of the business. See Senate Report at 35; House Labor Report at 67.

For example, suppose an individual with a disabling visual impairment that makes it extremely difficult to see in dim lighting applies for a position as a waiter in a nightclub and requests that the club be brightly lit as a reasonable accommodation. Although the individual may be able to perform the job in bright lighting, the nightclub will probably be able to demonstrate that that particular accommodation, though inexpensive, would impose an undue hardship if the bright lighting would destroy the ambience of the nightclub and/or make it difficult for the customers to see the stage show. The fact that that particular accommodation poses an undue hardship, however, only means that the employer is not required to provide that accommodation. If there is another accommodation that will not create an undue hardship, the employer would be required to provide the alternative accommodation.

An employer's claim that the cost of a particular accommodation will impose an undue hardship will be analyzed in light of the factors outlined in part 1630. In part, this analysis requires a determination of whose financial resources should be considered in deciding whether the accommodation is unduly costly. In some cases the financial resources of the employer or other covered entity in its entirety should be considered in determining whether the cost of an accommodation poses an undue hardship. In other cases, consideration of the financial resources of the employer or other covered entity as a whole may be inappropriate because it may not give an accurate picture of the financial resources available to the particular facility that will actually be required to provide the accommodation. See House Labor Report at 68-69; House Judiciary Report at 40-41; see also Conference Report at 56-57.

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or operations of the covered entity, including the composition, structure and functions of the workforce of such entity, and the geographic separateness and administrative or fiscal relationship of the facility or facilities in question to the covered entity; and

(v) The impact of the accommodation upon the operation of the facility, including the impact on the ability of other employees to perform their duties and the impact on the facility's ability to conduct business.

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If the employer or other covered entity asserts that only the financial resources of the facility where the individual will be employed should be considered, part 1630 requires a factual determination of the relationship between the employer or other covered entity and the facility that will provide the accommodation. As an example, suppose that an independently owned fast food franchise that receives no money from the franchisor refuses to hire an individual with a hearing impairment because it asserts that it would be an undue hardship to provide an interpreter to enable the individual to participate in monthly staff meetings. Since the financial relationship between the franchisor and the franchise is limited to payment of an annual franchise fee, only the financial resources of the franchise would be considered in determining whether or not providing the accommodation would be an undue hardship. See House Labor Report at 68; House Judiciary Report at 40.

If the employer or other covered entity can show that the cost of the accommodation would impose an undue hardship, it would still be required to provide the accommodation if the funding is available from another source, e.g., a State vocational rehabilitation agency, or if Federal, State or local tax deductions or tax credits are available to offset the cost of the accommodation. If the employer or other covered entity receives, or is eligible to receive, monies from an external source that would pay the entire cost of the accommodation, it cannot claim cost as an undue hardship. In the absence of such funding, the individual with a disability requesting the accommodation should be given the option of providing the accommodation or of paying that portion of the cost which constitutes the undue hardship on the operation of the business. To the extent that such monies pay or would pay for only part of the cost of the accommodation, only that portion of the cost of the accommodation that could not be recovered - the final net cost to the entity - may be considered in determining undue hardship. (See section 1630.9 Not Making Reasonable Accommodation). See Senate Report at 36; House Labor Report at 69.

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(q) Qualification standards means the personal and professional attributes including the skill, experience, education, physical, medical, safety and other requirements established by a covered entity as requirements which an individual must meet in order to be eligible for the position held or desired.

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(r) **Direct Threat** means a significant risk of substantial harm to the health or safety of the individual or others that cannot be eliminated or reduced by reasonable accommodation. The determination that an individual poses a "direct threat" shall be based on an individualized assessment of the individual's present ability to safely perform the essential functions of the job. This assessment shall be based on a reasonable medical judgment that relies on the most current medical knowledge and/or on the best available objective evidence. In determining whether an individual would pose a direct threat, the factors to be considered include:

- (1) The duration of the risk;
- (2) The nature and severity of the potential harm;
- (3) The likelihood that the potential harm will occur; and
- (4) The imminence of the potential harm.

INTERPRETIVE GUIDANCE**Section 1630.2(r) Direct Threat**

An employer may require, as a qualification standard, that an individual not pose a direct threat to the health or safety of himself/herself or others. Like any other qualification standard, such a standard must apply to all applicants or employees and not just to individuals with disabilities. If, however, an individual poses a direct threat as a result of a disability, the employer must determine whether a reasonable accommodation would either eliminate the risk or reduce it to an acceptable level. If no accommodation exists that would either eliminate or reduce the risk, the employer may refuse to hire an applicant or may discharge an employee who poses a direct threat.

An employer, however, is not permitted to deny an employment opportunity to an individual with a disability merely because of a slightly increased risk. The risk can only be considered when it poses a significant risk, *i.e.*, high probability, of substantial harm; a speculative or remote risk is insufficient. *See* Senate Report at 27; House Labor Report at 56-57; House Judiciary Report at 45.

Determining whether an individual poses a significant risk of substantial harm to others must be made on a case by case basis. The employer should identify the specific risk posed by the individual. For individuals with mental or emotional disabilities, the employer must identify the specific behavior on the part of the individual that would pose the direct threat. For individuals with physical disabilities, the employer must identify the aspect of the disability that would pose the direct threat. The employer should then consider the four factors listed in part 1630:

- (1) the duration of the risk;
- (2) the nature and severity of the potential harm;
- (3) the likelihood that the potential harm will occur; and
- (4) the imminence of the potential harm.

Such consideration must rely on objective, factual evidence - - not on subjective perceptions, irrational fears, patronizing attitudes, or stereotypes - - about the nature or effect of a particular disability, or of disability generally. *See* Senate Report at 27; House Labor Report at 56-57; House Judiciary Report at 45-46. *See also Strathie v. Department of Transportation*, 716 F.2d 227 (3d Cir. 1983). Relevant evidence may include input from the individual with a disability, the experi-

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ence of the individual with a disability in previous similar positions, and opinions of medical doctors, rehabilitation counselors, or physical therapists who have expertise in the disability involved and/or direct knowledge of the individual with the disability.

An employer is also permitted to require that an individual not pose a direct threat of harm to his or her own safety or health. If performing the particular functions of a job would result in a high probability of substantial harm to the individual, the employer could reject or discharge the individual unless a reasonable accommodation that would not cause an undue hardship would avert the harm. For example, an employer would not be required to hire an individual, disabled by narcolepsy, who frequently and unexpectedly loses consciousness for a carpentry job the essential functions of which require the use of power saws and other dangerous equipment, where no accommodation exists that will reduce or eliminate the risk.

The assessment that there exists a high probability of substantial harm to the individual, like the assessment that there exists a high probability of substantial harm to others, must be strictly based on valid medical analyses and/or on other objective evidence. This determination must be based on individualized factual data, using the factors discussed above, rather than on stereotypic or patronizing assumptions and must consider potential reasonable accommodations. Generalized fears about risks from the employment environment, such as exacerbation of the disability caused by stress, cannot be used by an employer to disqualify an individual with a disability. For example, a law firm could not reject an applicant with a history of disabling mental illness based on a generalized fear that the stress of trying to make partner might trigger a relapse of the individual's mental illness. Nor can generalized fears about risks to individuals with disabilities in the event of an evacuation or other emergency be used by an employer to disqualify an individual with a disability. See Senate Report at 56; House Labor Report at 73-74; House Judiciary Report at 45. See also Mantolite v. Bolger, 767 F.2d 1416 (9th Cir. 1985); Bentivegna v. U.S. Department of Labor, 694 F.2d 619 (9th Cir. 1982).

REGULATION**1630.3 Exceptions to the definitions of “Disability” and “Qualified Individual with a Disability.”**

(a) The terms disability and qualified individual with a disability do not include individuals currently engaging in the illegal use of drugs, when the covered entity acts on the basis of such use.

(1) Drug means a controlled substance, as defined in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C 812).

(2) Illegal use of drugs means the use of drugs the possession or distribution of which is unlawful under the Controlled Substances Act, as periodically updated by the Food and Drug Administration. This term does not include the use of a drug taken under the supervision of a licensed health care professional, or other uses authorized by the Controlled Substances Act or other provisions of Federal law.

(b) However, the terms “disability” and “qualified” individual with a disability may not exclude an individual who:

(1) Has successfully completed a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs, or has otherwise been rehabilitated successfully and is no longer engaging in the illegal use of drugs; or

INTERPRETIVE GUIDANCE**Section 1630.3 Exceptions to the Definitions of “Disability” and “Qualified Individual with a Disability”****Section 1630.3 (a) through (c) Illegal Use of Drugs**

Part 1630 provides that an individual currently engaging in the illegal use of drugs is not an individual with a disability for purposes of this part when the employer or other covered entity acts on the basis of such use. Illegal use of drugs refers both to the use of unlawful drugs, such as cocaine, and to the unlawful use of prescription drugs.

Employers, for example, may discharge or deny employment to persons who illegally use drugs, on the basis of such use, without fear of being held liable for discrimination. The term “currently engaging” is not intended to be limited to the use of drugs on the day of, or within a matter of days or weeks before, the employment action in question. Rather, the provision is intended to apply to the illegal use of drugs that has occurred recently enough to indicate that the individual is actively engaged in such conduct. See Conference Report at 64.

Individuals who are erroneously perceived as engaging in the illegal use of drugs, but are not in fact illegally using drugs are not excluded from the definitions of the terms “disability” and “qualified individual with a disability.” Individuals who are no longer illegally using drugs and who have either been rehabilitated successfully or are in the process of completing a rehabilitation program are, likewise, not excluded from the definitions of those terms. The term “rehabilitation program” refers to both in-patient and out-patient programs, as well as to appropriate employee assistance programs, professionally recognized self-help programs, such as Narcotics Anonymous, or other programs that provide professional (not necessarily medical) assistance and counseling for individuals who illegally use drugs. See Conference Report at 64; see also House Labor Report at 77; House Judiciary Report at 47.

It should be noted that this provision simply provides that certain individuals are not excluded from the definitions of “disability” and “qualified individual with a disability.” Consequently, such individuals are still required to establish that they satisfy the requirements of these definitions in order to be protected by the ADA and this part. An individual erroneously regarded as illegally using drugs, for example, would have to show that he or she was regarded as a drug addict in order to

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(2) Is participating in a supervised rehabilitation program and is no longer engaging in such use; or

(3) Is erroneously regarded as engaging in such use, but is not engaging in such use.

(c) It shall not be a violation of this part for a covered entity to adopt or administer reasonable policies or procedures, including but not limited to drug testing, designed to ensure that an individual described in paragraph (b)(1) or (2) of this section is no longer engaging in the illegal use of drugs. (See section 1630.16(c) Drug testing).

(d) Disability does not include:

(1) Transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders not resulting from physical impairments, or other sexual behavior disorders;

(2) Compulsive gambling, kleptomania, or pyromania; or

(3) Psychoactive substance use disorders resulting from current illegal use of drugs.

(e) Homosexuality and bisexuality are not impairments and so are not disabilities as defined in this part.

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demonstrate that he or she meets the definition of "disability" as defined in this part.

Employers are entitled to seek reasonable assurances that no illegal use of drugs is occurring or has occurred recently enough so that continuing use is a real and ongoing problem. The reasonable assurances that employers may ask applicants or employees to provide include evidence that the individual is participating in a drug treatment program and/or evidence, such as drug test results, to show that the individual is not currently engaging in the illegal use of drugs. An employer, such as a law enforcement agency, may also be able to impose a qualification standard that excludes individuals with a history of illegal use of drugs if it can show that the standard is job-related and consistent with business necessity. (See section 1630.10 Qualification Standards, Tests and Other Selection Criteria) See Conference Report at 64.

REGULATION**1630.4 Discrimination prohibited.**

It is unlawful for a covered entity to discriminate on the basis of disability against a qualified individual with a disability in regard to:

(a) Recruitment, advertising, and job application procedures;

(b) Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff, and rehiring;

(c) Rates of pay or any other form of compensation and changes in compensation;

(d) Job assignments, job classifications, organizational structures, position descriptions, lines of progression, and seniority lists;

(e) Leaves of absence, sick leave, or any other leave;

(f) Fringe benefits available by virtue of employment, whether or not administered by the covered entity;

(g) Selection and financial support for training, including: apprenticeships, professional meetings, conferences and other related activities, and selection for leaves of absence to pursue training;

INTERPRETIVE GUIDANCE**Section 1630.4 Discrimination Prohibited**

This provision prohibits discrimination against a qualified individual with a disability in all aspects of the employment relationship. The range of employment decisions covered by this nondiscrimination mandate is to be construed in a manner consistent with the regulations implementing Section 504 of the Rehabilitation Act of 1973.

Part 1630 is not intended to limit the ability of covered entities to choose and maintain a qualified workforce. Employers can continue to use job-related criteria to select qualified employees, and can continue to hire employees who can perform the essential functions of the job.

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(h) Activities sponsored by a covered entity including social and recreational programs; and

(i) Any other term, condition, or privilege of employment.

The term “discrimination” includes, but is not limited to, the acts described in sections 1630.5 through 1630.13 of this part.

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REGULATION**1630.5 Limiting, segregating, and classifying.**

It is unlawful for a covered entity to limit, segregate, or classify a job applicant or employee in a way that adversely affects his or her employment opportunities or status on the basis of disability.

INTERPRETIVE GUIDANCE**Section 1630.5 Limiting, Segregating and Classifying**

This provision and the several provisions that follow describe various specific forms of discrimination that are included within the general prohibition of section 1630.4. Covered entities are prohibited from restricting the employment opportunities of qualified individuals with disabilities on the basis of stereotypes and myths about the individual's disability. Rather, the capabilities of qualified individuals with disabilities must be determined on an individualized, case by case basis. Covered entities are also prohibited from segregating qualified employees with disabilities into separate work areas or into separate lines of advancement.

Thus, for example, it would be a violation of this part for an employer to limit the duties of an employee with a disability based on a presumption of what is best for an individual with such a disability, or on a presumption about the abilities of an individual with such a disability. It would be a violation of this part for an employer to adopt a separate track of job promotion or progression for employees with disabilities based on a presumption that employees with disabilities are uninterested in, or incapable of, performing particular jobs. Similarly, it would be a violation for an employer to assign or reassign (as a reasonable accommodation) employees with disabilities to one particular office or installation, or to require that employees with disabilities only use particular employer provided non-work facilities such as segregated break-rooms, lunch rooms, or lounges. It would also be a violation of this part to deny employment to an applicant or employee with a disability based on generalized fears about the safety of an individual with such a disability, or based on generalized assumptions about the absenteeism rate of an individual with such a disability.

In addition, it should also be noted that this part is intended to require that employees with disabilities be accorded equal access to whatever health insurance coverage the employer provides to other employees. This part does not, however, affect pre-existing condition clauses included in health insurance policies offered by employers. Consequently, employers may continue to offer policies that contain such clauses, even if they adversely affect individuals with disabilities, so long as the clauses are not used as a subterfuge to evade the purposes of this part.

So, for example, it would be permissible for an employer to

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offer an insurance policy that limits coverage for certain procedures or treatments to a specified number per year. Thus, if a health insurance plan provided coverage for five blood transfusions a year to all covered employees, it would not be discriminatory to offer this plan simply because a hemophiliac employee may require more than five blood transfusions annually. However, it would not be permissible to limit or deny the hemophiliac employee coverage for other procedures, such as heart surgery or the setting of a broken leg, even though the plan would not have to provide coverage for the additional blood transfusions that may be involved in these procedures. Likewise, limits may be placed on reimbursements for certain procedures or on the types of drugs or procedures covered (e.g. limits on the number of permitted X-rays or non-coverage of experimental drugs or procedures), but that limitation must be applied equally to individuals with and without disabilities. See Senate Report at 28-29; House Labor Report at 58-59; House Judiciary Report at 36.

Leave policies or benefit plans that are uniformly applied do not violate this part simply because they do not address the special needs of every individual with a disability. Thus, for example, an employer that reduces the number of paid sick leave days that it will provide to all employees, or reduces the amount of medical insurance coverage that it will provide to all employees, is not in violation of this part, even if the benefits reduction has an impact on employees with disabilities in need of greater sick leave and medical coverage. Benefits reductions adopted for discriminatory reasons are in violation of this part. See Alexander v. Choate, 469 U.S. 287 (1985). See Senate Report at 85; House Labor Report at 137. (See also, the discussion at section 1630.16(f) Health Insurance, Life Insurance, and Other Benefit Plans).

REGULATION**1630.6 Contractual or other arrangements.**

(a) In general. It is unlawful for a covered entity to participate in a contractual or other arrangement or relationship that has the effect of subjecting the covered entity's own qualified applicant or employee with a disability to the discrimination prohibited by this part.

(b) Contractual or other arrangement defined. The phrase "contractual or other arrangement or relationship" includes, but is not limited to, a relationship with an employment or referral agency; labor union, including collective bargaining agreements; an organization providing fringe benefits to an employee of the covered entity; or an organization providing training and apprenticeship programs.

(c) Application. This section applies to a covered entity, with respect to its own applicants or employees, whether the entity offered the contract or initiated the relationship, or whether the entity accepted the contract or acceded to the relationship. A covered entity is not liable for the actions of the other party or parties to the contract which only affect that other party's employees or applicants.

INTERPRETIVE GUIDANCE**Section 1630.6 Contractual or Other Arrangements**

An employer or other covered entity may not do through a contractual or other relationship what it is prohibited from doing directly. This provision does not affect the determination of whether or not one is a "covered entity" or "employer" as defined in section 1630.2.

This provision only applies to situations where an employer or other covered entity has entered into a contractual relationship that has the effect of discriminating against its own employees or applicants with disabilities. Accordingly, it would be a violation for an employer to participate in a contractual relationship that results in discrimination against the employer's employees with disabilities in hiring, training, promotion, or in any other aspect of the employment relationship. This provision applies whether or not the employer or other covered entity intended for the contractual relationship to have the discriminatory effect.

Part 1630 notes that this provision applies to parties on either side of the contractual or other relationship. This is intended to highlight that an employer whose employees provide services to others, like an employer whose employees receive services, must ensure that those employees are not discriminated against on the basis of disability. For example, a copier company whose service representative is a dwarf could be required to provide a stepstool, as a reasonable accommodation, to enable him to perform the necessary repairs. However, the employer would not be required, as a reasonable accommodation, to make structural changes to its customer's inaccessible premises.

The existence of the contractual relationship adds no new obligations under part 1630. The employer, therefore, is not liable through the contractual arrangement for any discrimination by the contractor against the contractor's own employees or applicants, although the contractor, as an employer, may be liable for such discrimination.

An employer or other covered entity, on the other hand, cannot evade the obligations imposed by this part by engaging in a contractual or other relationship. For example, an employer cannot avoid its responsibility to make reasonable accommodation subject to the undue hardship limitation through a contractual arrangement. See Conference Report at 59; House Labor Report at 59-61; House Judiciary Report at 36-37.

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To illustrate, assume that an employer is seeking to contract with a company to provide training for its employees. Any responsibilities of reasonable accommodation applicable to the employer in providing the training remain with that employer even if it contracts with another company for this service.

Thus, if the training company were planning to conduct the training at an inaccessible location, thereby making it impossible for an employee who uses a wheelchair to attend, the employer would have a duty to make reasonable accommodation unless to do so would impose an undue hardship. Under these circumstances, appropriate accommodations might include (1) having the training company identify accessible training sites and relocate the training program; (2) having the training company make the training site accessible; (3) directly making the training site accessible or providing the training company with the means by which to make the site accessible; (4) identifying and contracting with another training company that uses accessible sites; or (5) any other accommodation that would result in making the training available to the employee.

As another illustration, assume that instead of contracting with a training company, the employer contracts with a hotel to host a conference for its employees. The employer will have a duty to ascertain and ensure the accessibility of the hotel and its conference facilities. To fulfill this obligation the employer could, for example, inspect the hotel first-hand or ask a local disability group to inspect the hotel. Alternatively, the employer could ensure that the contract with the hotel specifies it will provide accessible guest rooms for those who need them and that all rooms to be used for the conference, including exhibit and meeting rooms, are accessible. If the hotel breaches this accessibility provision, the hotel may be liable to the employer, under a non-ADA breach of contract theory, for the cost of any accommodation needed to provide access to the hotel and conference, and for any other costs accrued by the employer. (In addition, the hotel may also be independently liable under title III of the ADA). However, this would not relieve the employer of its responsibility under this part nor shield it from charges of discrimination by its own employees. See House Labor Report at 40; House Judiciary Report at 37.

REGULATION**1630.7 Standards, criteria, or methods of administration.**

It is unlawful for a covered entity to use standards, criteria, or methods of administration, which are not job-related and consistent with business necessity, and:

(a) That have the effect of discriminating on the basis of disability; or

(b) That perpetuate the discrimination of others who are subject to common administrative control.

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REGULATION**1630.8 Relationship or association with an individual with a disability.**

It is unlawful for a covered entity to exclude or deny equal jobs or benefits to, or otherwise discriminate against, a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a family, business, social or other relationship or association.

INTERPRETIVE GUIDANCE**Section 1630.8 Relationship or Association with an Individual with a Disability**

This provision is intended to protect any qualified individual, whether or not that individual has a disability, from discrimination because that person is known to have an association or relationship with an individual who has a known disability. This protection is not limited to those who have a familial relationship with an individual with a disability.

To illustrate the scope of this provision, assume that a qualified applicant without a disability applies for a job and discloses to the employer that his or her spouse has a disability. The employer thereupon declines to hire the applicant because the employer believes that the applicant would have to miss work or frequently leave work early in order to care for the spouse. Such a refusal to hire would be prohibited by this provision. Similarly, this provision would prohibit an employer from discharging an employee because the employee does volunteer work with people who have AIDS, and the employer fears that the employee may contract the disease.

This provision also applies to other benefits and privileges of employment. For example, an employer that provides health insurance benefits to its employees for their dependents may not reduce the level of those benefits to an employee simply because that employee has a dependent with a disability. This is true even if the provision of such benefits would result in increased health insurance costs for the employer.

It should be noted, however, that an employer need not provide the applicant or employee without a disability with a reasonable accommodation because that duty only applies to qualified applicants or employees with disabilities. Thus, for example, an employee would not be entitled to a modified work schedule as an accommodation to enable the employee to care for a spouse with a disability. See Senate Report at 30; House Labor Report at 61-62; House Judiciary Report at 38-39.

REGULATION**1630.9 Not making reasonable accommodation.**

(a) It is unlawful for a covered entity not to make reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee with a disability, unless such covered entity can demonstrate that the accommodation would impose an undue hardship on the operation of its business.

INTERPRETIVE GUIDANCE**Section 1630.9 Not Making Reasonable Accommodation**

The obligation to make reasonable accommodation is a form of non-discrimination. It applies to all employment decisions and to the job application process. This obligation does not extend to the provision of adjustments or modifications that are primarily for the personal benefit of the individual with a disability. Thus, if an adjustment or modification is job-related, e.g., specifically assists the individual in performing the duties of a particular job, it will be considered a type of reasonable accommodation. On the other hand, if an adjustment or modification assists the individual throughout his or her daily activities, on and off the job, it will be considered a personal item that the employer is not required to provide. Accordingly, an employer would generally not be required to provide an employee with a disability with a prosthetic limb, wheelchair, or eyeglasses. Nor would an employer have to provide as an accommodation any amenity or convenience that is not job-related, such as a private hot plate, hot pot or refrigerator that is not provided to employees without disabilities. See Senate Report at 31; House Labor Report at 62.

It should be noted, however, that the provision of such items may be required as a reasonable accommodation where such items are specifically designed or required to meet job-related rather than personal needs. An employer, for example, may have to provide an individual with a disabling visual impairment with eyeglasses specifically designed to enable the individual to use the office computer monitors, but that are not otherwise needed by the individual outside of the office.

The term "supported employment," which has been applied to a wide variety of programs to assist individuals with severe disabilities in both competitive and non-competitive employment, is not synonymous with reasonable accommodation. Examples of supported employment include modified training materials, restructuring essential functions to enable an individual to perform a job, or hiring an outside professional ("job coach") to assist in job training. Whether a particular form of assistance would be required as a reasonable accommodation must be determined on an individualized, case by case basis without regard to whether that assistance is referred to as "supported employment." For example, an employer, under certain circumstances, may be required to provide modified training materials or a temporary "job coach" to assist in the training of a qualified individual with a disability as a reasonable accommodation. However, an employer would not be

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required to restructure the essential functions of a position to fit the skills of an individual with a disability who is not otherwise qualified to perform the position, as is done in certain supported employment programs. See 34 CFR part 363. It should be noted that it would not be a violation of this part for an employer to provide any of these personal modifications or adjustments, or to engage in supported employment or similar rehabilitative programs.

The obligation to make reasonable accommodation applies to all services and programs provided in connection with employment, and to all non-work facilities provided or maintained by an employer for use by its employees. Accordingly, the obligation to accommodate is applicable to employer sponsored placement or counseling services, and to employer provided cafeterias, lounges, gymnasiums, auditoriums, transportation and the like.

The reasonable accommodation requirement is best understood as a means by which barriers to the equal employment opportunity of an individual with a disability are removed or alleviated. These barriers may, for example, be physical or structural obstacles that inhibit or prevent the access of an individual with a disability to job sites, facilities or equipment. Or they may be rigid work schedules that permit no flexibility as to when work is performed or when breaks may be taken, or inflexible job procedures that unduly limit the modes of communication that are used on the job, or the way in which particular tasks are accomplished.

The term "otherwise qualified" is intended to make clear that the obligation to make reasonable accommodation is owed only to an individual with a disability who is qualified within the meaning of section 1630.2(m) in that he or she satisfies all the skill, experience, education and other job-related selection criteria. An individual with a disability is "otherwise qualified," in other words, if he or she is qualified for a job, except that, because of the disability, he or she needs a reasonable accommodation to be able to perform the job's essential functions.

For example, if a law firm requires that all incoming lawyers have graduated from an accredited law school and have passed the bar examination, the law firm need not provide an accommodation to an individual with a visual impairment who has not met these selection criteria. That individual is not entitled to a reasonable accommodation because the individual is not "otherwise qualified" for the position.

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On the other hand, if the individual has graduated from an accredited law school and passed the bar examination, the individual would be "otherwise qualified." The law firm would thus be required to provide a reasonable accommodation, such as a machine that magnifies print, to enable the individual to perform the essential functions of the attorney position, unless the necessary accommodation would impose an undue hardship on the law firm. See Senate Report at 33-34; House Labor Report at 64-65.

The reasonable accommodation that is required by this part should provide the qualified individual with a disability with an equal employment opportunity. Equal employment opportunity means an opportunity to attain the same level of performance, or to enjoy the same level of benefits and privileges of employment as are available to the average similarly situated employee without a disability. Thus, for example, an accommodation made to assist an employee with a disability in the performance of his or her job must be adequate to enable the individual to perform the essential functions of the relevant position. The accommodation, however, does not have to be the "best" accommodation possible, so long as it is sufficient to meet the job-related needs of the individual being accommodated. Accordingly, an employer would not have to provide an employee disabled by a back impairment with a state-of-the-art mechanical lifting device if it provided the employee with a less expensive or more readily available device that enabled the employee to perform the essential functions of the job. See Senate Report at 35; House Labor Report at 66; see also Carter v. Bennett, 840 F.2d 63 (D.C. Cir. 1988).

Employers are obligated to make reasonable accommodation only to the physical or mental limitations resulting from the disability of a qualified individual with a disability that are known to the employer. Thus, an employer would not be expected to accommodate disabilities of which it is unaware. If an employee with a known disability is having difficulty performing his or her job, an employer may inquire whether the employee is in need of a reasonable accommodation. In general, however, it is the responsibility of the individual with a disability to inform the employer that an accommodation is needed. When the need for an accommodation is not obvious, an employer, before providing a reasonable accommodation, may require that the individual with a disability provide documentation of the need for accommodation. See Senate Report at 34; House Labor Report at 65.

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Process of Determining the Appropriate Reasonable Accommodation

Once a qualified individual with a disability has requested provision of a reasonable accommodation, the employer must make a reasonable effort to determine the appropriate accommodation. The appropriate reasonable accommodation is best determined through a flexible, interactive process that involves both the employer and the qualified individual with a disability. Although this process is described below in terms of accommodations that enable the individual with a disability to perform the essential functions of the position held or desired, it is equally applicable to accommodations involving the job application process, and to accommodations that enable the individual with a disability to enjoy equal benefits and privileges of employment. See Senate Report at 34-35; House Labor Report at 65-67.

When a qualified individual with a disability has requested a reasonable accommodation to assist in the performance of a job, the employer, using a problem solving approach, should:

- (1) analyze the particular job involved and determine its purpose and essential functions;
- (2) consult with the individual with a disability to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation;
- (3) in consultation with the individual to be accommodated, identify potential accommodations and assess the effectiveness each would have in enabling the individual to perform the essential functions of the position; and
- (4) consider the preference of the individual to be accommodated and select and implement the accommodation that is most appropriate for both the employee and the employer.

In many instances, the appropriate reasonable accommodation may be so obvious to either or both the employer and the qualified individual with a disability that it may not be necessary to proceed in this step-by-step fashion. For example, if an employee who uses a wheelchair requests that his or her desk be placed on blocks to elevate the desktop above the arms of the wheelchair and the employer complies, an appropriate

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accommodation has been requested, identified, and provided without either the employee or employer being aware of having engaged in any sort of "reasonable accommodation process."

However, in some instances neither the individual requesting the accommodation nor the employer can readily identify the appropriate accommodation. For example, the individual needing the accommodation may not know enough about the equipment used by the employer or the exact nature of the work site to suggest an appropriate accommodation. Likewise, the employer may not know enough about the individual's disability or the limitations that disability would impose on the performance of the job to suggest an appropriate accommodation. Under such circumstances, it may be necessary for the employer to initiate a more defined problem solving process, such as the step-by-step process described above, as part of its reasonable effort to identify the appropriate reasonable accommodation.

This process requires the individual assessment of both the particular job at issue, and the specific physical or mental limitations of the particular individual in need of reasonable accommodation. With regard to assessment of the job, "individual assessment" means analyzing the actual job duties and determining the true purpose or object of the job. Such an assessment is necessary to ascertain which job functions are the essential functions that an accommodation must enable an individual with a disability to perform.

After assessing the relevant job, the employer, in consultation with the individual requesting the accommodation, should make an assessment of the specific limitations imposed by the disability on the individual's performance of the job's essential functions. This assessment will make it possible to ascertain the precise barrier to the employment opportunity which, in turn, will make it possible to determine the accommodation(s) that could alleviate or remove that barrier.

If consultation with the individual in need of the accommodation still does not reveal potential appropriate accommodations, then the employer, as part of this process, may find that technical assistance is helpful in determining how to accommodate the particular individual in the specific situation. Such assistance could be sought from the Commission, from state or local rehabilitation agencies, or from disability constituent organizations. It should be noted, however, that, as provided in section 1630.9(c) of this part, the failure to obtain or receive technical assistance from the federal agencies that administer the ADA will not excuse

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(b) It is unlawful for a covered entity to deny employment opportunities to an otherwise qualified job applicant or employee with a disability based on the need of such covered entity to make reasonable accommodation to such individual's physical or mental impairments.

(c) A covered entity shall not be excused from the requirements of this part because of any failure to receive technical assistance authorized by section 506 of the ADA, including any failure in the development or dissemination of any technical assistance manual authorized by that Act.

(d) A qualified individual with a disability is not required to accept an accommodation, aid, service, opportunity or benefit which such qualified individual chooses not to accept. However, if such individual rejects a reasonable accommodation, aid, service, opportunity or benefit that is necessary to enable the individual to perform the essential functions of the position held or desired, and cannot, as a result of that rejection, perform the essential functions of the position, the individual will not be considered a qualified individual with a disability.

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the employer from its reasonable accommodation obligation. Once potential accommodations have been identified, the employer should assess the effectiveness of each potential accommodation in assisting the individual in need of the accommodation in the performance of the essential functions of the position. If more than one of these accommodations will enable the individual to perform the essential functions or if the individual would prefer to provide his or her own accommodation, the preference of the individual with a disability should be given primary consideration. However, the employer providing the accommodation has the ultimate discretion to choose between effective accommodations, and may choose the less expensive accommodation or the accommodation that is easier for it to provide. It should also be noted that the individual's willingness to provide his or her own accommodation does not relieve the employer of the duty to provide the accommodation should the individual for any reason be unable or unwilling to continue to provide the accommodation.

Reasonable Accommodation Process Illustrated

The following example illustrates the informal reasonable accommodation process. Suppose a Sack Handler position requires that the employee pick up fifty pound sacks and carry them from the company loading dock to the storage room, and that a sack handler who is disabled by a back impairment requests a reasonable accommodation. Upon receiving the request, the employer analyzes the Sack Handler job and determines that the essential function and purpose of the job is not the requirement that the job holder physically lift and carry the sacks, but the requirement that the job holder cause the sack to move from the loading dock to the storage room.

The employer then meets with the sack handler to ascertain precisely the barrier posed by the individual's specific disability to the performance of the job's essential function of relocating the sacks. At this meeting the employer learns that the individual can, in fact, lift the sacks to waist level, but is prevented by his or her disability from carrying the sacks from the loading dock to the storage room. The employer and the individual agree that any of a number of potential accommodations, such as the provision of a dolly, hand truck, or cart, could enable the individual to transport the sacks that he or she has lifted.

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Upon further consideration, however, it is determined that the provision of a cart is not a feasible effective option. No carts are currently available at the company, and those that can be purchased by the company are the wrong shape to hold many of the bulky and irregularly shaped sacks that must be moved. Both the dolly and the hand truck, on the other hand, appear to be effective options. Both are readily available to the company, and either will enable the individual to relocate the sacks that he or she has lifted. The sack handler indicates his or her preference for the dolly. In consideration of this expressed preference, and because the employer feels that the dolly will allow the individual to move more sacks at a time and so be more efficient than would a hand truck, the employer ultimately provides the sack handler with a dolly in fulfillment of the obligation to make reasonable accommodation.

Section 1630.9(b).

This provision states that an employer or other covered entity cannot prefer or select a qualified individual without a disability over an equally qualified individual with a disability merely because the individual with a disability will require a reasonable accommodation. In other words, an individual's need for an accommodation cannot enter into the employer's or other covered entity's decision regarding hiring, discharge, promotion, or other similar employment decisions, unless the accommodation would impose an undue hardship on the employer. See House Labor Report at 70.

Section 1630.9(d).

The purpose of this provision is to clarify that an employer or other covered entity may not compel a qualified individual with a disability to accept an accommodation, where that accommodation is neither requested nor needed by the individual. However, if a necessary reasonable accommodation is refused, the individual may not be considered qualified. For example, an individual with a visual impairment that restricts his or her field of vision but who is able to read unaided would not be required to accept a reader as an accommodation. However, if the individual were not able to read unaided and reading was an essential function of the job, the individual would not be qualified for the job if he or she refused a reasonable accommodation that would enable him or her to read. See Senate Report at 34; House Labor Report at 65; House Judiciary Report at 71-72.

REGULATION**1630.10 Qualification standards, tests, and other selection criteria.**

It is unlawful for a covered entity to use qualification standards, employment tests or other selection criteria that screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, on the basis of disability, unless the standard, test or other selection criteria, as used by the covered entity, is shown to be job-related for the position in question and is consistent with business necessity.

INTERPRETIVE GUIDANCE**Section 1630.10 Qualification Standards, Tests, and Other Selection Criteria**

The purpose of this provision is to ensure that individuals with disabilities are not excluded from job opportunities unless they are actually unable to do the job. It is to ensure that there is a fit between job criteria and an applicant's (or employee's) actual ability to do the job. Accordingly, job criteria that even unintentionally screen out, or tend to screen out, an individual with a disability or a class of individuals with disabilities because of their disability may not be used unless the employer demonstrates that that criteria, as used by the employer, are job-related to the position to which they are being applied and are consistent with business necessity. The concept of "business necessity" has the same meaning as the concept of "business necessity" under Section 504 of the Rehabilitation Act of 1973.

Selection criteria that exclude, or tend to exclude, an individual with a disability or a class of individuals with disabilities because of their disability but do not concern an essential function of the job would not be consistent with business necessity.

The use of selection criteria that are related to an essential function of the job may be consistent with business necessity. However, selection criteria that are related to an essential function of the job may not be used to exclude an individual with a disability if that individual could satisfy the criteria with the provision of a reasonable accommodation. Experience under a similar provision of the regulations implementing Section 504 of the Rehabilitation Act indicates that challenges to selection criteria are, in fact, most often resolved by reasonable accommodation. It is therefore anticipated that challenges to selection criteria brought under this part will generally be resolved in a like manner.

This provision is applicable to all types of selection criteria, including safety requirements, vision or hearing requirements, walking requirements, lifting requirements, and employment tests. See Senate Report at 37-39; House Labor Report at 70-72; House Judiciary Report at 42. As previously noted, however, it is not the intent of this part to second guess an employer's business judgment with regard to production standards. (See section 1630.2(n) Essential Functions). Consequently, production standards will generally not be subject to a challenge under this provision.

The Uniform Guidelines on Employee Selection Procedures (UGESP) 29 CFR part 1607 do not apply to the Rehabilitation Act and are similarly inapplicable to this part.

REGULATION**1630.11 Administration of tests.**

It is unlawful for a covered entity to fail to select and administer tests concerning employment in the most effective manner to ensure that, when a test is administered to a job applicant or employee who has a disability that impairs sensory, manual or speaking skills, the test results accurately reflect the skills, aptitude, or whatever other factor of the applicant or employee that the test purports to measure, rather than reflecting the impaired sensory, manual, or speaking skills of such employee or applicant (except where such skills are the factors that the test purports to measure).

INTERPRETIVE GUIDANCE**Section 1630.11 Administration of Tests**

The intent of this provision is to further emphasize that individuals with disabilities are not to be excluded from jobs that they can actually perform merely because a disability prevents them from taking a test, or negatively influences the results of a test, that is a prerequisite to the job. Read together with the reasonable accommodation requirement of section 1630.9, this provision requires that employment tests be administered to eligible applicants or employees with disabilities that impair sensory, manual, or speaking skills in formats that do not require the use of the impaired skill.

The employer or other covered entity is, generally, only required to provide such reasonable accommodation if it knows, prior to the administration of the test, that the individual is disabled and that the disability impairs sensory, manual or speaking skills. Thus, for example, it would be unlawful to administer a written employment test to an individual who has informed the employer, prior to the administration of the test, that he is disabled with dyslexia and unable to read. In such a case, as a reasonable accommodation and in accordance with this provision, an alternative oral test should be administered to that individual. By the same token, a written test may need to be substituted for an oral test if the applicant taking the test is an individual with a disability that impairs speaking skills or impairs the processing of auditory information.

Occasionally, an individual with a disability may not realize, prior to the administration of a test, that he or she will need an accommodation to take that particular test. In such a situation, the individual with a disability, upon becoming aware of the need for an accommodation, must so inform the employer or other covered entity. For example, suppose an individual with a disabling visual impairment does not request an accommodation for a written examination because he or she is usually able to take written tests with the aid of his or her own specially designed lens. If, when the test is distributed, the individual with a disability discovers that the lens is insufficient to distinguish the words of the test because of the unusually low color contrast between the paper and the ink, the individual would be entitled, at that point, to request an accommodation. The employer or other covered entity would, thereupon, have to provide a test with higher contrast, schedule a retest, or provide any other effective accommodation unless to do so would impose an undue hardship.

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Other alternative or accessible test modes or formats include the administration of tests in large print or braille, or via a reader or sign interpreter. Where it is not possible to test in an alternative format, the employer may be required, as a reasonable accommodation, to evaluate the skill to be tested in another manner (e.g., through an interview, or through education, license, or work experience requirements). An employer may also be required, as a reasonable accommodation, to allow more time to complete the test. In addition, the employer's obligation to make reasonable accommodation extends to ensuring that the test site is accessible. (See section 1630.9 Not Making Reasonable Accommodation) See Senate Report at 37-38; House Labor Report at 70-72; House Judiciary Report at 42; see also Stutts v. Freeman, 694 F.2d 666 (11th Cir. 1983); Crane v. Dole, 617 F. Supp. 156 (D.D.C. 1985).

This provision does not require that an employer offer every applicant his or her choice of test format. Rather, this provision only requires that an employer provide, upon advance request, alternative, accessible tests to individuals with disabilities that impair sensory, manual, or speaking skills needed to take the test.

This provision does not apply to employment tests that require the use of sensory, manual, or speaking skills where the tests are intended to measure those skills. Thus, an employer could require that an applicant with dyslexia take a written test for a particular position if the ability to read is the skill the test is designed to measure. Similarly, an employer could require that an applicant complete a test within established time frames if speed were one of the skills for which the applicant was being tested. However, the results of such a test could not be used to exclude an individual with a disability unless the skill was necessary to perform an essential function of the position and no reasonable accommodation was available to enable the individual to perform that function, or the necessary accommodation would impose an undue hardship.

REGULATION**1630.12 Retaliation and coercion.**

(a) Retaliation. It is unlawful to discriminate against any individual because that individual has opposed any act or practice made unlawful by this part or because that individual made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing to enforce any provision contained in this part.

(b) Coercion, interference or intimidation. It is unlawful to coerce, intimidate, threaten, harass or interfere with any individual in the exercise or enjoyment of, or because that individual aided or encouraged any other individual in the exercise of, any right granted or protected by this part.

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REGULATION**1630.13 Prohibited medical examinations and inquiries.****(a) Pre-employment examination or inquiry.**

Except as permitted by section 1630.14, it is unlawful for a covered entity to conduct a medical examination of an applicant or to make inquiries as to whether an applicant is an individual with a disability or as to the nature or severity of such disability.

(b) Examination or inquiry of employees. Except as permitted by section 1630.14, it is unlawful for a covered entity to require a medical examination of an employee or to make inquiries as to whether an employee is an individual with a disability or as to the nature or severity of such disability.

INTERPRETIVE GUIDANCE**Section 1630.13 Prohibited Medical Examinations and Inquiries****Section 1630.13(a) Pre-employment Examination or Inquiry**

This provision makes clear that an employer cannot inquire as to whether an individual has a disability at the pre-offer stage of the selection process. Nor can an employer inquire at the pre-offer stage about an applicant's workers' compensation history.

Employers may ask questions that relate to the applicant's ability to perform job-related functions. However, these questions should not be phrased in terms of disability. An employer, for example, may ask whether the applicant has a driver's license, if driving is a job function, but may not ask whether the applicant has a visual disability. Employers may ask about an applicant's ability to perform both essential and marginal job functions. Employers, though, may not refuse to hire an applicant with a disability because the applicant's disability prevents him or her from performing marginal functions. See Senate Report at 39; House Labor Report at 72-73; House Judiciary Report at 42-43.

Section 1630.13(b) Examination or Inquiry of Employees

The purpose of this provision is to prevent the administration to employees of medical tests or inquiries that do not serve a legitimate business purpose. For example, if an employee suddenly starts to use increased amounts of sick leave or starts to appear sickly, an employer could not require that employee to be tested for AIDS, HIV infection, or cancer unless the employer can demonstrate that such testing is job-related and consistent with business necessity. See Senate Report at 39; House Labor Report at 75; House Judiciary Report at 44.

REGULATION**1630.14 Medical examinations and inquiries specifically permitted.**

(a) Acceptable pre-employment inquiry. A covered entity may make pre-employment inquiries into the ability of an applicant to perform job-related functions, and/or may ask an applicant to describe or to demonstrate how, with or without reasonable accommodation, the applicant will be able to perform job-related functions.

INTERPRETIVE GUIDANCE**Section 1630.14 Medical Examinations and Inquiries Specifically Permitted****Section 1630.14(a) Pre-employment Inquiry**

Employers are permitted to make pre-employment inquiries into the ability of an applicant to perform job-related functions. This inquiry must be narrowly tailored. The employer may describe or demonstrate the job function and inquire whether or not the applicant can perform that function with or without reasonable accommodation. For example, an employer may explain that the job requires assembling small parts and ask if the individual will be able to perform that function, with or without reasonable accommodation. See Senate Report at 39; House Labor Report at 73; House Judiciary Report at 43.

An employer may also ask an applicant to describe or to demonstrate how, with or without reasonable accommodation, the applicant will be able to perform job-related functions. Such a request may be made of all applicants in the same job category regardless of disability. Such a request may also be made of an applicant whose known disability may interfere with or prevent the performance of a job-related function, whether or not the employer routinely makes such a request of all applicants in the job category. For example, an employer may ask an individual with one leg who applies for a position as a home washing machine repairman to demonstrate or to explain how, with or without reasonable accommodation, he would be able to transport himself and his tools down basement stairs. However, the employer may not inquire as to the nature or severity of the disability. Therefore, for example, the employer cannot ask how the individual lost the leg or whether the loss of the leg is indicative of an underlying impairment.

On the other hand, if the known disability of an applicant will not interfere with or prevent the performance of a job-related function, the employer may only request a description or demonstration by the applicant if it routinely makes such a request of all applicants in the same job category. So, for example, it would not be permitted for an employer to request that an applicant with one leg demonstrate his ability to assemble small parts while seated at a table, if the employer does not routinely request that all applicants provide such a demonstration.

An employer that requires an applicant with a disability to demonstrate how he or she will perform a job-related function

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must either provide the reasonable accommodation the applicant needs to perform the function or permit the applicant to explain how, with the accommodation, he or she will perform the function. If the job-related function is not an essential function, the employer may not exclude the applicant with a disability because of the applicant's inability to perform that function. Rather, the employer must, as a reasonable accommodation, either provide an accommodation that will enable the individual to perform the function, transfer the function to another position, or exchange the function for one the applicant is able to perform.

An employer may not use an application form that lists a number of potentially disabling impairments and ask the applicant to check any of the impairments he or she may have. In addition, as noted above, an employer may not ask how a particular individual became disabled or the prognosis of the individual's disability. The employer is also prohibited from asking how often the individual will require leave for treatment or use leave as a result of incapacitation because of the disability. However, the employer may state the attendance requirements of the job and inquire whether the applicant can meet them.

An employer is permitted to ask, on a test announcement or application form, that individuals with disabilities who will require a reasonable accommodation in order to take the test so inform the employer within a reasonable established time period prior to the administration of the test. The employer may also request that documentation of the need for the accommodation accompany the request. Requested accommodations may include accessible testing sites, modified testing conditions and accessible test formats. (See section 1630.11 Administration of Tests).

Physical agility tests are not medical examinations and so may be given at any point in the application or employment process. Such tests must be given to all similarly situated applicants or employees regardless of disability. If such tests screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, the employer would have to demonstrate that the test is job-related and consistent with business necessity and that performance cannot be achieved with reasonable accommodation. (See section 1630.9 Not Making Reasonable Accommodation: Process of Determining the Appropriate Reasonable Accommodation).

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(b) Employment entrance examination. A covered entity may require a medical examination (and/or inquiry) after making an offer of employment to a job applicant and before the applicant begins his or her employment duties, and may condition an offer of employment on the results of such examination (and/or inquiry), if all entering employees in the same job category are subjected to such an examination (and/or inquiry) regardless of disability.

(1) Information obtained under paragraph (b) of this section regarding the medical condition or history of the applicant shall be collected and maintained on separate forms and in separate medical files and be treated as a confidential medical record, except that:

(i) Supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;

(ii) First aid and safety personnel may be informed, when appropriate, if the disability might require

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As previously noted, collecting information and inviting individuals to identify themselves as individuals with disabilities as required to satisfy the affirmative action requirements of Section 503 of the Rehabilitation Act is not restricted by this part. (See section 1630.1(b) and (c) Applicability and Construction).

Section 1630.14(b) Employment Entrance Examination

An employer is permitted to require post-offer medical examinations before the employee actually starts working. The employer may condition the offer of employment on the results of the examination, provided that all entering employees in the same job category are subjected to such an examination, regardless of disability, and that the confidentiality requirements specified in this part are met.

This provision recognizes that in many industries, such as air transportation or construction, applicants for certain positions are chosen on the basis of many factors including physical and psychological criteria, some of which may be identified as a result of post-offer medical examinations given prior to entry on duty. Only those employees who meet the employer's physical and psychological criteria for the job, with or without reasonable accommodation, will be qualified to receive confirmed offers of employment and begin working.

Medical examinations permitted by this section are not required to be job-related and consistent with business necessity. However, if an employer withdraws an offer of employment because the medical examination reveals that the employee does not satisfy certain employment criteria, either the exclusionary criteria must not screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, or they must be job-related and consistent with business necessity. As part of the showing that an exclusionary criteria is job-related and consistent with business necessity, the employer must also demonstrate that there is no reasonable accommodation that will enable the individual with a disability to perform the essential functions of the job. See Conference Report at 59-60; Senate Report at 39; House Labor Report at 73-74; House Judiciary Report at 43.

As an example, suppose an employer makes a conditional offer of employment to an applicant, and it is an essential function of the job that the incumbent be available to work every day for the next three months. An employment entrance

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emergency treatment; and

(iii) Government officials investigating compliance with this part shall be provided relevant information on request.

(2) The results of such examination shall not be used for any purpose inconsistent with this part.

(3) Medical examinations conducted in accordance with this section do not have to be job-related and consistent with business necessity. However, if certain criteria are used to screen out an employee or employees with disabilities as a result of such an examination or inquiry, the exclusionary criteria must be job-related and consistent with business necessity, and performance of the essential job functions cannot be accomplished with reasonable accommodation as required in this part. (See section 1630.15(b) Defenses to charges of discriminatory application of selection criteria).

(c) Examination of employees. A covered entity may require a medical examination (and/or inquiry) of an employee that is job-related and consistent with business necessity. A covered entity may make inquiries into the ability of an employee to perform job-related functions.

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examination then reveals that the applicant has a disabling impairment that, according to reasonable medical judgment that relies on the most current medical knowledge, will require treatment that will render the applicant unable to work for a portion of the three month period. Under these circumstances, the employer would be able to withdraw the employment offer without violating this part.

The information obtained in the course of a permitted entrance examination or inquiry is to be treated as a confidential medical record and may only be used in a manner not inconsistent with this part. State workers' compensation laws are not preempted by the ADA or this part. These laws require the collection of information from individuals for state administrative purposes that do not conflict with the ADA or this part. Consequently, employers or other covered entities may submit information to state workers' compensation offices or second injury funds in accordance with state workers' compensation laws without violating this part.

Consistent with this section and with section 1630.16(f) of this part, information obtained in the course of a permitted entrance examination or inquiry may be used for insurance purposes described in section 1630.16(f).

Section 1630.14(c) Examination of employees

This provision permits employers to make inquiries or require medical examinations (fitness for duty exams) when there is a need to determine whether an employee is still able to perform the essential functions of his or her job. The provision permits employers or other covered entities to make inquiries or require medical examinations necessary to the reasonable accommodation process described in this part. This provision also permits periodic physicals to determine fitness for duty or other medical monitoring if such physicals or monitoring are

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(1) Information obtained under paragraph (c) of this section regarding the medical condition or history of any employee shall be collected and maintained on separate forms and in separate medical files and be treated as a confidential medical record, except that:

(i) Supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;

(ii) First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and

(iii) Government officials investigating compliance with this part shall be provided relevant information on request.

(2) Information obtained under paragraph (c) of this section regarding the medical condition or history of any employee shall not be used for any purpose inconsistent with this part.

(d) Other acceptable examinations and inquiries. A covered entity may conduct voluntary medical examinations and activities, including voluntary medical histories, which are part of an employee health program

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required by medical standards or requirements established by Federal, state, or local law that are consistent with the ADA and this part (or in the case of a federal standard, with Section 504 of the Rehabilitation Act) in that they are job-related and consistent with business necessity.

Such standards may include federal safety regulations that regulate bus and truck driver qualifications, as well as laws establishing medical requirements for pilots or other air transportation personnel. These standards also include health standards promulgated pursuant to the Occupational Safety and Health Act of 1970, the Federal Coal Mine Health and Safety Act of 1969, or other similar statutes that require that employees exposed to certain toxic and hazardous substances be medically monitored at specific intervals. See House Labor Report at 74-75.

The information obtained in the course of such examination or inquiries is to be treated as a confidential medical record and may only be used in a manner not inconsistent with this part.

Section 1630.14(d) Other Acceptable Examinations and Inquiries

Part 1630 permits voluntary medical examinations, including voluntary medical histories, as part of employee health programs. These programs often include, for example, medical screening for high blood pressure, weight control counseling, and cancer detection. Voluntary activities, such as blood pressure monitoring and the administering of prescription

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available to employees at the work site.

(1) Information obtained under paragraph (d) of this section regarding the medical condition or history of any employee shall be collected and maintained on separate forms and in separate medical files and be treated as a confidential medical record, except that:

(i) Supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;

(ii) First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and

(iii) Government officials investigating compliance with this part shall be provided relevant information on request.

(2) Information obtained under paragraph (d) of this section regarding the medical condition or history of any employee shall not be used for any purpose inconsistent with this part.

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drugs, such as insulin, are also permitted. It should be noted, however, that the medical records developed in the course of such activities must be maintained in the confidential manner required by this part and must not be used for any purpose in violation of this part, such as limiting health insurance eligibility. House Labor Report at 75; House Judiciary Report at 43-44.

REGULATION**1630.15 Defenses.**

Defenses to an allegation of discrimination under this part may include, but are not limited to, the following:

(a) Disparate treatment charges. It may be a defense to a charge of disparate treatment brought under sections 1630.4 through 1630.8 and 1630.11 through 1630.12 that the challenged action is justified by a legitimate, nondiscriminatory reason.

(b) Charges of discriminatory application of selection criteria. -- (1) In general. It may be a defense to a charge of discrimination, as described in section 1630.10, that an alleged application of

INTERPRETIVE GUIDANCE**Section 1630.15 Defenses**

The section on defenses in part 1630 is not intended to be exhaustive. However, it is intended to inform employers of some of the potential defenses available to a charge of discrimination under the ADA and this part.

Section 1630.15(a) Disparate Treatment Defenses

The "traditional" defense to a charge of disparate treatment under title VII, as expressed in McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973), Texas Department of Community Affairs v. Burdine, 450 U.S. 248 (1981), and their progeny, may be applicable to charges of disparate treatment brought under the ADA. See Prewitt v. U.S. Postal Service, 662 F.2d 292 (5th Cir. 1981). Disparate treatment means, with respect to title I of the ADA, that an individual was treated differently on the basis of his or her disability. For example, disparate treatment has occurred where an employer excludes an employee with a severe facial disfigurement from staff meetings because the employer does not like to look at the employee. The individual is being treated differently because of the employer's attitude towards his or her perceived disability. Disparate treatment has also occurred where an employer has a policy of not hiring individuals with AIDS regardless of the individuals' qualifications.

The crux of the defense to this type of charge is that the individual was treated differently not because of his or her disability but for a legitimate nondiscriminatory reason such as poor performance unrelated to the individual's disability. The fact that the individual's disability is not covered by the employer's current insurance plan or would cause the employer's insurance premiums or workers' compensation costs to increase, would not be a legitimate nondiscriminatory reason justifying disparate treatment of a individual with a disability. Senate Report at 85; House Labor Report at 136 and House Judiciary Report at 70. The defense of a legitimate nondiscriminatory reason is rebutted if the alleged nondiscriminatory reason is shown to be pretextual.

Section 1630.15(b) and (c) Disparate Impact Defenses

Disparate impact means, with respect to title I of the ADA and this part, that uniformly applied criteria have an adverse impact on an individual with a disability or a disproportionately negative impact on a class of individuals with disabilities. Section 1630.15(b) clarifies that an employer may use selection criteria that have such a disparate impact, *i.e.*, that

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qualification standards, tests, or selection criteria that screens out or tends to screen out or otherwise denies a job or benefit to an individual with a disability has been shown to be job-related and consistent with business necessity, and such performance cannot be accomplished with reasonable accommodation, as required in this part.

(2) Direct threat as a qualification standard. The term “qualification standard” may include a requirement that an individual shall not pose a direct threat to the health or safety of the individual or others in the workplace. (See section 1630.2(r) defining direct threat).

(c) Other disparate impact charges. It may be a defense to a charge of discrimination brought under this part that a uniformly applied standard, criterion, or policy has a disparate impact on an individual with a disability or a class of individuals with disabilities that the challenged standard, criterion or policy has been shown to be job-related and consistent with business necessity, and such performance cannot be accomplished with reasonable accommodation, as required in this part.

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screen out or tend to screen out an individual with a disability or a class of individuals with disabilities only when they are job-related and consistent with business necessity.

For example, an employer interviews two candidates for a position, one of whom is blind. Both are equally qualified. The employer decides that while it is not essential to the job it would be convenient to have an employee who has a driver's license and so could occasionally be asked to run errands by car. The employer hires the individual who is sighted because this individual has a driver's license. This is an example of a uniformly applied criterion, having a driver's permit, that screens out an individual who has a disability that makes it impossible to obtain a driver's permit. The employer would, thus, have to show that this criterion is job-related and consistent with business necessity. See House Labor Report at 55.

However, even if the criterion is job-related and consistent with business necessity, an employer could not exclude an individual with a disability if the criterion could be met or job performance accomplished with a reasonable accommodation. For example, suppose an employer requires, as part of its application process, an interview that is job-related and consistent with business necessity. The employer would not be able to refuse to hire a hearing impaired applicant because he or she could not be interviewed. This is so because an interpreter could be provided as a reasonable accommodation that would allow the individual to be interviewed, and thus satisfy the selection criterion.

With regard to safety requirements that screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, an employer must demonstrate that the requirement, as applied to the individual, satisfies the “direct threat” standard in section 1630.2(r) in order to show that the requirement is job related and consistent with business necessity.

Section 1630.15(c) clarifies that there may be uniformly applied standards, criteria and policies not relating to selection that may also screen out or tend to screen out an individual with a disability or a class of individuals with disabilities. Like selection criteria that have a disparate impact, non-selection criteria having such an impact may also have to be job-related and consistent with business necessity, subject to consideration of reasonable accommodation.

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(d) Charges of not making reasonable accommodation. It may be a defense to a charge of discrimination, as described in section 1630.9, that a requested or necessary accommodation would impose an undue hardship on the operation of the covered entity's business.

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It should be noted, however, that some uniformly applied employment policies or practices, such as leave policies, are not subject to challenge under the adverse impact theory. "No-leave" policies (e.g., no leave during the first six months of employment) are likewise not subject to challenge under the adverse impact theory. However, an employer, in spite of its "no-leave" policy, may, in appropriate circumstances, have to consider the provision of leave to an employee with a disability as a reasonable accommodation, unless the provision of leave would impose an undue hardship. See discussion at section 1630.5 Limiting, Segregating and Classifying, and section 1630.10 Qualification Standards, Tests, and Other Selection Criteria.

Section 1630.15(d) Defense to Not Making Reasonable Accommodation

An employer or other covered entity alleged to have discriminated because it did not make a reasonable accommodation, as required by this part, may offer as a defense that it would have been an undue hardship to make the accommodation.

It should be noted, however, that an employer cannot simply assert that a needed accommodation will cause it undue hardship, as defined in section 1630.2(p), and thereupon be relieved of the duty to provide accommodation. Rather, an employer will have to present evidence and demonstrate that the accommodation will, in fact, cause it undue hardship. Whether a particular accommodation will impose an undue hardship for a particular employer is determined on a case by case basis. Consequently, an accommodation that poses an undue hardship for one employer at a particular time may not pose an undue hardship for another employer, or even for the same employer at another time. Likewise, an accommodation that poses an undue hardship for one employer in a particular job setting, such as a temporary construction worksite, may not pose an undue hardship for another employer, or even for the same employer at a permanent worksite. See House Judiciary Report at 42.

The concept of undue hardship that has evolved under Section 504 of the Rehabilitation Act and is embodied in this part is unlike the "undue hardship" defense associated with the provision of religious accommodation under title VII of the Civil Rights Act of 1964. To demonstrate undue hardship pursuant to the ADA and this part, an employer must show substantially more difficulty or expense than would be needed

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to satisfy the "de minimis" title VII standard of undue hardship. For example, to demonstrate that the cost of an accommodation poses an undue hardship, an employer would have to show that the cost is undue as compared to the employer's budget. Simply comparing the cost of the accommodation to the salary of the individual with a disability in need of the accommodation will not suffice. Moreover, even if it is determined that the cost of an accommodation would unduly burden an employer, the employer cannot avoid making the accommodation if the individual with a disability can arrange to cover that portion of the cost that rises to the undue hardship level, or can otherwise arrange to provide the accommodation. Under such circumstances, the necessary accommodation would no longer pose an undue hardship. See Senate Report at 36; House Labor Report at 68-69; House Judiciary Report at 40-41.

Excessive cost is only one of several possible bases upon which an employer might be able to demonstrate undue hardship. Alternatively, for example, an employer could demonstrate that the provision of a particular accommodation would be unduly disruptive to its other employees or to the functioning of its business. The terms of a collective bargaining agreement may be relevant to this determination. By way of illustration, an employer would likely be able to show undue hardship if the employer could show that the requested accommodation of the upward adjustment of the business' thermostat would result in it becoming unduly hot for its other employees, or for its patrons or customers. The employer would thus not have to provide this accommodation. However, if there were an alternate accommodation that would not result in undue hardship, the employer would have to provide that accommodation.

It should be noted, moreover, that the employer would not be able to show undue hardship if the disruption to its employees were the result of those employees' fears or prejudices toward the individual's disability and not the result of the provision of the accommodation. Nor would the employer be able to demonstrate undue hardship by showing that the provision of the accommodation has a negative impact on the morale of its other employees but not on the ability of these employees to perform their jobs.

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(e) Conflict with other federal laws. It may be a defense to a charge of discrimination under this part that a challenged action is required or necessitated by another Federal law or regulation, or that another Federal law or regulation prohibits an action (including the provision of a particular reasonable accommodation) that would otherwise be required by this part.

(f) Additional defenses. It may be a defense to a charge of discrimination under this part that the alleged discriminatory action is specifically permitted by sections 1630.14 or 1630.16.

INTERPRETIVE GUIDANCE**Section 1630.15(e) Defense - Conflicting Federal Laws and Regulations**

There are several Federal laws and regulations that address medical standards and safety requirements. If the alleged discriminatory action was taken in compliance with another Federal law or regulation, the employer may offer its obligation to comply with the conflicting standard as a defense. The employer's defense of a conflicting Federal requirement or regulation may be rebutted by a showing of pretext, or by showing that the Federal standard did not require the discriminatory action, or that there was a non-exclusionary means to comply with the standard that would not conflict with this part. See House Labor Report at 74.

REGULATION**1630.16 Specific activities permitted.**

(a) **Religious entities.** A religious corporation, association, educational institution, or society is permitted to give preference in employment to individuals of a particular religion to perform work connected with the carrying on by that corporation, association, educational institution, or society of its activities. A religious entity may require that all applicants and employees conform to the religious tenets of such organization. However, a religious entity may not discriminate against a qualified individual, who satisfies the permitted religious criteria, because of his or her disability.

(b) **Regulation of alcohol and drugs.** A covered entity:

- (1) May prohibit the illegal use of drugs and the use of alcohol at the workplace by all employees;
- (2) May require that employees not be under the influence of alcohol or be engaging in the illegal use of drugs at the workplace;
- (3) May require that all employees behave in conformance with the requirements established under the Drug-Free Workplace Act of 1988 (41 U.S.C. 701 et seq.);

INTERPRETIVE GUIDANCE**Section 1630.16 Specific Activities Permitted****Section 1630.16(a) Religious Entities**

Religious organizations are not exempt from title I of the ADA or this part. A religious corporation, association, educational institution, or society may give a preference in employment to individuals of the particular religion, and may require that applicants and employees conform to the religious tenets of the organization. However, a religious organization may not discriminate against an individual who satisfies the permitted religious criteria because that individual is disabled. The religious entity, in other words, is required to consider qualified individuals with disabilities who satisfy the permitted religious criteria on an equal basis with qualified individuals without disabilities who similarly satisfy the religious criteria. See Senate Report at 42; House Labor Report at 76-77; House Judiciary Report at 46.

Section 1630.16(b) Regulation of Alcohol and Drugs

This provision permits employers to establish or comply with certain standards regulating the use of drugs and alcohol in the workplace. It also allows employers to hold alcoholics and persons who engage in the illegal use of drugs to the same performance and conduct standards to which it holds all of its other employees. Individuals disabled by alcoholism are entitled to the same protections accorded other individuals with disabilities under this part. As noted above, individuals currently engaging in the illegal use of drugs are not individuals with disabilities for purposes of part 1630 when the employer acts on the basis of such use.

REGULATION

(4) May hold an employee who engages in the illegal use of drugs or who is an alcoholic to the same qualification standards for employment or job performance and behavior to which the entity holds its other employees, even if any unsatisfactory performance or behavior is related to the employee's drug use or alcoholism;

(5) May require that its employees employed in an industry subject to such regulations comply with the standards established in the regulations (if any) of the Departments of Defense and Transportation, and of the Nuclear Regulatory Commission, regarding alcohol and the illegal use of drugs; and

(6) May require that employees employed in sensitive positions comply with the regulations (if any) of the Departments of Defense and Transportation and of the Nuclear Regulatory Commission that apply to employment in sensitive positions subject to such regulations.

(c) **Drug testing.** -- (1) **General policy.** For purposes of this part, a test to determine the illegal use of drugs is not considered a medical examination. Thus, the administration of such drug tests by a covered entity to its

INTERPRETIVE GUIDANCE**Section 1630.16(c) Drug Testing**

This provision reflects title I's neutrality toward testing for the illegal use of drugs. Such drug tests are neither encouraged, authorized nor prohibited. The results of such drug tests may be used as a basis for disciplinary action. Tests for the illegal use of drugs are not considered medical examinations for purposes of this part. If the results reveal information about an individual's medical condition beyond whether the individual

REGULATION

job applicants or employees is not a violation of section 1630.13 of this part. However, this part does not encourage, prohibit, or authorize a covered entity to conduct drug tests of job applicants or employees to determine the illegal use of drugs or to make employment decisions based on such test results.

(2) Transportation Employees. This part does not encourage, prohibit, or authorize the otherwise lawful exercise by entities subject to the jurisdiction of the Department of Transportation of authority to:

(i) Test employees of entities in, and applicants for, positions involving safety sensitive duties for the illegal use of drugs or for on-duty impairment by alcohol; and

(ii) Remove from safety-sensitive positions persons who test positive for illegal use of drugs or on-duty impairment by alcohol pursuant to paragraph (c)(2)(i) of this section.

(3) Confidentiality. Any information regarding the medical condition or history of any employee or applicant obtained from a test to determine the illegal use of drugs, except information regarding the illegal use of drugs, is subject to the requirements of

INTERPRETIVE GUIDANCE

is currently engaging in the illegal use of drugs, this additional information is to be treated as a confidential medical record. For example, if a test for the illegal use of drugs reveals the presence of a controlled substance that has been lawfully prescribed for a particular medical condition, this information is to be treated as a confidential medical record. See House Labor Report at 79; House Judiciary Report at 47.

REGULATION

section 1630.14(b)(2) and (3) of this part.

(d) Regulation of smoking. A covered entity may prohibit or impose restrictions on smoking in places of employment. Such restrictions do not violate any provision of this part.

(e) Infectious and communicable diseases: food handling jobs. -- (1) In general. Under title I of the ADA, section 103(d)(1), the Secretary of Health and Human Services is to prepare a list, to be updated annually, of infectious and communicable diseases which are transmitted through the handling of food. If an individual with a disability is disabled by one of the infectious or communicable diseases included on this list, and if the risk of transmitting the disease associated with the handling of food cannot be eliminated by reasonable accommodation, a covered entity may refuse to assign or continue to assign such individual to a job involving food handling. However, if the individual with a disability is a current employee, the employer must consider whether he or she can be accommodated by reassignment to a vacant position not involving food handling.

(2) Effect on state or other laws. This part does not

INTERPRETIVE GUIDANCE**Section 1630.16(e) Infectious and Communicable Diseases; Food Handling Jobs**

This provision addressing food handling jobs applies the "direct threat" analysis to the particular situation of accommodating individuals with infectious or communicable diseases that are transmitted through the handling of food. The Department of Health and Human Services is to prepare a list of infectious and communicable diseases that are transmitted through the handling of food. (Copies may be obtained from Center for Infectious Diseases, Centers for Disease Control, 1600 Clifton Road NE., Mailstop C09, Atlanta, GA 30333.) If an individual with a disability has one of the listed diseases and works in or applies for a position in food handling, the employer must determine whether there is a reasonable accommodation that will eliminate the risk of transmitting the disease through the handling of food. If there is an accommodation that will not pose an undue hardship, and that will prevent the transmission of the disease through the handling of food, the employer must provide the accommodation to the individual. The employer, under these circumstances, would not be permitted to discriminate against the individual because of the need to provide the reasonable accommodation and would be required to maintain the individual in the food handling job.

If no such reasonable accommodation is possible, the employer may refuse to assign, or to continue to assign the individual to a position involving food handling. This means that if such an individual is an applicant for a food handling position the employer is not required to hire the individual. However, if the individual is a current employee, the employer would be required to consider the accommodation of reassignment to a vacant position not involving food handling for which the individual is qualified. Conference Report at 61-63. (See section 1630.2(r) Direct Threat).

REGULATION

preempt, modify, or amend any State, county, or local law, ordinance or regulation applicable to food handling which:

(i) Is in accordance with the list, referred to in paragraph (e)(1) of this section, of infectious or communicable diseases and the modes of transmissibility published by the Secretary of Health and Human Services; and

(ii) Is designed to protect the public health from individuals who pose a significant risk to the health or safety of others, where that risk cannot be eliminated by reasonable accommodation.

(f) Health insurance, life insurance, and other benefit plans. --(1) An insurer, hospital, or medical service company, health maintenance organization, or any agent or entity that administers benefit plans, or similar organizations may underwrite risks, classify risks, or administer such risks that are based on or not inconsistent with State law.

(2) A covered entity may establish, sponsor, observe or administer the terms of a bona fide benefit plan that are based on underwriting risks, classifying risks, or administering such risks that are based on or not inconsistent with State law.

INTERPRETIVE GUIDANCE**Section 1630.16(f) Health Insurance, Life Insurance, and Other Benefit Plans**

This provision is a limited exemption that is only applicable to those who establish, sponsor, observe or administer benefit plans, such as health and life insurance plans. It does not apply to those who establish, sponsor, observe or administer plans not involving benefits, such as liability insurance plans.

The purpose of this provision is to permit the development and administration of benefit plans in accordance with accepted principles of risk assessment. This provision is not intended to disrupt the current regulatory structure for self-insured employers. These employers may establish, sponsor, observe, or administer the terms of a bona fide benefit plan not subject to state laws that regulate insurance. This provision is also not intended to disrupt the current nature of insurance underwriting, or current insurance industry practices in sales, underwriting, pricing, administrative and other services, claims and similar insurance related activities based on classification of risks as regulated by the States.

The activities permitted by this provision do not violate part 1630 even if they result in limitations on individuals with

REGULATION

(3) A covered entity may establish, sponsor, observe, or administer the terms of a bona fide benefit plan that is not subject to State laws that regulate insurance.

(4) The activities described in paragraphs (f)(1),(2), and (3) of this section are permitted unless these activities are being used as a subterfuge to evade the purposes of this part.

INTERPRETIVE GUIDANCE

disabilities, provided that these activities are not used as a subterfuge to evade the purposes of this part. Whether or not these activities are being used as a subterfuge is to be determined without regard to the date the insurance plan or employee benefit plan was adopted.

However, an employer or other covered entity cannot deny a qualified individual with a disability equal access to insurance or subject a qualified individual with a disability to different terms or conditions of insurance based on disability alone, if the disability does not pose increased risks. Part 1630 requires that decisions not based on risk classification be made in conformity with non-discrimination requirements. See Senate Report at 84-86; House Labor Report at 136-138; House Judiciary Report at 70-71. See the discussion of section 1630.5 Limiting, Segregating and Classifying.

APPENDIX C

Diseases Transmitted Through the Food Supply

(Issued by the Centers for Disease Control,
U.S. Public Health Service,
Pursuant to Section 103(d)
of the Americans with Disabilities Act)

**DEPARTMENT OF HEALTH AND
HUMAN SERVICES****Centers for Disease Control****Diseases Transmitted Through the
Food Supply**

AGENCY: Centers for Disease Control,
Public Health Service, HHS.

ACTION: Notice of final list of infectious
and communicable diseases that are
transmitted through handling the food
supply and the methods by which such
diseases are transmitted.

SUMMARY: Section 103(d) of the
Americans with Disabilities Act of 1990
requires the Secretary to publish a list of
infectious and communicable diseases
that are transmitted through handling
the food supply. The Centers for Disease
Control (CDC) published an interim list
and request for comments on May 16,
1991 (56 FR 22728). Six comments were
received. The interim list was reviewed
in light of the comments and the final
list is set forth below.

EFFECTIVE DATE: August 13, 1991.

FOR FURTHER INFORMATION CONTACT:
Dr. Morris E. Potter, National Center for
Infectious Diseases, Centers for Disease
Control, 1600 Clifton Road, NE,
Mailstop C09, Atlanta, Georgia 30333;
telephone (404) 639-2237.

SUPPLEMENTARY INFORMATION: Section
103(d) of the Americans with Disabilities
Act of 1990, 42 U.S.C. 12113(d), requires
the Secretary of Health and Human
Services to:

1. Review all infectious and
communicable diseases which may be
transmitted through handling the food
supply;
 2. Publish a list of infectious and
communicable diseases which are
transmitted through handling the food
supply;
 3. Publish the methods by which such
diseases are transmitted; and
 4. Widely disseminate such
information regarding the list of
diseases and their modes of
transmissibility to the general public.
- Additionally, the list is to be updated
annually.

After consultation with the Food and
Drug Administration, the National
Institutes of Health, State and local
health officers, and national public
health organizations, CDC published an
interim list and request for comments in
the Federal Register on May 16, 1991 (56
FR 22728).

Six written comments were received;
four before publication of the interim list
and two during the comment period.
Organizations representing the food

processing/food service industries provided four of the comments; a professional medical association and an association representing State, local, and federal public health regulatory officials also submitted comments. In general, the commenters approved of the approach taken in response to the Act's requirement, especially the listing of relevant signs and symptoms that indicate the possibility of elevated risk of transmission of infectious and communicable diseases through the handling of the food supply.

Comment: Food industry associations and the medical association expressed the view that persons who are sick should not handle food and therefore advocated expanding the list to include upper and lower respiratory tract infections.

Response: Section 103(d) of the Act specifies that the infectious and communicable diseases to be listed are those that are transmitted from infected food workers through the handling of the food supply. Therefore, while infectious and communicable diseases exist that can be transmitted to the public and coworkers by routes other than through food, diseases spread through the air are inappropriate on this list. However, appropriate measures undertaken to protect the public's health from non-foodborne diseases should not be constrained by this list.

Comment: Commenters suggested that a wider range of skin lesions should be included (e.g., rashes, boils, acne, and burns).

Response: Open skin lesions are included on the list to protect consumers from foodborne exposure to *Staphylococcus aureus* and *Streptococcus pyogenes*. While intact skin provides a measure of protection, the presence of unruptured boils could indicate elevated risk to the public, and therefore boils are included in the final list.

Comment: One respondent from the food service industry advocated adding to the list headache, unusual fatigue, unexplained chills, and conditions which would be likely to increase manual or airborne exposure to secretions and excretions, such as colostomy/ileostomy pouches, urinary catheters/pouches, incontinence, nasal catheters, blood clotting disorders, or other invasive or indwelling devices.

Response: Headache, unusual fatigue, and unexplained chills are not specific to or indicative of foodborne diseases that are likely to be transmitted from infected food workers through contamination of the food supply and are, therefore, inappropriate on this list. Persons with medical conditions that

increase their contact with their secretions and excretions certainly require additional education about prevention of fecal-oral transmission of disease-producing microorganisms and training regarding hand washing. However, in the absence of evidence of infection by one of the listed pathogenic microorganisms, persons with such medical conditions do not require special consideration under section 103(d) of the Act.

Comment: Comment was made that identifying pathogenic microorganisms by name and providing separate lists of pathogens that are often transmitted by contamination of the food supply and occasionally transmitted by such contamination is not helpful to managers in the food processing/food service industries.

Response: The signs and symptoms in the list can inform the public and alert food workers and their employers of the possibility of increased risk of transmission of infectious diseases. Identifying specific pathogens and separating them according to whether infected food workers play a major or minor role may be helpful in guiding medical care providers and public health officials who may examine the food workers and determine the appropriate public health response. Separating diseases according to whether infected food workers play a major or minor role also emphasizes the importance of primary contamination of raw food ingredients in the epidemiology of foodborne disease.

Comment: Two respondents encouraged adding to the list food workers living with a person infected by the hepatitis A virus and having travelled to countries with high rates of enteric diseases, including hepatitis A.

Response: Persons infected with hepatitis A can transmit their infection for a few days before they become clinically ill. However, everyone exposed does not become infected, and it seems unreasonable to exclude from food service all workers who have been potentially exposed to hepatitis A virus until they have passed the 15- to 50-day incubation period for the disease.

Comment: The association representing regulatory officials advocated limiting the list to those diseases for which risk of transmission from infected food workers through contamination of the food supply has been established.

Response: In fact, the list only contains such diseases. As provided in the Act, we will consider new information as it becomes available and will update the list with additional pathogenic microorganisms when

scientific evidence indicates that it is appropriate.

Therefore the final list of infectious and communicable diseases that are transmitted through handling the food supply and the methods by which such diseases are transmitted are set forth below:

I. Pathogens Often Transmitted by Food Contaminated by Infected Persons Who Handle Food, and the Modes of Transmission of Such Pathogens

The contamination of raw ingredients from infected food-producing animals and contamination during processing are more important causes of foodborne disease than is contamination of foods by persons with infectious or contagious diseases. However, some pathogens are frequently transmitted by food contaminated by infected persons. The presence of any one of the following signs or symptoms in persons who handle food may indicate infection by one of these pathogens: diarrhea, vomiting, open skin sores, boils, fever, dark urine, or jaundice. The failure of food employees to wash hands (in situations such as after using the toilet, handling raw chicken, cleaning spills, or carrying garbage, for example), wear clean gloves, or use clean utensils is responsible for the foodborne transmission of these pathogens. Non-foodborne routes of transmission, such as from one person to another, are also important in the spread of these pathogens. Pathogens that can cause diseases after an infected person handles food are the following:

Hepatitis A virus
Norwalk and Norwalk-like viruses
Salmonella typhi
Shigella species
Staphylococcus aureus
Streptococcus pyogenes

II. Pathogens Occasionally Transmitted by Food Contaminated by Infected Persons who Handle Food, But Usually Transmitted By Contamination at the Source or in Food Processing or by Nonfoodborne Routes

Other pathogens are occasionally transmitted by infected persons who handle food, but usually cause disease when food is intrinsically contaminated or cross-contaminated during processing or preparation. Bacterial pathogens in this category often require a period of temperature abuse to permit their multiplication to an infectious dose before they will cause disease in consumers. Preventing food contact by persons who have an acute diarrheal illness will decrease the risk of transmitting the following pathogens:

Campylobacter jejuni
Entamoeba histolytica
Enterohemorrhagic *Escherichia coli*
Enterotoxigenic *Escherichia coli*
Giardia lamblia
Nontyphoidal *Salmonella*
Rotavirus
Vibrio cholerae 01
Yersinia enterocolitica

References

1. World Health Organization. *Health surveillance and management procedures for food-handling personnel: report of a WHO consultation*. World Health Organization technical report series; 785. Geneva: World Health Organization, 1989.

2. Frank JF, Barnhart HM. Food and dairy sanitation. In: Last JM, ed. *Maxcy-Rosenau public health and preventive medicine*, 12th edition. New York: Appleton-Century-Crofts, 1986:765-806.

3. Bennett JV, Holmberg SD, Rogers MF, Solomon SL. Infectious and parasitic diseases. In: Amler RW, Dull HB, eds. *Closing the gap: the burden of unnecessary illness*. New York: Oxford University Press, 1987:102-114.

Dated: August 9, 1991.

Walter R. Dowdle,

Acting Director, Centers for Disease Control.

[FR Doc. 91-19567 Filed 8-15-91; 8:45 am]

BILLING CODE 4160-18-M

APPENDIX D

Form and Instructions for ADA-Related Small Business Tax Credit

(Section 44 of the Internal Revenue Code)

Department of the Treasury
Internal Revenue Service

► Attach to your return.

Name(s) as shown on return

Identifying number

Part I Current Year Disabled Access Credit

1	Total eligible access expenditures	1								
2	Minimum amount.	2	\$	250 00						
3	Subtract line 2 from line 1 (if less than zero, enter -0-)	3								
4	Maximum amount	4	\$10,000	00						
5	Enter smaller of line 3 or line 4	5								
6	Credit. Enter 50% (.50) of line 5.	6								
7	Disabled access credits from flow-through entities									
	<table border="1"> <tr> <td>If you are a—</td> <td>Then enter total of current year disabled access credit(s) from—</td> </tr> <tr> <td>a Shareholder</td> <td>Schedule K-1 (Form 1120S), lines 12d, 12e, or 13</td> </tr> <tr> <td>b Partner</td> <td>Schedule K-1 (Form 1065), lines 13d, 13e, or 14</td> </tr> </table>	If you are a—	Then enter total of current year disabled access credit(s) from—	a Shareholder	Schedule K-1 (Form 1120S), lines 12d, 12e, or 13	b Partner	Schedule K-1 (Form 1065), lines 13d, 13e, or 14	7		
If you are a—	Then enter total of current year disabled access credit(s) from—									
a Shareholder	Schedule K-1 (Form 1120S), lines 12d, 12e, or 13									
b Partner	Schedule K-1 (Form 1065), lines 13d, 13e, or 14									
8	Current year disabled access credit. Add lines 6 and 7, but do not enter more than \$5,000 .	8								

Part II Tax Liability Limitation (See Who Must File Form 3800, General Business Credit, to see if you complete Part II or file Form 3800.)

9a	Individuals. Enter amount from Form 1040, line 40	<table border="1"> <tr><td>10a</td><td></td></tr> <tr><td>10b</td><td></td></tr> <tr><td>10c</td><td></td></tr> <tr><td>10d</td><td></td></tr> <tr><td>10e</td><td></td></tr> <tr><td>10f</td><td></td></tr> <tr><td>10g</td><td></td></tr> </table>	10a		10b		10c		10d		10e		10f		10g		9		
10a																			
10b																			
10c																			
10d																			
10e																			
10f																			
10g																			
b	Corporations. Enter amount from Form 1120, Schedule J, line 3 (or Form 1120-A, Part I, line 1)																		
c	Other filers. Enter regular tax before credits from your return																		
10	Credits that reduce regular tax before the disabled access credit:																		
a	Credit for child and dependent care expenses (Form 2441).																		
b	Credit for the elderly or the disabled (Schedule R (Form 1040))																		
c	Foreign tax credit (Form 1116 or Form 1118)																		
d	Possessions tax credit (Form 5735).																		
e	Mortgage interest credit (Form 8396)																		
f	Credit for fuel from a nonconventional source																		
g	Orphan drug credit (Form 6765).																		
h	Add lines 10a through 10g		10h																
11	Net regular tax. Subtract line 10h from line 9		11																
12	Tentative minimum tax (see instructions):																		
a	Individuals. Enter amount from Form 6251, line 20																		
b	Corporations. Enter amount from Form 4626, line 14.		12																
c	Estates and trusts. Enter amount from Form 8656, line 37																		
13	Net income tax:																		
a	Individuals. Add line 11 above and line 22 of Form 6251																		
b	Corporations. Add line 11 above and line 16 of Form 4626.		13																
c	Other filers. See instructions																		
14	If line 11 is more than \$25,000, enter 25% (.25) of the excess (see instructions).		14																
15	Subtract line 12 or line 14, whichever is greater, from line 13. Enter the result. If less than zero, enter -0-.		15																
16	Disabled access credit allowed for current year. Enter the smaller of line 8 or line 15. This is your General Business Credit for 1991. Enter here and on Form 1040, line 44; Form 1120, Schedule J, line 4e; Form 1120-A, Part I, line 2a; or on the appropriate line of other income tax returns		16																

Paperwork Reduction Act Notice.—We ask for the information on this form to carry out the Internal Revenue laws of the United States. You are required to give us the information. We need it to ensure that you are complying with these laws and to allow us to figure and collect the right amount of tax.

The time needed to complete and file this form will vary depending on individual

circumstances. The estimated average time is:

Recordkeeping 4 hr., 18 min.

Learning about the law or the form 47 min.

Preparing and sending the form to the IRS 54 min.

If you have comments concerning the accuracy of these time estimates or suggestions for making this form more simple, we would be happy to hear from you. You can write to both the IRS and the Office of Management and Budget at the addresses listed in the instructions of the tax return with which this form is filed.

General Instructions

(Section references are to the Internal Revenue Code unless otherwise noted.)

Purpose of Form

Form 8826 is used by an eligible small business to claim the disabled access credit. The credit is part of the general business credit under section 38 and is figured under the provisions of section 44.

A partnership or S corporation that is an eligible small business completes Part I of the form to figure the credit to pass through to its partners or shareholders.

Who Must File Form 3800, General Business Credit

The general business credit consists of the investment credit (Form 3468), jobs credit (Form 5884), credit for alcohol used as fuel (Form 6478), research credit (Form 6765), low-income housing credit (Form 8586), enhanced oil recovery credit (Form 8830), and the disabled access credit (Form 8826). If you have more than one of these credits for 1991, a carryback or carryforward of any of these credits, or a disabled access credit from a passive activity, do not complete Part II of Form 8826. Instead, attach the appropriate credit forms and summarize the credits on Form 3800, which is also used to figure the tax liability limitation. If you only have a 1991 disabled access credit and the credit is not from a passive activity, complete Part II of Form 8826. You do not have to file Form 3800 for this year.

Definitions

Eligible small business.—For purposes of section 44, an eligible small business means any business or person that (a) had gross receipts for the preceding tax year that did not exceed \$1 million or had no more than 30 full-time employees during the preceding tax year and (b) elects (by filing Form 8826) to claim the disabled access credit for the tax year.

For purposes of the definition:

- Gross receipts are reduced by returns and allowances made during the tax year.
- An employee is considered full time if that employee is employed at least 30 hours per week for 20 or more calendar weeks in the tax year.

• Generally, all members of the same controlled group and all persons under common control are considered to be one person. See section 44(d)(2).

Eligible access expenditures.—For purposes of section 44, these expenditures are amounts paid or incurred by the eligible small business to comply with applicable requirements under the Americans With Disabilities Act of 1990 (Public Law 101-336).

Eligible access expenditures include amounts paid or incurred—

- a. To remove barriers that prevent a business from being accessible to or usable by individuals with disabilities;
 - b. To provide qualified interpreters or other methods of making audio materials available to hearing-impaired individuals;
 - c. To provide qualified readers, taped texts, and other methods of making visual materials available to individuals with visual impairments; or
 - d. To acquire or modify equipment or devices for individuals with disabilities.
- The expenditures must be reasonable and necessary to accomplish the above purposes.

Eligible expenditures do not include expenditures in a above that are paid or incurred in connection with any facility first placed in service after November 5, 1990.

Eligible access expenditures must meet those standards issued by the Secretary of the Treasury as agreed to by the Architectural and Transportation Barriers Compliance Board and set forth in regulations. See section 44(c) for other details.

Disability.—For an individual, this means—

- a. A physical or mental impairment that substantially limits one or more of the major life activities of that individual;
- b. A record of such an impairment; or
- c. Being regarded as having such an impairment.

Specific Instructions

Part I

Line 1.—Enter total eligible access expenditures paid or accrued during the tax year. See **Eligible access expenditures** above for a definition of eligible access expenditures and other details.

Controlled groups.—All members of a controlled group of corporations (within the meaning of section 52(a)) and all persons under common control (within the meaning of section 52(b)) are treated as one person for purposes of the credit. The group member with the most eligible access expenditures should figure the group credit in Part I and skip Part II.

On separate Forms 8826, each member of the group should skip lines 1 through 5 and enter its share of the group credit on line 6. Each member should then complete the remaining applicable lines (or Form 3800, if required) on its separate form. Each member must also attach to its Form 8826 a schedule showing how the group credit was divided among all members. The members share the credit in the same proportion that they contributed eligible access expenditures.

Denial of double benefit.—The eligible access expenditures may not be claimed as a deduction, capitalized, or used in figuring any other credit to the extent of the credit shown on line 8.

Part II

Line 12—Tentative minimum tax.

Complete the appropriate alternative minimum tax form through the tentative minimum tax line. Transfer the result to this line.

Line 13c—Other filers.—Enter the sum of line 11 and your alternative minimum tax from whichever alternative minimum tax form you file.

Line 14.—See section 38(c)(2) for special rules for married couples filing separate returns, for controlled corporate groups, and for estates and trusts.

Line 16.—If you cannot use part of the credit because of the tax liability limitations (line 16 is smaller than line 8), carry the unused portion back to each prior tax year that ended after November 4, 1990. Any remaining unused credit is then carried forward 15 years.

See section 383 for the limitation on the amount of any excess general business credits of a loss corporation for any tax year ending after a post-1986 ownership change that may be used in a post-change year.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

*A TECHNICAL ASSISTANCE MANUAL
ON THE EMPLOYMENT PROVISIONS
(TITLE I) OF THE*

AMERICANS WITH DISABILITIES ACT

RESOURCE DIRECTORY

*A TECHNICAL ASSISTANCE MANUAL
ON THE EMPLOYMENT PROVISIONS
(TITLE I) OF THE*

AMERICANS WITH DISABILITIES ACT

RESOURCE DIRECTORY

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

January 1992

EEOC-M-1B

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INTRODUCTION

This Directory has been developed as part of EEOC's ADA Technical Assistance Manual to indicate the wide range of public and private resources providing technical assistance -- frequently at no cost -- to aid the employment of people with disabilities. The Directory should serve as a valuable reference tool to aid compliance with Title I of the ADA. However, the Directory is not an authoritative compilation of all available resources. Nor does the inclusion or omission of an agency or organization indicate an evaluation or endorsement by EEOC.

EEOC has focussed the Directory on programs and organizations that provide specific services related to the employment of people with disabilities; for this reason, many other public and private programs related to disability and rehabilitation have not been included. The listing of non-governmental organizations also has been limited to national organizations; accordingly, many valuable local resources are not included. However, the Directory identifies national organizations that work through local affiliates; these affiliates may be found by contacting the national organization or by consulting a local telephone directory.

The information in Sections I-IV on federal agency programs was reviewed and verified by those agencies. The information on services provided by non-governmental organizations in Section V was provided by the organizations themselves in response to a questionnaire circulated by EEOC to more than 200 national organizations during 1991. As indicated above, inclusion of this information in the Directory does not constitute an endorsement or recommendation by EEOC of the organizations, their services, or any interpretations of the ADA that they may provide.

Where an organization did not respond to EEOC's questionnaire, or where the response did not indicate specific employment-related services, the organization was not included in Section V. However, Section VI lists many other organizations that may be helpful in employment of persons with specific types of disabilities.

Readers are encouraged to contact ADA Regional Disability and Business Technical Assistance Centers for current information on additional technical assistance resources, and particularly for resources at state and local levels (See Section II).

EEOC has made an effort to assure that addresses and telephone numbers provided for agencies and organizations are current as of the time of publication. However, it should be noted that listings of this nature are subject to frequent changes.

HOW TO USE THIS DIRECTORY

The Directory is divided into three parts and 13 sections:

Part One describes federal agency programs that provide information and technical assistance on or related to the ADA and other federal nondiscrimination requirements in four sections:

Section I describes information and assistance available from the agencies that enforce the ADA.

Section II provides information on other Federal and Federally-funded programs that provide specific technical assistance to aid compliance with the ADA.

Section III provides information on Federal programs that provide information and assistance related to disability and employment.

Section IV provides information on other Federal laws that prohibit discrimination on the basis of disability and the agencies that enforce these laws.

(Federal programs that operate through regional and state offices are indicated in each section.)

Part Two provides information on specific employment-related information and technical assistance available from a wide range of national non-governmental organizations, and indicates organizations that operate through state and local affiliates.

Section V describes organizations that provide services related to employment of people with disabilities.

Section VI lists other organizations with expertise in specific disabilities.

Section VII describes alternative dispute resolution resources.

Part Three provides locations and telephone numbers for regional and state offices of federal programs.

Section VIII lists Equal Employment Opportunity Commission District Offices.

Section IX lists regional offices of agencies that enforce other laws prohibiting employment discrimination on the basis of disability.

Section X lists state locations of other federal programs related to disability and employment.

Section XI lists Centers for Independent Living by State.

Section XII lists state Technology-Related Assistance programs.

Section XIII lists state programs of Education and Assistance for Farmers and Ranchers with Disabilities.

HOW TO LOCATE INFORMATION

Generally, entries are listed in alphabetical order. An agency or organization may be located either by looking in the appropriate Section, or in the **Index** at the end of the Directory.

This **Index** also makes it possible to locate an agency(ies) or organization(s) providing information or assistance on many specific aspects of employing people with disabilities, such as job accommodations, recruitment sources, or assistive devices and equipment. The **Index** contains many headings and sub-headings, followed by page numbers where that topic is discussed. Many topics are listed under more than one heading to provide quicker access. Topics which may be of particular interest are in bold-face type for easy identification.

Among the many programs and organizations listed in the **Directory**, a few will be particularly useful initial contact points, because of their broad expertise on a range of issues, their ability to provide direct technical assistance in many specialized areas, as well referrals to other specialized resources. These include:

- **ADA Regional Business and Disability Technical Assistance Centers**
(See Sections II and X)
- **The Job Accommodation Network**

(See Section II)

- **State Partners of the President's Committee on Employment of People with Disabilities**
(See Sections II and X)
- **Centers for Independent Living**
(See Sections III and XI.)

FEDERAL AGENCY RESOURCES

P A R T O N E

SECTIONS I-IV

- I. FEDERAL AGENCIES THAT ENFORCE ADA PROVISIONS**
- II. OTHER FEDERAL AND FEDERALLY FUNDED ADA TECHNICAL ASSISTANCE**
- III. OTHER FEDERAL AGENCY PROGRAMS RELATED TO DISABILITY AND EMPLOYMENT**
- IV. FEDERAL AND STATE AGENCIES THAT ENFORCE OTHER LAWS PROHIBITING DISCRIMINATION ON THE BASIS OF DISABILITY**

FEDERAL AGENCIES THAT ENFORCE ADA PROVISIONS

This Section summarizes sources of technical assistance available from the federal agencies that enforce the ADA. Further information on the technical assistance activities of the Equal Employment Opportunity Commission (EEOC) and the Department of Justice can be found in Section II. EEOC's District Offices are listed in Section VIII.

Title I Employment

U.S. Equal Employment Opportunity Commission
1801 L St., N.W., Washington, DC 20507
ADA Helpline (800) 669-EEOC (Voice) or (800) 800-3302
(TDD)
(See Section VIII for District Office Locations)

Enforces Title I provisions prohibiting discrimination in employment against qualified individuals with disabilities. Provides information, speakers, technical assistance, training, and referral to specialized resources to employers and people with disabilities, through headquarters and district offices.
***Publications:** Title I Regulations; ADA Technical Assistance Manual ("how to" information on Title I compliance and resource directory); Booklets on employer responsibilities and rights of individuals with disabilities; Questions and Answers on ADA employment and public accommodation provisions; fact sheets on ADA and tax credits and deductions for ADA accommodations; Video series on key aspects of Title I compliance available Spring 1992.

* Note: EEOC will issue additional policy guidance through its internal interpretive Compliance Manual prior to and following the effective date of the ADA. The manual is available to the public at Commission headquarters and field offices and at public libraries. It also is available through two commercial services: (1) Bureau of National Affairs, 1231 25th St., N.W., Washington, D.C. 20037, (800) 372-1033; (2) Commerce Clearing House, 4025 West Peterson Ave., Chicago, IL 60646, (312) 583-8500.

**Title II
State and Local
Government
Services**

U.S. Department of Justice

Civil Rights Division

Office on the Americans with Disabilities Act

P.O. Box 66118, Washington, DC 20035-6118

(202) 514-0301 (Voice) or (202) 514-0381 (TDD)

(202) 514-6193 (Electronic Bulletin Board)

**Title III
Public
Accommodations
and
Commercial
Facilities**

Enforces ADA provisions prohibiting discrimination on the basis of disability in state and local government services (Title II), and in public accommodations and commercial facilities (Title III). Provides technical assistance to those with rights and responsibilities under the law. (See Technical Assistance Grant Projects, Section II) **Publications:** Title II and Title III Regulations; ADA Technical Assistance Manual; Books, brochures, and fact sheets focusing on Title II and Title III requirements.

Note: An ADA Handbook, a joint publication of EEOC and the Department of Justice, containing the text of the ADA, Regulations for Titles I, II, and III, Accessibility Guidelines, Uniform Accessibility Standards, and other useful resources is for sale by the Government Printing Office. Serial No. 052-015-00072-3. Available at Government Book Stores or by calling (202) 783-3238.

**Title II
Public Mass
Transportation**

U.S. Department of Transportation

400 7th St., S.W., Washington, DC 20590

(202) 366-9305 (Voice) or (202) 755-7687 (TDD)

**Title III
Private Mass
Transportation**

Enforces ADA provisions that require nondiscrimination in public (Title II) and private (Title III) mass transportation systems and services. **Publications:** Transportation for Individuals with Disabilities, Regulations. ADA Paratransit Handbook for implementing complementary paratransit service requirements. Other technical assistance materials available in 1992.

**Title IV
Tele-
communications**

Federal Communications Commission
1919 M St., N.W., Washington, DC 20554
(202) 632-7260 (Voice) or (202) 632-6999 (TDD)

Enforces ADA telecommunications provisions, which require that companies offering telephone service to the general public must offer telephone relay services to individuals who use text telephones or similar devices. Also enforces requirements for closed captioning of federally produced or federally funded television public service announcements. Maintains database of state telecommunications relay service facilities.

Publications: Telecommunications Services for Hearing and Speech Disabled, Regulations; Telecommunications Relay Service - An Informational Handbook.

OTHER FEDERAL AND FEDERALLY FUNDED ADA TECHNICAL ASSISTANCE

This Section summarizes federal and federally funded ADA technical assistance available to employers and people with disabilities.

Equal Employment Opportunity Commission Title I Training For People With Disabilities and Employers

During 1992, the Equal Employment Opportunity Commission will fund two national projects providing training for people with disabilities and for employers on their rights and responsibilities under Title I of the ADA.

ADA Regional Disability and Business Technical Assistance Centers

Congress mandated the National Institute on Disability and Rehabilitation Research to establish ten regional centers to provide information, training, and technical assistance to employers, people with disabilities, and other entities with responsibilities under the ADA. The centers act as a "one-stop" central source of information, direct technical assistance, training, and referral on ADA issues in employment, public accommodations, public services, and communications. Each center works with local business, disability, governmental, rehabilitation, and other professional networks to provide ADA information and assistance, and places special emphasis on meeting the needs of small businesses. Programs vary in each region, but all centers provide the following:

- **Individualized responses to information requests**, and a range of written and audio-visual materials on specific aspects of ADA compliance. Materials will include publications of the federal ADA enforcement agencies and specialized materials for employers, places of public accommodation, public service providers, and people with disabilities. Employer materials will cover many specific ADA issues, including accessibility, accommodations, recruiting, interviewing, testing, hiring, and job restructuring. Fact sheets, brochures, self-assessment guides, training modules designed for self-administration, and video and audiotapes will be available through the centers in 1992 and 1993.
- **Referrals to local sources of expertise in all aspects of ADA compliance**, including specialists in such fields as rehabilitation, independent living, ergonomics, architecture, and specific disabilities for

Section II

expert assistance in accessibility, accommodations, job analysis, assistive technology, disability awareness, recruiting, interviewing, hiring, testing, medical examinations, and other aspects of compliance. By Spring 1992, the Centers will be equipped with a common electronic resource database to provide extensive local, regional, and national referrals.

- **Training on ADA provisions and disability awareness** for employers, other covered entities, and for people with disabilities.
- **Direct technical assistance** on specific aspects of compliance with ADA employment and public accommodations requirements.

Regional centers and areas they serve are listed below. They also are listed as "ADA Technical Assistance Centers" in Section X by State.

Region I:

**Connecticut, Maine, Massachusetts, New Hampshire,
Rhode Island, Vermont**

New England Disability and Business Technical (207) 874-6535 Voice/TDD
Assistance Center
145 Newbury St.
Portland, ME 04101

Region II:

New Jersey, New York, Puerto Rico, Virgin Islands

Northeast Disability and Business Technical (609) 392-4004 Voice
Assistance Center (609) 392-7044 TDD
354 South Broad St.
Trenton, NJ 08608

Region III:

**Delaware, D.C., Maryland, Pennsylvania,
Virginia, West Virginia**

Mid-Atlantic Disability and Business Technical (703) 525-3268 Voice/TDD
Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201

Region IV:

**Alabama, Florida, Georgia, Kentucky, Mississippi,
North Carolina, South Carolina, Tennessee**

Southeast Disability and Business Technical (404) 888-0022 Voice
Assistance Center (404) 888-9007 TDD
1776 Peachtree St.
Suite 310 North
Atlanta, GA 30309

Region V:

**Illinois, Indiana, Michigan, Minnesota,
Ohio, Wisconsin**

Great Lakes Disability and Business Technical (312) 413-1407 Voice
Assistance Center (312) 413-0453 TDD
1640 West Roosevelt Rd. (M/C 627)
Chicago, IL 60608

Region VI:

Arkansas, Louisiana, New Mexico, Oklahoma, Texas

Southwest Disability and Business Technical (713) 520-0232 Voice
Assistance Center (713) 520-5136 TDD
2323 South Shepherd Blvd., Suite 1000
Houston, TX 77019

Region VII:

Iowa, Kansas, Nebraska, Missouri

Great Plains Disability and Business Technical (314) 882-3600 Voice/TDD
Assistance Center
4816 Santana Dr.
Columbia, MO 65203

Region VIII:

**Colorado, Montana, North Dakota, South Dakota,
Utah, Wyoming**

Rocky Mountain Disability and Business (719) 444-0252 Voice
Technical Assistance Center (719) 444-0268 TDD
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072

Region IX:

Arizona, California, Hawaii, Nevada

Pacific Coast Disability and Business (510) 465-7884 Voice
Technical Assistance Center (510) 465-3172 TDD
440 Grand Ave., Suite 500
Oakland, CA 94610

Region X:

Alaska, Idaho, Oregon, Washington

Northwest Disability and Business (206) 438-3168 Voice
Technical Assistance Center (206) 438-3167 TDD
605 Woodview Dr.
Lacey, WA 98503

Job Accommodation Network

P.O. Box 6123, 809 Allen Hall, Morgantown, WV 26506-6123

(800) 526-7234 (Accommodation Information)(Out of State Only/Voice/TDD)

(800) 526-4698 (Accommodation Information)(In State Only/Voice/TDD)

(800) ADA WORK (800) 232-9675 (ADA Information)(Voice/TDD)

(800) DIAL JAN (800) 342-5526 (ADA Information)(Computer Modem)

Free consultant service funded by the President's Committee on Employment of People with Disabilities. Through telephone consultation with professional human factors counselors, provides information and advice to employers and people with disabilities on custom job and worksite accommodations. Performs individualized searches for workplace accommodations, based on the job's functional requirements, the functional limitations of the individual, environmental factors, and other pertinent information. Assists employers and individuals with disabilities in the use of a variety of public programs dealing with disability, including the Job Training Partnership Act, Projects with Industry, Supported Employment, Targeted Jobs Tax Credit, and barrier removal incentives. ADA Work Line is staffed by people experienced in discussing the application of the ADA, especially as it relates to accommodation and accessibility issues.

Videotape: "Bridging the Talent Gap," features a variety of individuals with disabilities successfully employed as a result of vocational rehabilitation and on-the-job accommodation; descriptive literature on JAN services.

The President's Committee on Employment of People with Disabilities

1331 F St., N.W., Washington, DC 20004

(202) 376-6200 (Voice) or (202) 376-6205 (TDD)

(See Section X for President's Committee State Partner Locations)

Provides information and advice on employment of people with disabilities. Conducts training conferences on ADA, and an annual meeting which offers training opportunities on many aspects of employing people with disabilities. Works with state organizations (President's Committee Partners,) which include Governors', Mayors', local committees, and disability rights advocacy organizations to increase employment opportunities for people with disabilities. Involved in programs with business, industry, and labor to educate and inform through local and national initiatives. President's Committee Partners provide technical assistance on employment and information on assistive technology and workplace accommodations for people with disabilities. Funds the Job Accommodation Network, which provides free consultation on specific accommodation issues (See above). **Publications:** Provides a range of informational materials on the ADA and practical guidance on job analysis, job accommodation and modification, hiring

and training people with disabilities, job placement, supervising employees with mental retardation, vocational rehabilitation, disability legislation and regulations, and working with people who have specific disabilities such as multiple sclerosis, blindness, diabetes, cerebral palsy, and cystic fibrosis.

Architectural and Transportation Barriers Compliance Board

1111 18th St., N.W., Suite 501, Washington, DC 20036-3894
(800) USA-ABLE (Voice/TDD)

Sets guidelines adopted as accessibility standards under Titles II and III of the ADA. Provides information on technical and scoping requirements for accessibility and offers general technical assistance on the removal of architectural, transportation, communication, and attitudinal barriers affecting people with disabilities. **Publications:** ADA Accessibility Guidelines for Buildings and Facilities; ADA Accessibility Guidelines for Transportation Vehicles; ADA Accessibility Guidelines for Transportation Facilities; Manuals on ADA accessibility guidelines for transportation vehicles; ADA Accessibility Guidelines Checklist for buildings and facilities; Uniform Federal Accessibility Standards Accessibility Checklist; Design bulletin series explaining various provisions of ADA Accessibility Guidelines for Buildings and Facilities; Booklets and guides on barrier-free design, accessible rest rooms, wheelchair lifts and slip resistant surfaces, transit facility designs, assistive listening devices, visual alarms, airport TDD access, and air carrier policies affecting people with disabilities.

National Institute on Disability and Rehabilitation Research

400 Maryland Ave., S.W., Washington, DC 20202-2572
(202) 732-5801 (Voice) or (202) 732-5316 (TDD)

Provides funding for three major programs to assist ADA compliance:

1. **ADA Regional Disability and Business Technical Assistance Centers.** (See above).
2. **Materials Development Projects.** During 1992 and 1993, a variety of written and audiovisual materials on employment, public accommodations, public services and communications aspects of ADA compliance will be developed and made available to the Regional Disability and Business Technical Assistance Centers for distribution to the public. These materials will include fact sheets, brochures, manuals, self-assessment guides, training modules, slides, and video

and audiotapes, and will be designed as self-instructional training resources for employers and other organizations, as well as for the Peer Training Projects (below).

3. **"Peer Training" Projects.** Two national training programs will be funded and conducted in 1992: (1) training for persons in the fields of Independent Living and disability advocacy on all aspects of the ADA; (2) training for people with disabilities, their families, and organizations representing them on rights under the ADA.

Both projects will develop trainers who can conduct additional training for other interested groups.

NIDRR also funds research projects that provide information on assistive technology and employment (See State Technology Assistance Projects below).

Department of Justice ADA Technical Assistance Grant Projects

The following organizations were funded by the Department of Justice in September 1991 to provide technical assistance on Titles II and III of the ADA. Some of these projects will also provide assistance on aspects of Title I compliance.

American Foundation for the Blind (AFB) and Gallaudet University - National Center for Law and the Deaf (NCLD)

1615 M St., N.W., Suite 250, Washington, D.C. 20036
(202) 651-5343 (NCLD) or (202) 223-0101 (AFB)

Through voice and TDD telephone information lines, will provide advice and technical assistance on a case-by-case basis to consumers and covered entities on overcoming communications barriers resulting from hearing and vision loss. Will develop and distribute pamphlets targeted at restaurants, the hospitality industry, places of assembly, health care providers, and consumers.

Section II

American Hotel and Motel Association

1201 New York Ave., N.W., Suite 600, Washington, D.C. 20005
(202) 289-3100

Will disseminate ADA information, develop and conduct a series of seminars for the hotel and motel industry at State-level Association conferences, and develop and distribute an ADA Compliance handbook for use by the lodging industry.

American Speech-Language-Hearing Association

10801 Rockville Pike, Rockville, MD 20852
Consumer Help (301) 897-5700 or (800) 638-8255 (Voice)
Consumer Help (301) 897-0157 (TDD)

Will disseminate information on the ADA to people with communications disabilities, professionals in the disability field, and covered entities, including retail stores, daycare centers, places of assembly, and emergency service providers. Will provide telephone information lines on communications access issues for businesses, audiologists, and persons with disabilities, and will develop and conduct a national workshop addressing these issues.

The Association for Retarded Citizens of the United States (ARC)

500 East Border, S-300, Arlington, TX 76010
(817) 261-6003

Will disseminate information regarding the ADA as it applies to individuals with mental retardation. Will establish a national information center to develop and disseminate educational brochures to restaurants, hotels and motels, retail stores, and places of public assembly on how to provide cognitively accessible, integrated services. Will also conduct national training for ARC chapters on Title III and for organizations representing child care facilities, and develop and disseminate a resource book for child care centers.

**The Association on Handicapped Student Service
Programs in Postsecondary Education (AHSSPPE)**

P.O. Box 21192, Columbus, OH 43221-0192

(614) 488-4972

ADA Hotline (800) 247-7752 (Voice/TDD)

In collaboration with the National Clearinghouse on Licensure Enforcement and Regulations (CLEAR), will develop a manual on testing accommodations and ADA compliance by boards of licensure and certification. Also, will provide a telephone hotline to respond to ADA information requests from CLEAR members.

Building Owners and Managers Association International

1201 New York Ave., N.W., Suite 300, Washington, D.C. 20005

(202) 408-2684

Will conduct seminars nationwide for building owners and managers on ADA requirements for commercial facilities and places of public accommodation.

Council of Better Business Bureaus' Foundation

4200 Wilson Blvd., Suite 800, Arlington, VA 22203-1804

(703) 276-0100 (Voice) or (703) 247-3668 (TDD)

Through its network of 177 Better Business Bureaus, will educate small and medium-sized business members on their obligations as public accommodations under Title III of the ADA. Will also provide specialized resources and training in ADA alternative dispute resolution. In collaboration with the Disability Rights Education and Defense Fund (DREDF) and Barrier Free Environments (BFE), will conduct meetings with business and disability groups, and develop and disseminate industry-specific business "advisories", technical assistance guidelines for conducting ADA seminars, and instructional options for dispute resolution managers.

Disability Rights Education and Defense Fund (DREDF)

2212 Sixth St., Berkeley, CA 94710

ADA Hotline: (800) 466-4ADA (Voice\TDD)

(415) 644-2555 (Voice) or (415) 644-2625 (TDD)

Has established a telephone information line to answer ADA questions (emphasis on Titles II and III) and respond to requests for ADA materials. Will also conduct a seminar to train regional community-based representatives as technical assistance specialists to assist individuals with rights and responsibilities under the ADA and provide further training and resources for groups nationwide.

Center for Health Research

Eastern Washington University

MS-10, Hargreaves 217, Eastern Washington University,

Cheney, WA 99004-2415

(509) 359-6567

Will produce eight videotapes, accompanying printed materials, and a videotaped public service announcement to serve as training and resource materials for use by daycare centers. Will distribute materials nationally to daycare provider/trainers, and will conduct training for daycare providers nationwide.

Food Marketing Institute

1750 K St., N.W., Suite 700, Washington, D.C. 20006

(202) 452-8444

In conjunction with the National Center for Access Unlimited, will disseminate ADA information to grocery-chain members, conduct training seminars, publish an ADA compliance manual, and produce and staff an ADA exhibit at the Food Marketing Institute's convention in May 1992.

Foundation on Employment and Disability

3820 Del Amo Blvd, #201, Torrance, CA 90503

(213) 214-3430

Through multilingual toll-free information lines, pamphlets, articles in local publications, and presentations to community organizations, will provide written and oral information on the ADA that is understandable, linguistically and culturally, to minority communities in Los Angeles, Orange County, and San Francisco, California.

Institute for Law and Policy Planning

P.O. Box 5137, Berkeley, CA 94705

(415) 486-8352

Will produce a 30-minute broadcast-quality video and a 10 minute video on readily achievable barrier removal in places of public accommodation. Both videos will be available at the ADA Regional Disability and Business Technical Assistance Centers and other technical assistance and training projects.

National Association of Protection and Advocacy Systems

900 2nd St., N.E., Suite 211, Washington, D.C. 20002

(202) 408-9518 (Voice) or (202) 408-9521 (TDD)

Will conduct three regional "train-the-trainer" seminars that will focus on nonlitigatory dispute resolution techniques, self advocacy, and voluntary compliance. Will provide funding to twelve state Protection and Advocacy systems that will conduct statewide training. Will provide materials on ADA to national network of Protection and Advocacy service centers and Client Assistance Programs to provide direct technical assistance.

ADA Clearinghouse and Resource Center

National Center for State Courts

300 Newport Ave., Williamsburg, VA 23185

(804) 253-2000

Will disseminate information on ADA compliance to State and

local court systems. Will develop a diagnostic checklist, strategies for compliance specifically relevant to State and local courts, and a model curriculum for use in the education of future judges and court administrators.

**National Conference of States on Building
Codes and Standards**

505 Huntmar Park Dr., Suite 210, Herndon, VA 22070
(703) 437-0100

In conjunction with the Paralyzed Veterans of America (PVA), will promote the certification of State codes for equivalency with ADA standards, and encourage the development of alternative dispute resolution procedures within the existing State regulatory framework. Will promote voluntary compliance with the new construction and alterations requirements of the ADA, develop models for certification and dispute resolution, and hold a national seminar on the ADA, certification, and appeal and complaint procedures.

**Information Access Project
National Federation of the Blind**

1800 Johnson St., Baltimore, MD 21230
(301) 659-9314

Will assist entities covered by the ADA in finding methods for converting visually displayed information, such as flyers, brochures, and pamphlets, to formats accessible to individuals who are visually impaired. Will also serve as a resource for other grantees who are required under the terms of their grants to provide materials in nonvisually accessible formats.

National Rehabilitation Hospital

102 Irving St., N.W., Washington, D.C. 20010
(202) 877-1000 (Voice) or (202) 877-1450 (TDD)

Through seminars and written materials, will provide information on the ADA to doctors, hospitals, health care facilities, and health care consumers. Will produce an accessibility checklist, a

compliance handbook for facility managers, and a brochure describing consumers rights to health care services as a part of these materials.

National Restaurant Association

1200 17th St., N.W., Washington, D.C. 20036-3097
(202) 331-5985

Will produce and distribute informational material, including a 15-minute videotape, to demonstrate ADA compliance methods for the food service industry. In conjunction with the National Center for Access Unlimited, will produce a booklet with specific self-inspection checklists, illustrative applications of ADA food service industry compliance techniques, and training for restaurant staff addressing barrier removal, alterations, new construction, communications, supportive attitudes, and dispute resolution. Will complete materials in time for the National Restaurant Association's May 1992 national convention.

Police Executive Research Forum

2300 M St., N.W., Suite 910, Washington, D.C. 20037
(202) 466-7820

In collaboration with the Epilepsy Foundation of America and Eastern Kentucky University's Police Studies Department, will develop model policies and procedures for training police and sheriff's departments on the interaction of police with individuals with disabilities. Will develop information and training materials, including a videotape, brochure, and handbook, for distribution to organizations serving police and persons with disabilities.

National Council on Disability

800 Independence Ave., S.W., Suite 814, Washington, DC 20591
(202) 267-3846 (Voice) or (202) 267-3232 (TDD)

Required by Section 507 of the ADA to conduct a study and report on the effect of wilderness designations and wilderness land management practices on the ability of people with disabilities to use and enjoy the National Wilderness Preservation

Section II

Systems. Conducts **ADA Watch** to monitor the implementation of the ADA in employment, public accommodations, transportation, and telecommunications. Develops recommendations for federal disability policy. Provides ongoing advice to the President, the Congress, the Rehabilitation Services Administration, and other federal agencies on programs authorized by the Rehabilitation Act. Establishes general policies for reviewing the operation of the National Institute on Disability and Rehabilitation Research. Reviews and approves standards for Independent Living and Projects with Industry programs. **Publications:** Quarterly newsletter; Special reports on federal laws and programs affecting persons with disabilities, the ADA, and education for students with disabilities.

Centers for Disease Control

Public Health Service

U.S. Department of Health and Human Services

Mail Stop C09, 1600 Clifton Rd., N.E., Atlanta, GA 30333

(404) 639-2237

Publishes an annually updated list of infectious and communicable diseases transmitted through the handling of food in accordance with Section 103(d) of Title I. **Publications:** Diseases Transmitted Through the Food Supply.

OTHER FEDERAL AGENCY PROGRAMS RELATED TO DISABILITY AND EMPLOYMENT

This Section summarizes other federal programs that provide information and assistance on many aspects of employing people with disabilities. Programs that operate through regional or state offices are identified with a (*) symbol, and these office locations are listed in Sections VIII-XIII.

Centers for Independent Living Program*

Rehabilitation Services Administration

U.S. Department of Education

Mary E. Switzer Building, 330 C St., S.W., Washington, DC 20202

(See Section XI for Centers for Independent Living in each State)

Approximately 400 Independent Living Centers, most funded by this program, provide local services and programs to enable individuals with severe disabilities to live and function independently. Centers offer individuals with disabilities a variety of services, including independent living skills training, counseling and advocacy services on income benefits and legal rights, information and referral, peer counseling, education and training, housing assistance, transportation, equipment and adaptive aid loans, personal care attendants, and vocational and employment services. Assistance available to employers includes: accessibility surveys; job analyses; advice on job accommodations, job modifications, and assistive devices; recruitment; job training; job placement and support services; information and referral to specialized technical assistance resources.

Clearinghouse on Disability Information

Office of Special Education and Rehabilitation Services

U.S. Department of Education

Switzer Bldg., Rm. 3132, Washington, DC 20202-2524

(202) 732-1241 or (202) 732-1723 (Voice/TDD)

Provides information on federal disability legislation, funding for programs serving individuals with disabilities, and programs and services for people with disabilities on the national, state, and local levels. **Publications:** Quarterly newsletter on federal activities affecting people with disabilities; Guides to disability legislation and federal resources for people with disabilities; Employment information package listing public and private organizations that assist individuals with disabilities who are seeking employment.

Client Assistance Program (CAP)*

Office of Program Operations

Rehabilitation Services Administration

U.S. Department of Education

Mary E. Switzer Building, 330 C St., S.W., Washington, DC 20202

(202) 732-1406 (Voice) or (202) 732-2848 (TDD)

(See Section X for State Client Assistance Program Locations)

Programs in each state provide information and assistance to individuals seeking or receiving services under the Rehabilitation Act of 1973. Investigate, negotiate, and mediate solutions to problems of applicants and clients of programs, projects, or facilities funded under the Act regarding services. Offer advice and assistance to governmental agencies and service providers, and provide legal counsel and litigation services to persons unable to obtain adequate legal services.

Developmental Disability Councils*

Administration on Developmental Disabilities

U.S. Department of Health and Human Services

200 Independence Ave., S.W., Rm. 349-F, Washington, DC 20201

(202) 245-2890 (Voice/TDD)

(See Section X for State Developmental Disability Council Locations)

Councils in each state provide training and technical assistance to local and state agencies, employers, and the public on improving services to people with developmental disabilities. Provide information on the ADA, and make referrals to appropriate agencies.

Education and Assistance Program for Farmers with Disabilities*

USDA Extension Service

U.S. Department of Agriculture

Washington, DC 20250-0900

(202) 720-3377

(See Section XIII for Project Locations)

Eight projects serving ten states provide education and technical assistance to farmers, ranchers, and other agricultural workers with disabilities for accommodating disability in agricultural operations. Provide on-site technical assistance for designing, adapting, modifying, and restructuring agricultural equipment and tools. Assist in modifying worksite operations, locations, and buildings, and with utilizing assistive technology. **Publications:** Manuals on

modified and restructured agricultural tools, equipment, machinery, and buildings for agricultural workers with physical disabilities; Technical articles on health and safety risks, hand controls for agricultural equipment, improving worksite mobility, prosthetic and worksite modifications, chairlift attachments, all-terrain vehicles for physically impaired individuals, and manlift attachments for tractors and combines.

Internal Revenue Service

U.S. Department of the Treasury

1111 Constitution Ave., N.W., Washington, DC 20224

(202) 566-3292 (Voice) or (800) 829-4059 (TDD)

(800) 829-3676 (Publications and Forms)

Provides information on **tax credits** and **tax deductions** available to business for costs in complying with accommodation and accessibility requirements of the ADA and tax information for people with disabilities. For information on the **Targeted Jobs Tax Credit Program**, which offers tax incentives for hiring individuals with disabilities referred by state vocational rehabilitation or Veterans Administration programs, call (202) 566-4741. **Publications:** Publication # 907, "Tax Information for Persons with Handicaps and Disabilities," Form 8826 (ADA "Access Credit" and instructions), and information on Section 190 tax deduction may be obtained by calling the toll-free number above.

Job Training Partnership Act (JTPA) Programs*

Office of Job Training Programs

Employment and Training Administration

U.S. Department of Labor

200 Constitution Ave., N.W., Rm. N-4709, Washington, DC 20210

(202) 535-0580

(See *Section X* for State "Liaisons" to Local JTPA Programs)

Established by the Job Training Partnership Act (JTPA) of 1982 to train and place "economically disadvantaged" adults and youth facing significant barriers to employment, including persons with disabilities, in permanent, unsubsidized jobs. More than 600 local JTPA programs offer individuals with disabilities who meet the Act's eligibility criteria a range of employment services, including occupational and basic skills training, job development, counseling, job search assistance, school-to-work transition, on-the-job training, and follow-up services. Programs act as a recruitment source for employers, and may offer partial funding for training costs. **Publications:** Brochure on the Job Training Partnership Act.

National AIDS Clearinghouse

P.O. Box 6003, Rockville, MD 20849-6003

(800) 458-5231 (Voice)

Primary information, publication, and referral service of the Centers for Disease Control on HIV infection and AIDS. Offers information on AIDS in the workplace, employee education programs, small business concerns, infection control, first aid, insurance, employee rights and legal issues related to the ADA. Makes referrals to providers of HIV and AIDS related services, AIDS in the workplace programs, and legal services for people with AIDS.

National AIDS Hotline

Centers for Disease Control

Public Health Service

U.S. Department of Health and Human Services

(800) 342-2437 (Voice) or (800) 243-7889 (TDD/TTY)

Operates a toll-free, twenty-four hour, National AIDS Hotline which offers free confidential information and publications on HIV infection and AIDS. Accesses database of over 10,000 local and national organizations for referrals.

Publications: Free information on HIV, AIDS, and HIV/AIDS in the workplace.

National Clearinghouse for Alcohol and Drug Information

Office for Substance Abuse Prevention

Alcohol, Drug Abuse, and Mental Health Administration

U.S. Department of Health and Human Services

P.O. Box 2345, Rockville, MD 20852

(800) 729-6686 (Voice) or (800) 487-4889 (TDD)

Maintains largest federal collection of alcohol and other drug abuse material. Operates twenty-four hour hotline providing direct information, publications, and referral on alcohol and other drug abuse. Coordinates regional alcohol and drug abuse prevention information centers which offer support to local prevention efforts. **Publications:** Bi-monthly information service offering current information about abuse prevention; Hundreds of guides, videos, and booklets on alcohol and drug abuse issues, including employee education, substance abuse programs, drug testing, and workplace-related issues.

National Technical Information Service

U.S. Department of Commerce

5285 Port Royal Rd., Springfield, VA 22161

(703) 487-4650

Maintains worldwide database of research, development, and engineering reports on a range of topics, including architectural barrier removal, employing individuals with disabilities, alternative testing formats, job accommodations, school-to-work transition for students with disabilities, rehabilitation engineering, disability law, and transportation. Provides referral to local institutions and vendors that will perform database searches. Distributes requested publications in paper and microfiche. **Publications:** Alternative testing publications include: Guide for Administering Examinations to Handicapped Individuals for Employment Purposes; A Federal Employment Test Modified for Deaf Applicants; Statistical Characteristics of the Written Test for the Professional and Administrative Career Examination (PACE) for Visually Handicapped Applicants; Testing the Handicapped for Employment Purposes: Adaptations for Persons with Motor Handicaps.

Office of Financial Assistance

U.S. Small Business Administration

409 Third St., S.W., Eighth Fl., Washington, DC 20416

(202) 205-6490

(See Section IX for Small Business Administration Regional Office Locations)

Administers the Small Business Act of 1953, which provides loan programs to assist small business owners with physical disabilities. Offers loans to individuals with disabilities to establish, acquire, and operate small businesses, and loans to small businesses owned or to be owned by individuals with disabilities. Provides special small business loans to disabled and Vietnam-era veterans, to non-profit sheltered workshops and similar organizations employing people with disabilities. Provides technical assistance to individuals with disabilities, including help with bookkeeping and accounting services, production, engineering and technical advice, feasibility and marketing studies, advertising expertise, and legal services. **Publications:** Brochures on the Handicapped Assistance Loan Program.

President's Committee on Mental Retardation

330 Independence Ave., S.W., Rm. 5325, North Bldg., Washington, DC 20201-0001
(202) 619-0634

Advises and assists the President and the Secretary of Health and Human Services on issues related to mental retardation. Evaluates national, state, and local programs for individuals who are mentally retarded. Provides information and publications to the public on mental retardation and related issues.

Publications: Reports on attitudinal barriers, employment of individuals who are mentally retarded, and community integration.

Projects with Industry

**Inter-National Association of Business, Industry and Rehabilitation
(I-NABIR)**

P.O. Box 15242, Washington, DC 20003
(202) 543-6353

More than 125 federally-funded local Projects with Industry, which involve small businesses, major corporations, labor organizations, trade associations, foundations, voluntary agencies, and the rehabilitation community create and expand job opportunities for individuals with disabilities. Provide training and supportive services to individuals with disabilities in commercial and industrial work settings. Contact the Association for information on local projects.

Protection and Advocacy for Individual Rights (PAIR)*

Office of Developmental Programs

Rehabilitation Services Administration

U.S. Department of Education

Switzer Building, Rm. 3038

330 C St., S.W., Washington, DC 20202-2375

(See Section X for State Program Locations)

Program established by the Rehabilitation Act of 1973 to protect the rights of individuals with severe disabilities receiving services from federally-funded independent living centers who are not eligible for services provided by other protection and advocacy programs, and whose request for services cannot be addressed by a Client Assistance Program. Currently operating in eleven states (Arkansas, Colorado, Louisiana, Maine, Michigan, New Hampshire, New Mexico, New York, Rhode Island, South Dakota, Wisconsin) to assist qualified individuals with severe disabilities in pursuing remedies under the ADA, the Rehabilitation

Act, and the Fair Housing Act.

Protection and Advocacy for Mentally Ill Individuals (PAMII)*

National Institute of Mental Health

Alcohol, Drug Abuse and Mental Health Administration

U.S. Department of Health and Human Services

5600 Fishers Ln., Rm. 11-C-22, Rockville, MD 20857

(301) 443-3667

(See Section X for State Program Locations)

Established by the Protection and Advocacy of Mentally Ill Individuals Act of 1986 (reauthorized with amendments 1988, 1991) to protect the rights of persons with mental illness in public and private residential treatment facilities, including homeless shelters and jails. Independent agencies in each state pursue administrative, legal, and other appropriate remedies, and investigate incidents of abuse and neglect. Provide technical assistance, information, and referral on the ADA and other disability and mental health laws. Provide legal counsel and litigation services to mentally ill persons unable to obtain adequate legal services.

Protection and Advocacy for Persons with Developmental Disabilities (PADD)*

Administration on Developmental Disabilities

U.S. Department of Health and Human Services

(202) 245-2897 (Voice) or (202) 245-2890 (TDD)

(See Section X for State Protection & Advocacy Program Locations)

Established by the Developmental Disabilities Assistance and Bill of Rights Act of 1975 to protect the rights of individuals with developmental disabilities under federal and state statutes. Provides legal, administrative, and other appropriate remedies to individual problems, including those involving employment discrimination and accessibility issues. Offer technical assistance, information, and referral on the ADA and other disability law.

Social Security Administration

6401 Security Blvd., Baltimore, MD 21202

(800) 772-1213

Provides information on Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) disability programs that provide financial

support and medicaid or medicare coverage to individuals with disabilities who are returning to work. **Publications:** Pamphlets and fact sheets on SSI and SSDI programs.

State Technology Assistance Projects*

National Institute on Disability and Rehabilitation Research

330 C St., S.W., Washington, DC 20202-2572

(202) 732-5066 (Voice) or (202) 732-5079 (TDD)

(See Section XII for State Program Locations)

Projects funded in 31 states provide information and technical assistance on technology, related services, and devices for individuals with disabilities. Specific services and activities of individual state projects vary considerably; they include technical assistance and public awareness programs related to assistive technology, training seminars, the development of curricula/training materials and model programs, and the provision of information and referral on assistive technology.

State Vocational Rehabilitation Services Program*

Rehabilitation Services Administration

Office of Special Education and Rehabilitative Services

U.S. Department of Education

Switzer Building, 330 C St., S.W., Rm. 3127, Washington, DC 20202-2531

(202) 732-1282 (voice/TDD)

(See Section X for State Vocational Rehabilitation Agency Locations)

State and local vocational rehabilitation agencies provide comprehensive services of rehabilitation, training, and job-related assistance to people with disabilities, and assist employers in recruiting, training, placing, accommodating, and meeting other employment-related needs of people with disabilities. Agencies conduct workplace accessibility surveys, job analyses that match functional abilities and limitations of individuals with disabilities to needed accommodations, and provide assistance in job restructuring, job modification, and assistive technology. Agencies may fund all or partial costs of needed training, assistive technology, or other accommodations for eligible individuals. Employment-related services to individuals with disabilities include: evaluation and assessment, vocational counseling and guidance, referral to appropriate rehabilitation technology services, physical and mental restoration services, vocational training, on-the-job training, job placement, job development, and services necessary to obtain or maintain employment.

U.S. Employment Service*

Employment and Training Administration

Department of Labor

200 Constitution Ave., N.W., Washington, DC 20210

(202) 535-0189

(See Section X for State Employment Service Locations)

Through more than 1,700 state and local offices nationwide, provides employment services to job seekers, including employability assessments, job counseling, occupational training referral, job placement, and trained specialists to work with the specific needs of job-seekers with disabilities. Circulates information about local, state, and national job openings, training opportunities, and occupational demand-and-supply information within particular labor markets. Assists employers in filling job vacancies with qualified individuals with disabilities, and performs eligibility certification for Targeted Jobs Tax Credit. **Publications:** Fact sheet on employment-related services for people with disabilities.

The Wage and Hour Division

Employment Standards Administration

U.S. Department of Labor

200 Constitution Ave., Room S 3516, N.W., Washington, DC 20210

(202) 523-8727

Administers regulations governing the employment of individuals with disabilities in sheltered workshops and the disabled workers industries. **Publications:** Fact sheets and guides on the employment of disabled individuals in sheltered workshops; sheltered workshop certification.

FEDERAL AND STATE AGENCIES THAT ENFORCE OTHER LAWS PROHIBITING DISCRIMINATION ON THE BASIS OF DISABILITY

This section summarizes other federal and state laws that prohibit discrimination on the basis of disability and the agencies that enforce them.

SECTION 501 OF THE REHABILITATION ACT OF 1973

U.S. Equal Employment Opportunity Commission

1801 L St., N.W., Washington, D.C. 20507
(202) 663-4515 (Voice) or (202) 663-4053 (TDD)

Enforces **Section 501** which prohibits discrimination on the basis of disability in Federal employment, and requires that all Federal agencies establish and implement affirmative action programs for hiring, placing, and advancing individuals with disabilities. Oversees federal sector equal employment opportunity complaint processing system. **Publications:** Annual reports to Congress on the employment of people with disabilities in the Federal Government; A Guide for Managers and Supervisors on the Employment of People with Disabilities in the Federal Government.

SECTION 503 OF THE REHABILITATION ACT OF 1973

U.S. Department of Labor

Office of Federal Contract Compliance Programs

200 Constitution Ave., N.W., Washington, DC 20210
(202) 523-9501

(See Section IX for Regional Office Locations)

Enforces **Section 503** which prohibits discrimination on the basis of disability and requires federal contractors and sub-contractors with contracts of \$2,500 or more to take affirmative action to employ and advance individuals with disabilities. Investigates complaints and provides technical assistance to individuals with rights and responsibilities under the Act. **Publications:** Fact sheets and articles on equal employment opportunity, affirmative action, and job accommodations for individuals with disabilities employed by federal contractors.

SECTION 504 OF THE REHABILITATION ACT OF 1973

**U.S. Department of Justice
Civil Rights Division
Coordination and Review Section**
P.O. Box 66118, Washington, DC 20035-6118
(202) 307-2222 (Voice) or (202) 307-2678 (TDD)

Coordinates the enforcement of **Section 504** which prohibits discrimination on the basis of disability in all federally conducted programs and activities, and in the programs and activities that receive federal financial assistance. Provides information and technical assistance on legal requirements and individual agency programs.

(The first two agencies listed below conduct the largest federally-assisted Section 504 programs, and provide technical assistance through regional field offices. The two other agencies listed provide specialized Section 504 information applicable to recipients of their financial assistance. The Department of Justice can provide guidance or referrals regarding Section 504 requirements of other federal agencies.)

**U.S. Department of Education
Office for Civil Rights**
400 Maryland Ave., S.W., Washington, DC 20202-2572
(202) 732-1213 (Voice) or (202) 732-1663 (TDD)
(See *Section IX* for Regional Office Locations)

Enforces **Section 504** provisions that prohibit discrimination on the basis of disability in programs and activities funded by the Department of Education. Investigates complaints and provides technical assistance to individuals and entities with rights and responsibilities under Section 504. **Publications:** Information on employment nondiscrimination in education, the rights of individuals with disabilities under Section 504, auxiliary aids and services for post secondary students with disabilities, AIDS and Section 504 in education, the Office for Civil Rights, and how to file a discrimination complaint.

**U.S. Department of Health and Human Services
Office for Civil Rights**

330 Independence Ave., S.W., Washington, DC 20201
(202) 619-0403 (Voice) or (202) 863-0101 (TDD)
(See *Section IX* for Regional Office Locations)

Enforces **Section 504** provisions that prohibit discrimination on the basis of disability in programs and activities funded and conducted by the Department of Health and Human Services (DHHS). Provides technical assistance to individuals and entities with rights and responsibilities under Section 504. **Publications:** Regulations on DHHS federally funded and federally conducted programs and activities; Section 504 Briefing Guide; Fact sheets on Section 504 and on AIDS.

U.S. Department of Transportation

400 7th St., S.W., Washington, DC 20590
(202) 366-9305 (Voice) or (202) 755-7687 (TDD)

Enforces **Section 504** provisions that prohibit discrimination on the basis of disability in federally assisted transportation. **Publications:** Regulations implementing Section 504 of the Rehabilitation Act.

**U.S. Small Business Administration
Office of Civil Rights Compliance**

409 Third St., S.W., Washington, DC 20416
(202) 205-6751

(See *Section IX* for Small Business Administration Regional Office Locations)

Enforces **Section 504** provisions that prohibit discrimination on the basis of disability by recipients of financial assistance from the Small Business Administration. Provides guidance and checklists on compliance with Section 504 by small businesses. **Publications:** Distributes ADA publications of the Equal Employment Opportunity Commission and the Department of Justice.

ARCHITECTURAL BARRIERS ACT OF 1968

U.S. Architectural and Transportation Barriers Compliance Board

1111 18th St., N.W., Suite 501, Washington, DC 20036-3894

(800) 872-2253 (Voice/TDD) (Technical Assistance)

(202) 272-5434 (Voice/TDD) (Complaints)

Enforces the **Architectural Barriers Act of 1968** which requires that certain buildings and facilities designed, constructed, altered, or leased with federal funds be accessible to people with disabilities. Investigates complaints on inaccessible facilities. Provides information and technical assistance. **Publications:** Booklets and guides on the provisions of the Architectural Barriers Act; (See also U.S. Architectural and Transportation Barriers Compliance Board listing in Section II for information on disability-related publications).

VIETNAM-ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974

U.S. Department of Labor

Office of Federal Contract Compliance Programs

200 Constitution Ave., N.W., Washington, DC 20210

(202) 523-9501

(See *Section IX* for Regional Office Locations)

Enforces provisions of the **Vietnam-Era Veterans' Readjustment Assistance Act of 1974** that require federal contractors and sub-contractors with contracts of \$10,000 or more to take affirmative action to employ and advance veterans with disabilities and veterans of the Vietnam Era. Investigates complaints and provides technical assistance to individuals and entities with rights and responsibilities under the Act. **Publications:** Fact sheets and articles on equal employment opportunity, affirmative action, and job accommodations for individuals with disabilities employed by federal contractors.

INDIVIDUALS WITH DISABILITIES EDUCATION ACT OF 1990

U.S. Department of Education
Office of Special Education Programs
Mary E. Switzer Building, Rm. 3132
330 C St., S.W., Washington, DC 20202-2524
(202) 732-1241

Enforces the **Individuals with Disabilities Education Act of 1990** which gives funds to state and local school systems to provide special education services to children and youth with disabilities, and for the removal of architectural barriers. The act also requires that funding recipients make positive efforts to employ and advance qualified individuals with disabilities.

FAIR HOUSING ACT OF 1988, AS AMENDED

U.S. Department of Housing and Urban Development
Office of Fair Housing and Urban Development
451 7th St., SW, Rm. 5116, Washington, DC 20410
(202) 708-2618 (Voice) or (202) 708-1734 (TDD) (Technical Assistance)
(800) 669-9777 (Voice) or (800) 927-9275 (TDD) (Complaints)
HUD User Information Service
P.O. Box 6091, Rockville, MD 20850
(301) 251-5154 or (800) 245-2691

Enforces the **Fair Housing Act of 1988, as amended**, which prohibits discrimination against housing applicants, tenants, and buyers with physical or mental disabilities, and establishes accessibility requirements for newly constructed multi-family dwellings. **Publications:** Contact HUD User Information Service for information and publications on building technology, barrier-free access, and fair housing resources.

AIR CARRIER ACCESS ACT

U.S. Department of Transportation

400 7th St., S.W., Washington, DC 20590

(202) 366-9306 (Voice) or (202) 755-7687 (TDD)

(202) 366-2220 (Complaints regarding Air Carrier Access)

Enforces the **Air Carrier Access Act** which prohibits discrimination by air carriers against persons with disabilities. **Publications:** Regulations implementing the Air Carrier Access Act; Handbook on the rights of individuals with disabilities under the Act.

STATE LAWS PROHIBITING EMPLOYMENT DISCRIMINATION ON THE BASIS OF DISABILITY

Fair Employment Practice and Human Rights Agencies

(See *Section X* for Locations of State Fair Employment Practice and Human Rights Agencies)

Most states, and many cities and counties throughout the country, have laws prohibiting employment discrimination on the basis of disability. These laws vary in the definition of those protected, size and type of employer covered, and in their specific requirements. Most State laws are administered by a state Fair Employment Practice or Human Rights Agency; local laws are administered by similar city or county agencies. For information on city or county agencies, contact the State agency or consult a local telephone directory.

NATIONAL NON- GOVERNMENTAL TECHNICAL ASSISTANCE RESOURCES

P A R T T W O

SECTIONS V - VII

- V. ORGANIZATIONS THAT PROVIDE SERVICES
RELATED TO EMPLOYMENT OF PEOPLE WITH
DISABILITIES**
- VI. OTHER ORGANIZATIONS WITH EXPERTISE IN
SPECIFIC DISABILITIES**
- VII. ALTERNATIVE DISPUTE RESOLUTION RESOURCES**

ORGANIZATIONS THAT PROVIDE SERVICES RELATED TO EMPLOYMENT OF PEOPLE WITH DISABILITIES

This section summarizes services of national non-governmental organizations that provide a range of services related to the employment of people with disabilities. Justice Department grantees are indicated by an (*). (Information provided by the organizations listed.)

ABILITY MAGAZINE

Jobs Information Business Service

1682 Langley, Irvine, CA 92714
(714) 854-8700 or (800) 453-JOBS

Provides an electronic "classified" system which allows employers to recruit qualified individuals with disabilities, and people with disabilities to locate employment opportunities. Through magazine, provides information on locating qualified readers, interpreters, personal assistants and assistive devices, and overcoming architectural, communications, and transportation barriers, performing job analysis, job modification, and job restructuring.

ABLEDATA

Adaptive Equipment Center

Newington Children's Hospital

181 East Cedar St., Newington, CT 06111
(203) 667-5405 (Voice/TDD) or (800) 344-5405 (Voice/TDD)

Maintains database on more than 17,000 commercially available disability-related products. Provides custom database searches for information on job or worksite modifications, job accommodations, computer accessories, assistive devices, communication, and transportation. Publishes fact sheets on accommodation products for people with disabilities, including van lifts, car seats, powered scooters, ramps, stair lifts, tilt-in-space wheelchairs, and modular seating components, which contain tips on selecting products, manufacturer locations, comparison feature charts, and related publications and audiovisual resources.

ACCENT ON INFORMATION

P.O. Box 700, Bloomington, IL 61702
(309) 378-2961

Maintains database providing information on manufacturers of disability-related products, including stairway lifts, elevators for small businesses, modified work stations, ramps, communication devices for individuals with disabilities. Publishes a guide on obtaining employment for people with disabilities.

ADAPTIVE ENVIRONMENTS

374 Congress St., Suite 301, Boston, Massachusetts 02210
(617) 695-1225 (Voice/TDD)

Conducts educational programs on accessibility for commercial public and non-commercial facilities. Reviews architectural drawings and conducts site surveys. Identifies barriers and proposes solutions for removal of those barriers. Publishes a guide on achieving physical and communication accessibility for people with disabilities.

AMERICAN AMPUTEE FOUNDATION, INC.

P.O. Box 250218, Little Rock, AR 72225
(501) 666-2523

Offers worksite inspection and evaluation services to identify and remove physical barriers to amputees. Assists employers in performing job analyses, job modifications, and job restructuring to accommodate the needs of amputees. Has local chapters.

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

Project on Science, Technology, and Disability

1333 H St., N.W., Washington, D.C. 20005
(202) 326-6630 (Voice/TDD)

Provides support and technical information on worksite accessibility to employers and people with disabilities in science-related fields. Offers technical assistance on architectural and program accessibility, assistive technology, job analysis, job modification, and job restructuring through consultation with scientists and engineers with disabilities in the natural,

physical, social and behavioral sciences, engineering, mathematics, and medicine. Provides information on interpreters and lab assistants, and advice for designing barrier-free laboratories, work areas, and professional meetings. Refers individuals with disabilities to scientists with similar impairments in related fields for advice on job opportunities and coping strategies. Publishes a directory of scientists and engineers with disabilities, and an accessibility booklet series listing consultants who aid employment of scientists and engineers with disabilities.

AMERICAN BAR ASSOCIATION

Commission on Mental and Physical Disability Law

1800 M St., N.W., Washington, DC 20036
(202) 331-2240

Provides information and technical assistance on all aspects of disability law. Offers training to employers and individuals with disabilities on ADA history, requirements, and compliance, covering such topics as the definition of "disability," permissible hiring questions, essential job functions, medical questions and examinations, reasonable accommodation, attitudinal barriers, and architectural and design adjustments. Publishes the Mental and Physical Disability Law Reporter which addresses issues involving physical accessibility and mobility, architectural barriers, auxiliary aids and equipment, employment, and the ADA.

AMERICAN CANCER SOCIETY

National Headquarters

1599 Clifton Rd., Atlanta, GA 30329
(404) 320-3333

Refers employers to organizations offering help in recruiting qualified individuals with disabilities, and community programs offering consultation and technical assistance to cancer patients, survivors, and their families. Publishes information on the employment of cancer patients and survivors, covering such topics as hiring strategies, reasonable accommodation, insurance, and employment discrimination. Has local affiliates.

AMERICAN CHEMICAL SOCIETY

Committee on Chemists with Disabilities

1155 16th St., N.W., Washington, DC 20036

(202) 872-4432 (Voice) or (202) 872-4438 (Voice/TDD)

Helps employers prevent and remove physical and attitudinal barriers affecting individuals with disabilities in chemistry and related sciences. Provides information on improved services to chemists with disabilities, including TDD phone services, electronic bulletin boards, and on-line services. Offers career counseling and job placement services to members, and maintains an employment clearinghouse and professional data bank for use by members and employers. Has local sections.

AMERICAN CIVIL LIBERTIES UNION AIDS PROJECT

132 West 43rd St., New York, NY 10036

(212) 944-9800

Operates the ADA Education Project which provides information on ADA provisions, particularly as they pertain to individuals with AIDS and HIV. Provides training on the ADA to organizations and businesses. Publishes pamphlets and other materials on the ADA and its impact on individuals with AIDS and HIV.

AMERICAN COUNCIL OF THE BLIND

1155 15th St., N.W., Suite 720, Washington, DC 20005

(202) 467-5081 or (800) 424-8666 (3:00-5:30 PM EST)

Provides information on topics affecting the employment of individuals who are blind, including job seeking strategies, job accommodations, electronic aids, and employment discrimination. Makes referrals to public, private, and volunteer service providers, and provides information on job openings for individuals who are blind and visually impaired. Maintains special interest affiliates for blind professionals. Offers free legal assistance in employment discrimination cases. Publishes a bi-monthly news magazine which reviews new and current assistive technology. Has local affiliates.

AMERICAN FOUNDATION FOR TECHNOLOGY ASSISTANCE

Rt. 14, Box 230, Morganton, N.C.
(704) 438-9697

Maintains database of providers of adaptive and assistive technology for individuals with disabilities, and sources of financial aid for procuring "essential and special needs" products. Provides case-by-case needs evaluations, and assistance in selecting appropriate products, services, and training, through staff of volunteer professionals in Neurophysiology, Speech/Hearing/Communications, Visual Impairment Training, Occupational Therapy, Physical Therapy, Vocational Rehabilitation, and Electronics and Mechanical Engineering. Conducts training on use of adaptive and assistive computer programs and equipment. Offers discounts on new and used technology, and funding for essential or adaptive technology through low and no interest loans, grants, special procurement programs, and programs with local lending institutions.

AMERICAN FOUNDATION FOR THE BLIND*

15 West 16th St., New York, NY 10011
(212) 620-2000 (Voice) or (212) 620-2158

Provides information and referral to employers and individuals with disabilities on adaptive and assistive technology and worksite modifications for persons who are blind and visually impaired. Evaluates, adapts, and manufactures assistive devices and products. Provides educational and informational materials on employment training programs for visually impaired persons, and on the work experiences of blind and visually impaired professionals in a variety of fields. Promotes networking and mentorship opportunities by matching individuals who are blind and visually impaired through a national database.

THE AMERICAN INSTITUTE OF ARCHITECTS

1735 New York Ave., N.W., Washington, DC 20006
(202) 626-7300

Teaches creative, cost-effective methods of modifying job-sites to accommodate people with disabilities, and makes referrals to local architects with expertise in barrier-free design. Provides workshops, seminars, and technical materials to architects and their clients on ADA compliance and barrier-free worksites. Publishes bibliographic

information on barrier-free design and worksite accommodations, ADA Technical Assistance Kits, and ADA compliance information. Has local chapters.

AMERICAN NATIONAL STANDARDS INSTITUTE

11 West 42nd St., New York, NY 10036
(212) 642-4900

Provides information on architectural accessibility standards. Publishes guides on making buildings and facilities accessible and usable by individuals with physical disabilities.

THE AMERICAN OCCUPATIONAL THERAPY ASSOCIATION

1383 Piccard Dr., P.O. Box 1725, Rockville, MD 20849-1725
(301) 948-9626

Refers employers and individuals with disabilities to occupational therapists with expertise on the ADA, for help with performing job analyses, identifying job accommodations and modifications, developing job descriptions, modifying job sites; identifying adaptive devices and equipment, acquiring auxiliary aids; identifying architectural barriers, and for providing sensitivity training. Publishes resource guides on architectural and accessibility modifications, assistive technology, adaptive equipment, rehabilitation, and disability. Has local chapters.

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

10801 Rockville Pike, Rockville, MD 20852
(301) 897-5700 (Voice)
Helpline (800) 638-8255 (Voice/TDD)

Provides information and technical assistance on overcoming communications barriers. Provides information on communication problems, interpreters, assistive devices, hearing aids, job modifications, job analysis, job restructuring, and the ADA.

THE ARC (Formerly Association for Retarded Citizens)*

500 East Border St., Suite 300, Arlington, TX 76010
(817) 261-6003 (Voice) or (817) 277-0553 (TDD)

Aids the employment of people with mental retardation by providing information and on-site technical assistance to employers who hire, train, and retain mentally retarded workers. Provides partial reimbursements to employers for training costs, and advice on supervising techniques. Maintains information on model programs, and assists in the development of local employment programs. Provides workshops on job analysis, modification, and restructuring. Publishes written materials and videos featuring the positive work experiences of mentally retarded employees and their employers. Has local chapters.

ARTHRITIS FOUNDATION

1314 Spring St., N.W., Atlanta, GA 30309
(404) 872-7100 or (800) 283-7800

Provides information and referral on issues involving the employment of individuals with arthritis, including job placement, vocational rehabilitation, career counseling, job accommodations, and assistive technology. Helps people with arthritis and lupus obtain and retain employment. Publishes information on job-seeking skills, job analysis, worksite accommodations and modifications, assistive devices, special equipment, and vocational aids. Has local chapters.

THE ASSOCIATION FOR PERSONS IN SUPPORTED EMPLOYMENT

5001 West Broad St., Suite 34, Richmond, VA 23230
(804) 282-3655 (Voice) or (804) 282-2513 (Fax)

Helps employers utilize subsidized "supported employment" programs by matching individuals with severe disabilities to employers after careful evaluations of the needs of each. Offers assistance with job analysis and job development. Makes referrals to other supported employment resources. Through the use of job coaches, provides on-going support for the worker with a disability. Provides training for individuals with disabilities and family members on Social Security work incentives. Has state chapters.

**ASSOCIATION ON HANDICAPPED STUDENT SERVICE PROGRAMS
IN POSTSECONDARY EDUCATION**

P.O. Box 21192, Columbus, Ohio 43221-0192
(614) 488-4972 (Voice/TDD) or (614) 488-1174 (Fax)

Provides information on readers, interpreters, personal assistants, and assistive devices for people with disabilities, and information on job analysis, job modification, and restructuring. Offers information on overcoming architectural, communications, transportation, and attitudinal barriers. Provides on-site accessibility inspections and technical assistance. Offers recruitment opportunities for employers, through database featuring resumes of over 5,000 students with disabilities. Publishes information on reader/taping services and testing accommodations.

ASTHMA AND ALLERGY FOUNDATION OF AMERICA

1125 Fifteenth St., N.W., Suite 502, Washington, DC 20005
(202) 466-7643 or (800) ASTHMA

Provides general information on asthma and allergies, and chemical allergens and asthma triggers that may be found in the workplace. Offers a video on auxiliary inhalation devices. Has local affiliates.

AUTISM SOCIETY OF AMERICA

8601 Georgia Ave., Suite 503, Silver Spring, MD 20910
(301) 565-0433

Provides information and referral on legislation affecting individuals with disabilities, and offers legal assistance to individuals with autism. Provides information on the employment of adults with autism, including performing job analyses, making workplace modifications, and restructuring jobs for autistic employees. Provides information and publications on the social behavior of individuals with autism, overcoming communications barriers, and supported employment programs. Has local chapters.

BARRIER FREE ENVIRONMENTS, INC.

P.O. Box 30634, Highway 70 West-Watergarten, Raleigh, NC 27622
(919) 782-7823 (Voice/TDD)

Provides consultation and technical assistance on accessibility design at all stages of construction planning or product development. Conducts on-site accessibility surveys, product evaluations, and worksite modifications, and provides cost-effective accommodation and barrier removal solutions. Offers seminars, workshops, and publications on accessible and universal design, and information on design standards for all national and federal legislation mandating building and program accessibility.

BREAKING NEW GROUND RESOURCE CENTER

Purdue University, 1146 Agricultural Engineering Building
West Lafayette, IN 47907-1146
(317) 494-5088 (Voice) or (317) 494-5088 (TDD)

Provides information and referral to local technical assistance programs on making agricultural tools, equipment, buildings, and worksites accessible to people with disabilities. Offers advice and referral for modifying and restructuring job functions in farming, ranching, and agricultural-related occupations, and for locating assistive devices, readers, interpreters, and personal assistants. Distributes publications on health and safety risks, hand controls for agricultural equipment, prosthetic and worksite modifications, chairlift attachments, all-terrain vehicles for physically impaired individuals, manlift attachments for tractors and combines, ramp construction in rural settings, modifications to self-propelled agricultural machines, and arthritis.

THE CAPTION CENTER

125 Western Ave., Boston, MA 02134
(617) 492-9225 (Voice/TDD) or (617) 562-0590 (Fax)

Provides closed captioning for videos, including training, safety, instructional, and educational films. Maintains a consumer information service for overcoming communications barriers in the workplace.

DIRECT LINK FOR THE DISABLED

P.O. Box 1036, Solvang, CA 93464
(805) 688-1603

Provides technical assistance for making job accommodations and worksite adaptations for individuals with disabilities. Maintains database providing information on financial assistance, attendant care services, adaptive equipment, transportation, job training, job placement services, and vocational rehabilitation. Provides custom information searches of both private and governmental employment resources for people with disabilities on the local, state, and national levels. Makes referrals to organizations and publications addressing architectural, communications, and transportation barriers. Offers free video on removing employment barriers to people with disabilities.

DISABILITY RIGHTS EDUCATION AND DEFENSE FUND, INC.*

2212 6th St., Berkeley, CA 94710
(510) 644-2555 (Voice/TDD)

Provides technical assistance and information to employers and individuals with disabilities on disability rights legislation and policies. Offers training and presentations to businesses, public entities, and disability groups on ADA provisions and other state and federal laws. Provides legal representation to individuals with disabilities in both individual and class action cases involving rights in employment, education, transportation, housing, and public accommodations.

DISABLED AMERICAN VETERANS

807 Maine Ave., SW, Washington, DC 20024
(202) 554-3501 (Voice/TDD)

Advises veterans of their rights, and employers of their obligations, under the Rehabilitation Act, the Americans with Disabilities Act, and legislation governing the employment and training of Vietnam era veterans with disabilities. Provides information on recruitment sources for veterans with disabilities, and on removing architectural barriers, providing reasonable accommodations, and locating assistive devices. Makes referrals to providers of qualified readers, interpreters, and personal assistants. Has local chapters.

THE ELECTRONIC INDUSTRIES FOUNDATION

919 18th St., N.W., Suite 800, Washington, DC 20006
(202) 955-5820 (Voice/TDD) or (202) 955-5836 (TDD)

Offers information and technical assistance to both employers and people with disabilities in the electronics industry. Assists with job analyses, modifications, and restructuring, job accommodations, special equipment, sensitivity training, and ADA compliance. Provides information and referral for overcoming architectural, communications, and transportation barriers, and locating interpreters. Provides job search counseling, job-seeking skills training, job clubs, placement and referral services, and corporate-site training to people with disabilities. Works directly with employers to assess job functions and match qualified, pre-screened candidates to employment positions. Publishes information on sources of financial assistance, including tax exemptions, loans, insurance reimbursements, subsidies, and Veterans Administration funding. Has local affiliates.

EPILEPSY FOUNDATION OF AMERICA*

4351 Garden City Dr., Landover, Maryland 20785
(301) 459-3700 or (800) EFA-1000 (Voice/TDD)

Maintains network of local employment assistance programs, which provide education and support to employers on epilepsy and employment issues, job accommodations, job modifications, and restructuring, and sensitivity training on epilepsy and epileptic seizures. Also provides job-seeking skills training, employment referrals, job clubs, mediation, and legal advocacy to individuals with epilepsy. Publishes information on epilepsy in the workplace, and legal rights of individuals with epilepsy. Has local affiliates.

FOUNDATION FOR TECHNOLOGY ACCESS

1307 Solano Ave., Albany, CA 94706-1888
(415) 528-0747

Provides information, consultation, and technical assistance on assistive technology for people with disabilities, including computer hardware and software technology, and adaptive and assistive equipment. Makes referrals to local providers of qualified readers, interpreters, personal assistants, financial aid, employment services, and state agencies that will assist with job analysis, job modification and restructuring. Publishes information on

the employment of people with disabilities.

GALLAUDET UNIVERSITY*

National Information Center on Deafness

Kendall Green, 800 Florida Ave., NE, Washington, DC 20002

(202) 651-5051 (Voice) or (202) 651-5052 (TDD)

Provides information on deafness, hearing loss, and national programs and services offered to deaf and hard of hearing persons. Offers information on assistive devices for overcoming communication barriers, and maintains a list of assistive device demonstration centers around the country. Makes referrals to providers of communication, computer, and alerting devices. Offers information on TDD's, communicating with people who are deaf and hearing impaired, sign language books, videos, and classes, interviewing deaf job applicants, and the employment of deaf people.

GAZETTE INTERNATIONAL NETWORKING INSTITUTE

5100 Oakland Ave., #206, St. Louis, MO 63110

(314) 534-0475

Provides information on living and working with the late effects of polio (post-polio syndrome) to employers and individuals with polio. Provides information on individuals successfully employed while living ventilator-assisted, and on current adaptive equipment. Has local sub-units.

GOODWILL INDUSTRIES OF AMERICA, INC.*

9200 Wisconsin Ave., Bethesda, MD 20814-3896

(301) 530-6500 (Voice) or (301) 530-0836 (TDD)

Provides technical assistance to employers on low-cost barrier removal strategies, reviewing personnel policies and employment practices, and performing job analyses, job modifications, and restructuring. Locates qualified readers, interpreters, personal assistants, and assistive devices. Provides ADA and sensitivity training to employers. Works cooperatively with employers to place qualified individuals with disabilities in jobs, and offers job seeking skills training and placement services to individuals with disabilities. Provides information and assistance on vocational assessment and evaluation, work adjustment, sheltered, transitional, and supported employment, and vocational rehabilitation. Disseminates publications on

community-based rehabilitation programs and federal funding. Has local affiliates.

HELEN KELLER NATIONAL CENTER FOR DEAF-BLIND YOUTHS AND ADULTS

111 Middle Neck Rd., Sands Point, NY 11050
(516) 944-8900 (Voice/TDD)

Provides job placement for deaf-blind individuals, and on-site support services for employers and employees. Offers information and referral for locating qualified readers, interpreters, personal assistants, and assistive devices, and for overcoming architectural, communications, and transportation barriers. Provides consultation on job analyses, modifications, and restructuring, and technical assistance in making simple job accommodations. Disseminates video which dispels myths about people with deaf-blindness. Has regional offices and local affiliates.

INDUSTRY-LABOR COUNCIL

National Center for Disability Services

201 I.U. Willets Rd., Albertson, NY 11507-1599
(516) 747-5400 (Voice) or (516) 747-5355 (TDD)

Helps the business community develop effective, low-cost corporate policies and practices for integrating people with disabilities in the workplace. Provides on-site assessment of architectural, communications, and transportation barriers, and develops cost-effective solutions to overcoming them. Responds to inquiries about specialized equipment, assistive devices, community resources, and helps make recruitment practices, application forms, job interviews, and employment testing accessible to people with disabilities. Offers consultation on job analysis, modification, and restructuring, and staff training to employers on successfully hiring, managing, supervising and working with individuals with disabilities. Provides job-seeking skills training, job clubs, and placement services to people with disabilities. Has local members.

INSTITUTE FOR HUMAN RESOURCE DEVELOPMENT, INC.

Connecticut Rehabilitation Engineering Center

78 Eastern Blvd., Glastonbury, CT 06033

(203) 659-1166 and (203) 657-9954 (Voice) or (203) 657-8418 (TDD)

Accesses information database featuring assistive technology products, and offers referral to vendors, repair sites, consultants, and rehabilitation technology services. Helps identify and remove architectural, communications, and transportation barriers, and assists with job analyses, modifications, and restructuring. Locates qualified readers, interpreters, and personal assistants, and provides training workshops on rehabilitation technology, workplace accessibility, technology information resources, and the ADA. Offers publications on selecting and funding assistive technology products, supported employment, and school-to-work transition. Provides information and assistance to entrepreneurs with disabilities on small business ownership.

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS**

Center for Administering Rehabilitation and Employment Services

1300 Connecticut Ave., N.W., Washington, DC 20036

(202) 857-5173 (Voice/TDD)

Provides orientation to employers and supervisors about the employment of individuals with disabilities, and offers technical assistance on the ADA. Performs job modifications for employers, and provides advice and referral for removing architectural barriers. Works with employers to place qualified individuals with disabilities in jobs, and provides follow-up support services for both the employer and employee. Conducts job assessments, job development, and vocational training for individuals with disabilities. Locates qualified readers, interpreters, personal assistants and assistive devices through State Rehabilitation Agencies. Distributes publications and videos on employment and disability.

LEGAL ACTION CENTER

236 Massachusetts Ave., N.E., Suite 510, Washington, D.C. 20002

(202) 544-5478 or (202) 544-5712 (Fax)

Provides technical assistance and education programs for employers and employees on ADA issues related to individuals with drug and alcohol abuse

and HIV disease. Helps employers implement nondiscriminatory policies and assists employees who have been discriminated against. Distributes publications on the ADA relating to drug or alcohol abuse and HIV disease.

MAINSTREAM, INC.

3 Bethesda Metro Center, Suite 830, Bethesda, MD 20814
(301) 654-2400 (Voice/TDD) or (301) 654-2401 (Voice/TDD)

Provides on-site accessibility surveys and job analyses, and offers advice on cost-effective accommodations for people with disabilities. Conducts sensitivity training for employers, and assists in the development of non-discriminatory employment policies. Provides career counseling, job seeking skills training, job placement, and job development for individuals with disabilities. Offers publications on the employment of people with arthritis, visual impairments, cancer or cancer histories, cerebral palsy, hearing impairments, mental illness and retardation, paraplegia, quadriplegia, heart disease, epilepsy, and diabetes. Also provides publications on interviewing job applicants with disabilities, fire safety, computer equipment, supervisory techniques, drug and alcohol abuse, financial incentives, accessibility checklists, and architectural barriers and workplace accommodations.

MENTAL HEALTH LAW PROJECT

1101 15th St., NW, Suite 1212, Washington, DC 20005
(202) 467-5730 (Voice) or (202) 467-4232 (TDD)

Trains employers on their legal responsibilities under the ADA and other laws protecting people with mental disabilities. Identifies job and worksite accommodations, and provides technical assistance upon request.

NATIONAL ALLIANCE OF BUSINESS

1201 New York Ave., N.W., Washington, DC 20005
(202) 289-2905 (Voice) or (202) 289-2977 (TDD)

Provides information to employers on effective workforce strategies for individuals with disabilities. Helps employers perform job analyses, job modifications, and job restructuring, and assists in the establishment of employment policies and procedures that comply with the ADA. Refers employers to organizations specializing in architectural, communications, and transportation barrier removal. Assists employers in utilizing publicly

funded job training and tax credit programs, and in developing targeted training programs for individuals with disabilities. Provides information the ADA, and referral to agencies and organizations providing services to people with disabilities, providers of qualified readers, interpreters, personal assistants, and assistive devices. Publishes a resource guide on the ADA for small and medium size business owners. Has regional offices.

NATIONAL AMPUTATION FOUNDATION, INC.

12-45 150th St., Whitestone, NY 11357-1790
(718) 767-0596 (Voice) or (718) 767-3103 (Fax)

Provides information and services to veteran and civilian amputees, including legal counsel, vocational guidance, job training, and job placement. Works with employers to provide jobs to amputees.

NATIONAL BRAILLE ASSOCIATION

1290 University Ave., Rochester, NY 14607
(716) 473-0900

Transcribes manuals and other career-related materials for blind and visually impaired employees. Maintains collection of brailled technical and vocational information.

NATIONAL BRAILLE PRESS

88 St. Stephen St.
Boston, MA 02115
(617) 266-6160

Provides braille printing services for large publication orders. Offers a free list of organizations that braille individual documents or small publication orders. Produces and disseminates brailled publications, including a guide for blind job seekers, brailled business cards, and reference cards for computer software, including Lotus 1-2-3, WordPerfect 5.1, Microsoft Word, Dos, ProComm, QWERTY, dBase.

NATIONAL CAPTIONING INSTITUTE

5203 Leesburg Pike, Falls Church, VA 22041
(703) 998-2400 (Voice/TDD)

Captions video productions, including hiring, training, educational, and instructional materials for internal and external use. Provides caption decoders and personal listing systems (infrared headsets) which assist hearing impaired employees in performing job functions. Offers annual newsletter and product literature on decoders and personal listening systems.

NATIONAL CENTER FOR ACCESS UNLIMITED

155 North Wacker Dr., Suite 315, Chicago, IL 60606
(312) 368-0380 ext. 49 (Voice) or (312) 368-0179 (TDD)

Provides consultation, education, information, training, and technical assistance to business, industry, and non-profit agencies on meeting ADA requirements for accessible work environments for people with disabilities. Develops accessibility checklists, inspects existing and future worksites, and conducts plan reviews for identifying physical and structural barriers. Offers practical ideas for immediate, low-cost accessibility improvements. Locates qualified readers, interpreters, personal assistants, and assistive devices, and offers consultation on overcoming communications and transportation barriers. Provides training on ADA requirements, accessibility solutions, and attitudinal training.

NATIONAL CENTER FOR LAW AND DEAFNESS

800 Florida Ave., N.E., Washington, DC 20002
(202) 651-5373 (Voice/TDD)

Provides legal education on current and upcoming federal and state laws affecting individuals who are deaf or hard of hearing. Offers advice, technical assistance, and representation in solving legal problems to individuals who are deaf and hard of hearing. Provides information and publications on issues affecting individuals who are deaf and hard of hearing, including the ADA, employment, interpreters, and TDD's.

NATIONAL CENTER FOR LEARNING DISABILITIES

99 Park Ave., New York, New York 10016
(212) 687-7211 or (212) 370-0837 (Fax)

Provides information, referral, public education and education and outreach programs on learning disabilities. Provides technical assistance on school to work transition, and referral to state employment services, Job Training Partnership Act (JTPA) programs, and rehabilitation services. Publishes an annual magazine, quarterly newsletters, articles, handbooks, and a visual series and workbook on issues related to learning disabilities.

NATIONAL CENTER ON EMPLOYMENT OF THE DEAF

**National Technical Institute for the Deaf
Rochester Institute of Technology (RIT)**

One Lomb Memorial Dr., P.O. Box 9887, Rochester, NY 14623-0887
(716) 475-6834 (Voice) or (716) 475-6205 (TDD)

Offers training and consultation on conducting job interviews with deaf applicants, making training and worksite modifications and accommodations, communicating effectively, integrating and working with deaf employees, and supervising deaf employees. Offers a career development workshop for deaf professionals, employment referral for RIT students, and campus recruiting opportunities for employers. Provides information on overcoming architectural, communications, and transportation barriers, and on performing job analysis, modifications, and restructuring. Distributes videotapes on career exploration for deaf students, and manuals for employers of deaf individuals.

**NATIONAL CLEARINGHOUSE OF REHABILITATION TRAINING
MATERIALS**

Oklahoma State University, 816 West 6th St., Stillwater, OK 74078
(405) 624-7650

Provides referral to publications addressing employment-related disability issues, such as job accommodations, assistive technology, job seeking and interviewing skills, job placement, ADA employment requirements, supervisory techniques, computer applications, and interpreter education.

NATIONAL DIABETES INFORMATION CLEARINGHOUSE

Box NDIC, 9000 Rockville Pike, Bethesda, MD 20892
(301) 468-2162

Provides general information to employers and diabetics about diabetes, its management, and the employment of people with diabetes.

NATIONAL DOWN SYNDROME CONGRESS

1800 Dempster St., Park Ridge, IL 60068
(800) 232-6372

Provides general information on Down Syndrome and the employment of individuals with Down Syndrome. Makes referrals to businesses who currently maintain job training programs for individuals with Down Syndrome, and provides job training and supported employment programs for individuals with Down Syndrome. Offers information and technical assistance on job accommodations for individuals with Down Syndrome, including the use of job coaches. Distributes pamphlets and bibliographic information on publications addressing Down Syndrome and the employment of individuals with Down Syndrome. Has local parent groups.

NATIONAL EASTER SEAL SOCIETY*

70 East Lake St., Chicago, IL 60601
(312) 726-6200 (Voice) or (312) 726-4258 (TDD)

Through local affiliates, provides technical assistance and referral to employers and individuals with disabilities on such topics as assistive technology, vocational training and rehabilitation, job site analysis, and job function analysis. Distributes an ADA checklist for employers, and an illustrated guide to job accommodations and assistive technology, and publications and videos on reasonable accommodation, disability awareness, and the ADA. Offers video entitled Part of the Team: People with Disabilities in the Workforce.

NATIONAL FEDERATION OF THE BLIND*

Job Opportunities for the Blind

1800 Johnson St., Baltimore, MD 21230

(800) 638-7518 or (301) 659-9314

Assists in locating and hiring qualified blind applicants, and offers information and seminars for employers and hiring personnel on the ADA, interviewing blind job applicants, and working with blindness. Provides publications on technical assistance for employers, and offers consultation on cost-effective reasonable accommodations. Offers career planning seminars for unemployed blind individuals on job seeking skills, networking, computer-related technology, and employment rights. Brailles and records employment-related materials for blind job applicants, and publishes listings of job openings. Has local chapters.

NATIONAL HEAD INJURY FOUNDATION, INC.

1140 Connecticut Ave., NW, Suite 812, Washington, DC 20036

(202) 296-6443 or (800) 444-6443 (family/survivor helpline)

Provides informational services and resources on traumatic brain injury. Offers employment-related publications on vocational rehabilitation, job seeking skills, job placement, return-to-work and employment issues, and adaptive work behaviors for victims of traumatic brain injury. Has local associations.

NATIONAL INDUSTRIAL REHABILITATION CORPORATION

6797 North High St., Suite 210, Worthington, OH 43085

(614) 785-1664

Provides information and consultation on managing chronic illness, disability, and work-related injury in the workplace. Helps employers with job analysis, accommodations, modifications, and restructuring, transitional employment, re-assignment, and flex-time strategies. Increases awareness and understanding of disability issues among employers, and assists employers in identifying physical and attitudinal barriers which impede an employee's timely return to work.

NATIONAL INDUSTRIES FOR THE BLIND

524 Hamburg Turnpike, CN969, Wayne, New Jersey 07474-0969
(201) 595-9200

Refers employers and blind individuals to local organizations providing technical assistance, employee recruitment, job placement, evaluation, training, and related services. Assists employers with job analysis, modification, and restructuring. Locates qualified readers, interpreters, personal assistants, and assistive devices. Operates internship program for legally blind college graduates in business-related fields. Has local affiliates.

NATIONAL INFORMATION CENTER FOR CHILDREN AND YOUTH WITH DISABILITIES

P.O. Box 1492, Washington, DC 20013
(703) 893-6061 (Voice) or (703) 893-8614 (TDD)
(800) 999-5599 (Voice)

Maintains database containing up-to-date information on disability topics. Disseminates information on model workplace modifications and locating assistive devices. Provides information on companies, programs, and organizations that have employees with disabilities, and on effective school-to-work transition practices for young people with disabilities. Provides referrals for overcoming architectural and transportation barriers, and for obtaining financial assistance.

NATIONAL LEADERSHIP COALITION ON AIDS

1730 M St., N.W., Suite 905, Washington, DC 20036
(202) 429-0930

Provides information on AIDS and HIV infection, and assists with identifying accommodations in the workplace. Conducts outreach and technical assistance programs for minority and small business owners. Publishes information for employers on AIDS in the workplace.

NATIONAL MENTAL HEALTH ASSOCIATION

1021 Prince St., Alexandria, VA 22314
(703) 684- 7722

Offers information and assistance to employers who have questions or concerns or about employing people with mental disabilities. Provides numerous resource materials on the employment of people with mental disabilities, including materials on job application procedures, and pre-employment inquiries, and medical examinations. Offers resource materials on job restructuring, flextime, quiet workspaces, and other accommodations for persons with mental disabilities. Offers information and consultation to people with mental disabilities on employment-related issues. Provides publications on the ADA and its impact on people with mental illness. Has local affiliates.

NATIONAL MULTIPLE SCLEROSIS SOCIETY

733 Third Ave., New York, NY 10017
(212) 986-3240

Provides employment-related information and services to employers and people with multiple sclerosis. Offers sensitivity and ADA training, and consultation regarding job accommodations for workers with MS to employers. Provides equipment assistance and information on overcoming architectural, communications, and transportation barriers. Holds employment conferences and "JOB RAISING" programs to help people with MS find and maintain work. Offers information on employment issues relating to MS. Has local chapters.

NATIONAL ORGANIZATION ON DISABILITY

910 16th St., N.W., Rm. 600, Washington, DC 20006
(202) 293-5960 (Voice) or (202) 293-5968 (TDD) or 1-800-248-ABLE

Administers a community-based network of more than 2,200 towns, cities, and counties established to improve the participation of people with disabilities in community life. Works with "Business Partners" to expand opportunities for people with disabilities. Offers technical assistance to local communities and shares information about successful programs. Maintains a clearinghouse which disseminates information about community projects and available resources. Publishes a quarterly REPORT, a newsletter for employers highlighting model employment

programs for people with disabilities, and how-to guides on volunteerism and media. Has state representatives and local community partners.

NATIONAL REHABILITATION ASSOCIATION

1910 Association Dr., Suite 205, Reston, VA 22091
(703) 715-9090 (Voice) and (703) 715-9209 (TDD)

Provides referral to more than 400 trained accessibility surveyors across the country, who can assist employers in meeting ADA accessibility guidelines, removing physical and attitudinal barriers, conducting accessibility surveys, or training employers to conduct such surveys. Offers training programs addressing attitudinal barriers to the employment of people with disabilities. Publishes guidelines on accessibility. Has local chapters.

NATIONAL REHABILITATION HOSPITAL*

Rehabilitation Engineering Program

102 Irving St., NW, Washington, DC 20010
(202) 877-1932 (Voice) or (202) 726-3996 (TDD)

Provides information on worksite evaluation, adaptation, accommodation, and restructuring, job analysis, architectural accessibility resources, and identifying, procuring, and funding assistive technology for people with disabilities. Maintains database of assistive technology, and offers product comparisons and evaluations. Provides information on implementing immediate, cost-effective workstation adaptations for individuals with neuromuscular, auditory, and visual disabilities. Distributes a guide to making informed choices about assistive technology.

NATIONAL SPINAL CORD INJURY ASSOCIATION

600 West Cummings Park, Suite 2000, Woburn, MA 01801
(617) 935-2722 and (800) 962-9629

Provides information and referral on job analysis, job modifications, job accommodations, job restructuring, new technology, and adaptive equipment for individuals with spinal cord injuries. Offers information and referral services to individuals with disabilities seeking career information, information on job seeking skills, information on job training, and assistive technology. Provides information on ADA and employment. Provides information and referral on architectural modifications and building codes.

Distributes a National Resource Directory that has a section on employment. Has local affiliates.

PARALYZED VETERANS OF AMERICA

801 18th St., NW, Washington, DC 20006
(202) 872-1300 (Voice) or (202) 416-7622 (TDD)

Provides consultation and technical assistance to businesses for solving project-specific problems related to architectural accessibility. Provides on-site assessments and recommendations for removing or avoiding physical barriers, and distributes information on tax incentives for improved accessibility. Has local chapters.

REGISTRY OF INTERPRETERS FOR THE DEAF

8719 Colesville Rd., Suite 310, Silver Spring, MD 20910-3919
(301) 608-0050 (Voice/TDD)

Prepares and distributes a national registry of certified interpreters of American Sign Language and transliterators of English. Offers information on locating and using interpreter and transliteration services, and operates a grievance system for consumers. Distributes state listings of training programs for interpreters, and national and state organizations working with deaf and hearing impaired individuals. Has local chapters.

REHABDATA

National Rehabilitation Information Center

8455 Colesville Rd., Suite 935, Silver Spring, MD 20910-3319
(800) 346-2742 or (301) 588-9284 (Voice/TDD)

Maintains database of over 20,000 entries covering disability and rehabilitation research literature, including citations to reports from assistive technology centers sponsored by the National Institute for Disability and Rehabilitation Research, and audiovisual materials. Accepts search requests through TDD, electronic bulletin boards, and other alternative methods.

RESNA

1101 Connecticut Ave., N.W., Suite 700, Washington, D.C. 20036
(202) 857-1199

Provides information on rehabilitation engineering, including modifying equipment and designing new devices for people with disabilities. Makes referrals to local rehabilitation experts. Publishes a bimonthly newsletter and information on assistive technology.

RESOURCES FOR REHABILITATION

33 Bedford St., Suite 19A, Lexington, MA 02173
(617) 862-6455

Conducts training programs for employers and staff on the needs of individuals with disabilities and available resources available for meeting them. Helps employers conduct needs assessments and devises strategies to recruit and accommodate employees with disabilities. Trains individuals with disabilities on utilizing services and resources that promote workplace independence. Publishes resource guides with information on qualified readers, interpreters, personal assistants, and assistive technology. Provides information on overcoming architectural, communications, and transportation barriers.

SELF HELP FOR HARD OF HEARING PEOPLE, INC.

7800 Wisconsin Ave., Bethesda, MD 20814
(301) 657-2249 (Voice/TDD)

Offers information and referral on assistive technology and job accommodations for hearing impaired individuals. Maintains Assistive Devices Demonstration Center, featuring phone adaptations, visual alerts, TDD's, interpreter services, captioning and decoders for televisions and VCR's, computer assisted note taking devices, and FM system conference mikes. Makes referrals to job placement services, state vocational rehabilitation offices, and organizations that perform job analyses, modifications, and restructuring. Provides employment-related resources and publications on telephone strategies, sensitizing staff, communicating effectively, assistive listening systems and devices, safety devices, speech set-ups, and large-room listening systems. Offers "accessibility stickers" denoting communication accessibility and availability of assistive devices. Has local chapters.

SPINA BIFIDA ASSOCIATION OF AMERICA

1700 Rockville Pike, Suite 250, Rockville, MD 20852

(301) 770-7222 and (800) 621-3141 (Voice) or (301) 881-3392 (Fax)

Provides employers with up-to-date information on all aspects of Spina Bifida. Gives information and referral on a range of topics, including personal assistants, assistive devices, overcoming architectural and transportation barriers, job modification, job analysis, job restructuring, and the ADA. Offers publications on employment and Spina Bifida, and ADA issues in employment, public accommodations, and transportation. Has local affiliates.

TELECOMMUNICATIONS FOR THE DEAF, INC.

8719 Colesville Rd., Suite 300, Silver Spring, MD 20910

(301) 589-3786 (Voice) or (301) 589-3006 (TDD)

Acts as a clearinghouse for technology and information services in the field of visual telecommunication. Provides information and referral on assistive devices to overcome communication barriers, including TDD's, emergency access services, visual alerting systems, and dual party relay services. Publishes a directory listing of businesses with TDD numbers. Provides training in American Sign Language.

TELE-CONSUMER HOTLINE

Special Needs Program

1910 K St., N.W. #610, Washington, DC 20006

(202) 223-4371 or (800) 332-1124 (Voice/TDD)

Provides information and services to speech, vision, hearing, mobility, and mentally impaired persons and their employers to overcome telephone-related communications barriers. Offers technical assistance and publications on special equipment, assistive devices, TDD directories, relay services, and referrals to Federal government departments with special resources. Will assess telephone needs of caller, and advise on most cost-effective equipment (new, used, or rented) in the caller's area. Offers guidance and referral on the use equipment, training for staff members, and local repair options. Prepares special needs equipment "Shoppers' Guide," from an electronic database for each caller according to disability. Offers fact sheets on qualifying for special exemptions, discounts, and services.

TRACE RESEARCH AND DEVELOPMENT CENTER

S-151 Waisman Center, 1500 Highland Ave., Madison, WI 53705
(608) 262-6966 (Voice) and (608) 263-5408 (TDD)

Provides information on assistive and rehabilitative technology for people with disabilities. Offers consultation on making computer equipment accessible. Maintains database of adaptive products, and provides referrals to information resources on equipment, software, service centers, and information networks. Distributes publications on accessing computers for blind and visually impaired people, electronic computer aids, head pointers, mouthsticks, keyboard modification programs, mounting systems for communication aids, pointing and communication accessories, TDD's, and training programs for professionals.

UNITED CEREBRAL PALSY ASSOCIATIONS, INC.

1522 K St., N.W., Washington, DC 20005
(202) 842-1266 (Voice/TDD) or (800) 872-5827 (Voice/TDD)

Through local affiliates, assists with worksite accommodations, environmental controls, and assistive technology through local affiliates. Provides employment information and referral services to individuals with cerebral palsy and other severe disabilities. Develops employment for persons with disabilities in small businesses. Produces printed materials and videos on supported employment and assistive technology, and ADA accessibility checklists and informational booklets.

**VOCATIONAL EVALUATION AND WORK ADJUSTMENT ASSOCIATION
Division of the National Rehabilitation Association**

1910 Association Dr., Suite 205, Reston, VA 22901
(703) 636-9306 (Voice) and (703) 715-9092 (TDD)

Provides a Registry of ADA Consultants consisting of vocational evaluators and work adjustment specialists throughout the United States and Canada. Makes referrals to local ADA consultants who may provide information and assistance on identifying employment barriers, worksite or tool modifications, performing accessibility surveys, job analysis, and skills assessments.

WINDMILLS

California Governor's Committee for Employment of Disabled Persons

P.O. Box 826880, MIC 41, Sacramento, CA 94280-0001
(916) 654-8055 (Voice/TDD) or (916) 654-9820 (TDD)

Provides sensitivity training kits designed to help participants examine their own attitudes, fears, and biases towards people with disabilities in the workplace. Contains 14 one-hour training modules that address constructive management of fear and discomfort among co-workers, overcoming artificial barriers, focusing on capabilities rather than disabilities, job modifications and accommodations, interviewing and hiring people with disabilities. Contact California Governor's Committee on Employment of Disabled Persons for Windmills training kit, and state Governor's Committees on Employment of People with Disabilities (*See Section X*) for referral to Windmills workshop training providers in local areas.

WORLD INSTITUTE ON DISABILITY

510 16th St., Oakland, CA 94612
(415) 736-4100

Identifies solutions to problems faced by people with disabilities focusing on areas such as public education, service systems consultation, and independent living. Operates, "Widnet," an international electronic information and database service accessible by computer and telephone. Offers, through the "Widnet" system, improved communication between people with disabilities, communities, government, and service providers using electronic conferencing, electronic mail, file libraries for disability-related documents, and electronic databases. Publishes information on personal assistance, independent living, employment, housing, health care, and health insurance and people with disabilities.

OTHER ORGANIZATIONS WITH EXPERTISE IN SPECIFIC DISABILITIES

In addition to those listed in the previous section, the following organizations have expertise on specific disabilities, and may be able to provide useful information related to disabilities.

Affiliated Leadership League of and for the Blind of America

1101 17th St., N.W. Suite 803, Washington, DC 20036
(202) 833-0092

AIDS Action Council/National AIDS Network

2033 M St., N.W., Suite 802, Washington, DC 20036
(202) 293-2886

Alcohol & Drug Problems Association of North America

1555 Wilson Blvd., Suite 300, Arlington, VA 22209
(703) 875-8684

Alexander Graham Bell Association for the Deaf

3417 Volta Pl., N.W., Washington, D.C. 20007
(202) 337-5220 (Voice/TDD)

Alliance for Liberation of Mental Patients

1427 Walnut St., Haverford, PA 19102
(215) 525-4168

Alzheimer's Disease and Related Disorders Association, Inc.

919 North Michigan Ave., Suite 1000, Chicago, IL 60611
(312) 335-8700

American Academy for Cerebral Palsy and Developmental Medicine

P.O. Box 11086, 1910 Byrd Ave., Suite 100, Richmond, VA 23230
(804) 282-0036

American Anorexia/Bulimia Association, Inc.

418 East 76th St., New York, NY 10021
(212) 734-1114

Section VI

American Association on Mental Retardation
1719 Kalorama Rd., N.W., Washington, D.C. 20009
(202) 387-1968

American Burn Association
4940 Eastern Ave., Baltimore, MD 21224
(800) 548-2876

American Chronic Pain Association
P.O. Box 850, Rocklin, CA 95677
(916) 632-0922

American Cleft Palate Association
1218 Grandview Ave., Pittsburgh, PA 15211
(412) 481-1376

American Deafness and Rehabilitation Association
P.O. Box 55369, Little Rock, AR 72225
(501) 663-7074 (Voice/TDD)

American Diabetes Association
1660 Duke St., Alexandria, VA 22314
(703) 549-1500

American Heart Association
7272 Greenville Ave., Dallas, TX 75231
(214) 373-6300

American Liver Foundation
1425 Pompton Ave., Cedar Grove, NJ 07009
(201) 256-2550

American Lung Association
1740 Broadway, New York, NY 10019
(212) 315-8700

American Lupus Society
3914 Del Amo Blvd., Suite 922, Torrance, CA 90503
(213) 542-8891 or (800) 331-1802

American Narcolepsy Association
(415) 788-4793

American Orthotic and Prosthetic Association

1650 King St., Suite 500, Alexandria, VA 22314
(703) 836-7116

American Paralysis Association

500 Morris Ave., Springfield, NJ 07081
(201) 379-2690

American Parkinson Disease Association

60 Bay St., Staten Island, NY 10301
(718) 981-8001

American Tinnitus Association

P.O. Box 5, Portland, OR 97207
(503) 248-9985

Amyotrophic Lateral Sclerosis Association

21021 Ventura Blvd., Suite 321, Woodland Hills, CA 91364
(818) 340-7500 or (800) 782-4747

Association for Education and Rehabilitation of the Blind and Visually Impaired

206 North Washington St., #320, Alexandria, VA 22314
(703) 548-1884

The Association for Persons with Severe Handicaps (TASH)

1600 Prince St., Suite 115, Alexandria, VA 22314
(703) 683-5586 (Voice/TDD)

Better Hearing Institute

5021B Backlick Rd., Annandale, VA 22003
(703) 642-0580 (Voice) or (800) 327-9355 (Voice/TDD)

Blinded Veterans Association

477 H St., N.W., Washington, D.C. 20001
(202) 371-8880

Braille Institute of America

741 North Vermont Ave., Los Angeles, CA 90029
(213) 663-1111 (Voice/TDD)

Cooley's Anemia Foundation

105 East 22nd St., Suite 911, New York, NY 10010
(212) 598-0911

Cornelia deLange Syndrome Foundation

60 Dyer Ave., Collinsville, CT 06022
(203) 693-0159 or (800) 753-2357

Council of Citizens with Low Vision International

1400 North Drake Rd., #218, Kalamazoo, MI 49006
(616) 381-9566

Cystic Fibrosis Foundation

6931 Arlington Rd., Bethesda, MD 20814
(301) 951-4422 or (800) 344-4823

Glaucoma Foundation

310 East 14th St., New York, NY 10003
(212) 260-1000

Huntington's Disease Society of America

140 West 22nd St., 6th Floor, New York, NY 10011
(212) 242-1968

Hypoglycemia Association, Inc.

2643 Liberty Parkway, Baltimore, MD 21222
(202) 544-4044

Immune Deficiency Foundation

P.O. Box 586, Columbia, MD 21045
(410) 461-3127

International Association of Laryngectomees

c/o American Cancer Society
1599 Clifton Rd., N.E., Atlanta, GA 30329-4251
(404) 320-3333

International Polio Network

5100 Oakland Ave., #206, St. Louis, MO 63110
(314) 534-0475

International Rett Syndrome Association

8511 Rose Marie Dr., Fort Washington, MD 20744
(301) 248-7031

Joseph P. Kennedy, Jr. Foundation

1350 New York Ave., N.W., Suite 500, Washington, D.C. 20005
(202) 393-1250

Learning Disability Association of America

4156 Library Rd., Pittsburgh, PA 15234
(412) 341-1515

Lupus Foundation of America

4 Research Pl., Suite 180, Rockville, MD 20850
(301) 670-9292 or (800) 558-0121

Macular Foundation

210 East 64th St., New York, NY 10021
(212) 605-3719 or (800) 622-8524

March of Dimes Birth Defects Foundation

1275 Mamaroneck Ave., White Plains, NY 10605
(914) 428-7100

Mental Health Policy Resource Center

1730 Rhode Island Ave., N.W., Washington, D.C. 20036
(202) 872-9141

Muscular Dystrophy Association

3561 East Sunrise Dr., Tuscon, AZ 85718
(602) 529-2000

Myasthenia Gravis Foundation

53 West Jackson Blvd., Suite 660, Chicago, IL 60604
(312) 427-6252 or (800) 541-5454

National Alliance for the Mentally Ill

2101 Wilson Blvd., Suite 302, Arlington, VA 22201
(703) 524-7600 or (800) 950-NAMI

**National Arthritis and Musculoskeletal and Skin Diseases
Information Clearinghouse**

P.O. Box AMS, 9000 Rockville Pike, Bethesda, MD 20890 (301) 495-4484

National Association for Sickle Cell Disease, Inc.

3345 Wilshire Blvd., Suite 1106, Los Angeles, CA 90010
(213) 736-5455 or (800) 421-8453

The National Association for the Craniofacially Handicapped

P.O. Box 11082, Chattanooga, TN 37401
(615) 266-1632

National Association for Visually Handicapped

22 West 21st St., New York, NY 10010
(212) 889-3141

National Association of Anorexia Nervosa and Associated Disorders

P.O. Box 7, Highland Park, IL 60035
(708) 831-3438

National Association of the Deaf

814 Thayer Ave., Silver Spring, MD 20910
(301) 587-1788 (Voice) or (301) 587-1789 (TDD)

National Ataxia Foundation

750 Twelve Oaks Center, 15500 Wayzata Blvd., Wayzata, MN 55391
(612) 473-7666

National Burn Victim Foundation

32-34 Scotland Rd., Orange, NJ 07050
(201) 676-7700

National Center for Learning Disabilities

99 Park Ave., New York, NY 10016
(212) 687-7211

National Center for Stuttering

200 East 33rd St., New York, NY 10016

(800) 221-2483

National Chronic Pain Outreach Association, Inc.

7979 Old Georgetown Rd., Suite 100, Bethesda, MD 20814-2429

(301) 652-4948

National Council on Alcoholism and Drug Dependence

12 West 21st St., New York, NY 10010

(212) 206-6770

National Digestive Diseases Information Clearinghouse

Box NDDIC, 9000 Rockville Pike, Bethesda, MD 20892

(301) 468-6344

National Foundation for Facial Reconstruction

317 East 34th St., New York, NY 10016

(212) 263-6656 or (800) 422-FACE

National Gaucher Foundation

19241 Montgomery Village Ave., Suite E21, Gaithersburg, MD 20879

(301) 990-3800

National Hemophilia Foundation

The Soho Building, 110 Green St., Suite 303, New York, NY 10012

(212) 219-8180

National Industries for the Severely Handicapped

2235 Cedar Ln., Vienna, VA 22182

(703) 560-6800 or (703) 560-6512 (TDD)

National Information Center for Orphan Drugs and Rare Diseases

P.O. Box 1133

Washington, DC 20013-1133

(800) 456-3505

National Kidney Foundation

2 Park Ave., New York, NY 10016

(212) 889-2210

National Lymphedema Network

2211 Post St., Suite 404 San Francisco, CA 94115
(800) 541-3259

National Marfan Foundation

382 Main St., Port Washington, NY 11050
(516) 883-8712 or (800) 8-MARFAN

National Mental Health Consumers Association

311 South Jupiter St., Rm. 902, Philadelphia, PA 19107
(215) 735-2465

National Myoclonus Foundation

845 Third Ave., New York, NY 10022
(212) 758-5656

National Network of Learning Disabled Adults

North 82nd St., Suite F2, Scottsdale, AZ 85257
(602) 941-5112

National Neurofibromatosis Foundation

141 Fifth Ave., Suite 7-S, New York, NY 10010
(212) 460-8980 (Voice/TDD) or (800) 323-7938 (Voice)

National Organization for Rare Disorders, Inc.

P.O. Box 8923, New Fairfield, CT 06812-1783
(203) 746-6518 (Voice) or (800) 999-NORD (Voice/Electronic Mail)

National Osteoporosis Foundation

2100 M St., N.W., Suite 602, Washington, DC 20037
(202) 223-2226

National Parkinson Institute

1501 N.W. 9th Ave., Miami, FL 33136
(305) 547-6666 or (800) 327-4545

National Retinitis Pigmentosa Foundation

1401 Mt. Royal Ave., Fourth Fl., Baltimore, MD 21217
(410) 225-9400 (Voice) or (410) 225-9409 (TDD) or (800) 683-5555 (Voice)

The National Scoliosis Foundation

72 Mount Auburn St., Watertown, MA 02172
(617) 926-0397

National Stroke Association

300 East Hampton Ave., #240, Englewood, CO 80110
(303) 762-9922 or (800) 787-6537

National Stuttering Project

4601 Irving St., San Francisco, CA 94122
(415) 566-5324

National Tay-Sachs and Allied Diseases Association, Inc.

2001 Beacon St., Brookline, MA 02146
(617) 277-4463

National Tuberous Sclerosis Association, Inc.

8000 Corporate Dr., Landover, MD 20785
(800) 225-6872 (301) 459-9888

Orton Dyslexia Society

Chester Bldg., 8600 LaSalle Rd., Suite 382 Baltimore, MD 21204-6020
(301) 296-0232

Osteogenesis Imperfecta Foundation, Inc.

5005 West Laurel St., Suite 210, Tampa, FL 33607-3836
(813) 282-1161

Recovery, Inc.

The Association of Nervous and Former Mental Patients

802 North Dearborn St., Chicago, IL 60610
(312) 337-5661

Sensory Access Foundation

395 Sherman Ave., Suite 2, Palo Alto, CA 94306
(415) 329-0430 (Voice) or (415) 329-0433 (TDD)

Sertoma International/Sertoma Foundation

1912 East Meyer Blvd., Kansas City, MO 64132
(816) 333-8300

Short Stature Foundation

P.O. Box 5356, Huntington Beach, CA 92165-5356
(714) 474-4554

**Rehabilitation Engineering Center at
Smith-Kettlewill Eye Research Institute**

2232 Webster St., San Francisco, CA 94115
(415) 561-1619 or (415) 561-1610 (Fax)

Speech Foundation of America

5139 Klinge St., N.W., Washington, D.C. 20016
(202) 363-3199

Spinal Cord Society

Wendell Rd., Fergus Falls, MN 56537
(218) 739-5252

Spinal Network

P.O. Box 4162, Boulder, CO 80306
(303) 449-5412

Tourette Syndrome Association

42-40 Bell Blvd., Bayside, NY 11361
(718) 224-2999

United Leukodystrophy Foundation

2304 Highland Dr., Sycamore, IL 60178
(815) 895-3211 or (800) 728-5483

United Ostomy Association

36 Executive Park, Suite 120, Irvine, CA 92714
(714) 660-8624

United Parkinson Foundation

360 West Superior St., Chicago, IL 60610
(312) 664-2344

United Scleroderma Foundation

P.O. Box 399, Watsonville, CA 95077-0399
(408) 728-2202 or (800) 722-HOPE

ALTERNATIVE DISPUTE RESOLUTION RESOURCES

Listed below are national organizations that provide information on alternative dispute resolution and referrals to local providers of such services. Dispute resolution services also are listed in the "Yellow Pages" of local telephone directories under "Arbitrators" and "Mediators," or may be located by referral from local attorneys and courthouses.

AMERICAN ARBITRATION ASSOCIATION

140 West 51st St., New York, NY 10020
(212) 484-4000

Provides information on mediation, arbitration, and other dispute resolution alternatives. Makes referrals to local American Arbitration Association offices, and publishes a directory of mediators and arbitrators with subject matter expertise.

AMERICAN BAR ASSOCIATION

Standing Committee on Dispute Resolution
1800 M St., N.W., Washington, D.C. 20030
(202) 331-2258

Serves as an information clearinghouse on dispute resolution, and provides information on local resources. Publishes the Dispute Resolution Program Directory which lists local dispute resolution projects, programs, and individual mediators and arbitrators with particular subject matter expertise (New Edition, March 1992).

NATIONAL INSTITUTE FOR DISPUTE RESOLUTION

1901 L St., N.W., Suite 600 Washington, D.C. 20036
(202) 466-4764 (Voice/TDD)

Serves as a clearinghouse for information on alternative dispute resolution. Makes referrals to local providers of alternative dispute resolution services.

COUNCIL OF BETTER BUSINESS BUREAUS

4200 Wilson Blvd. Suite 800, Arlington, VA 22203

(703) 276-0100 (Voice/TDD)

Provides dispute resolution training for network of 177 Better Business Bureaus.
Makes referrals to local Bureaus that provide dispute resolution services
(arbitration, mediation, conciliation) on a variety of issues, including employment.
(See Section II Department of Justice ADA Technical Assistance Projects)

REGIONAL AND STATE LOCATIONS OF FEDERAL PROGRAMS RELATED TO DISABILITY AND EMPLOYMENT

P A R T T H R E E

SECTIONS VIII - XIII

- VIII. EQUAL EMPLOYMENT OPPORTUNITY
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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION DISTRICT OFFICES

Listed below are the areas served by EEOC's 23 full-service District Offices, one field office, and the addresses of these offices. The EEOC has 26 additional area and local offices that process charges of discrimination. To contact area and local EEOC offices, call 1-800-669-4000.

Alabama	Birmingham District Office
Alaska	Seattle District Office
Arizona	Phoenix District Office
Arkansas	Memphis District Office
California	
Northern	San Francisco District Office
Southern	Los Angeles District Office
Colorado	Denver District Office
Connecticut	New York District Office
Delaware	Philadelphia District Office
District of Columbia	Washington Field Office
Florida	Miami District Office
Georgia	Atlanta District Office
Hawaii	San Francisco District Office
Idaho	Seattle District Office
Illinois	
Northern	Chicago District Office
Southwestern	St. Louis District Office
Indiana	Indianapolis District Office
Iowa	Milwaukee District Office
Kansas	St. Louis District Office
Kentucky	Indianapolis District Office
Louisiana	New Orleans District Office
Maine	New York District Office
Maryland	Baltimore District Office
Massachusetts	New York District Office
Michigan	Detroit District Office
Minnesota	Milwaukee District Office
Mississippi	Birmingham District Office
Missouri	St. Louis District Office
Montana	Denver District Office
Nebraska	Denver District Office
Nevada	Los Angeles District Office
New Hampshire	New York District Office

Section VIII

New Jersey	Philadelphia District Office
New Mexico	Phoenix District Office
New York	New York District Office
North Carolina	Charlotte District Office
North Dakota	Denver District Office
Ohio	Cleveland District Office
Oklahoma	Dallas District Office
Oregon	Seattle District Office
Pennsylvania	Philadelphia District Office
Rhode Island	New York District Office
South Carolina	Charlotte District Office
South Dakota	Denver District Office
Tennessee	Memphis District Office
Texas	
Northern	Dallas District Office
Southwestern	San Antonio District Office
Southeastern	Houston District Office
Utah	Phoenix District Office
Vermont	New York District Office
Virginia	
Northeastern	Washington Field Office
Southwestern	Baltimore District Office
Washington	Seattle District Office
West Virginia	Philadelphia District Office
Wisconsin	Milwaukee District Office
Wyoming	Denver District Office
 <u>Commonwealths, Possessions, Territories</u>	
American Samoa	San Francisco District Office
Canal Zone	Miami District Office
Guam	San Francisco District Office
Northern Mariana Islands	San Francisco District Office
Puerto Rico	New York District Office
Virgin Islands	New York District Office
Wake Island	San Francisco District Office

DISTRICT OFFICE LOCATIONS

Atlanta District Office

75 Piedmont Ave., N.E., Suite 1100
Atlanta, GA 30335
(404) 331-6093 (Voice)
(404) 841-6091 (TDD)

Baltimore District Office

111 Market Pl., Suite 4000
Baltimore, MD 21202
(301) 962-3932 (Voice)
(301) 922-6065 (TDD)

Birmingham District Office

1900 3rd Ave., North, Suite 101
Birmingham, AL 35203-2397
(205) 731-0082 (Voice)
(205) 229-0095 (TDD)

Charlotte District Office

5500 Central Ave.
Charlotte, NC 28212
(704) 567-7100 (Voice)
(704) 628-7173 (TDD)

Chicago District Office

536 South Clark St., Rm. 930-A
Chicago, IL 60605
(312) 353-2713 (Voice)
(312) 353-2421 (TDD)

Cleveland District Office

1375 Euclid Ave., Rm. 600
Cleveland, OH 44115-1808
(216) 522-2001 (Voice)
(216) 942-7296 (TDD)

Dallas District Office

8303 Elmbrook Dr.
Dallas, TX 75247
(214) 767-7015 (Voice)
(214) 729-7523 (TDD)

Denver District Office

1845 Sherman St., 2nd Fl.
Denver, CO 80203
(303) 866-1300 (Voice)
(303) 564-1950 (TDD)

Detroit District Office

477 Michigan Ave., Rm. 1540
Detroit, MI 48226-9704
(313) 226-7636 (Voice)
(313) 226-7599 (TDD)

Houston District Office

1919 Smith St., 7th Fl.
Houston, TX 77002
(713) 653-3377 (Voice)
(713) 522-3367 (TDD)

Indianapolis District Office

46 East Ohio St., Rm. 456
Indianapolis, IN 46204-1903
(317) 226-7212 (Voice)
(317) 331-5162 (TDD)

Los Angeles District Office

3660 Wilshire Blvd., 5th Fl.
Los Angeles, CA 90010
(213) 251-7278 (Voice)
(213) 251-7384 (TDD)

Memphis District Office

1407 Union Ave., Suite 621
Memphis, TN 38104
(901) 722-2617 (Voice)
(901) 222-2604 (TDD)

Miami District Office

1 Northeast First St., 6th Fl.
Miami, FL 33132-2491
(305) 536-4491 (Voice)
(305) 350-5721 (TDD)

Milwaukee District Office

310 West Wisconsin Ave., Suite 800
Milwaukee, WI 53203-2292
(414) 297-1111 (Voice)
(414) 362-1115 (TDD)

New Orleans District Office

701 Loyola Ave., Suite 600
New Orleans, LA 70113
(504) 589-2329 (Voice)
(504) 682-2958 (TDD)

New York District Office

90 Church St., Rm. 1501
New York, NY 10007
(212) 264-7161 (Voice)
(212) 264-7697 (TDD)

Philadelphia District Office

1421 Cherry St., 10th Fl.
Philadelphia, PA 19102
(215) 597-9350 (Voice)
(215) 597-5314 (TDD)

Phoenix District Office

4520 North Central Ave., Suite 300
Phoenix, AZ 85012-1848
(602) 640-5000 (Voice)
(602) 261-2692 (TDD)

San Antonio District Office

5410 Fredericksburg Rd., Suite 200
San Antonio, TX 78229-3555
(512) 229-4810 (Voice)
(512) 730-4858 (TDD)

San Francisco District Office

901 Market St., Suite 500
San Francisco, CA 94103
(415) 744-6500 (Voice)
(415) 484-7392 (TDD)

Seattle District Office

2815 Second Ave., Suite 500
Seattle, WA 98121
(206) 553-0968 (Voice)
(206) 399-1362 (TDD)

St. Louis District Office

625 North Euclid St., 5th Fl.
St. Louis, MO 63108
(314) 425-6585 (Voice)
(314) 279-6547 (TDD)

Washington Field Office

1400 L St., Suite 200
Washington, DC 20005
(202) 275-7377
(202) 275-7518

**REGIONAL OFFICES OF AGENCIES THAT ENFORCE OTHER
LAWS PROHIBITING EMPLOYMENT DISCRIMINATION
ON THE BASIS OF DISABILITY**

REGION I

**Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island,
Vermont**

**U.S. Department of Education
Office for Civil Rights**

Post Office and Courthouse, Rm. 222
Boston, MA 02109-4557
(617) 223-9662 (Voice)
(617) 223-9695 (TDD)

**U.S. Department of Health & Human
Services**

Office for Civil Rights
JFK Federal Bldg, Rm. 1203A
Boston, MA 02203
(617) 565-1340 (Voice)
(617) 565-1343 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance Programs**

One Congress St., 11th Fl.
Boston, MA 02114
(617) 565-2055 (Voice)
(617) 223-4067 (TDD)

U.S. Small Business Administration

155 Federal St., 9th Fl.
Boston, MA 02110
(617) 451-2023

REGION II

New Jersey, New York, Puerto Rico, Virgin Islands

**U.S. Department of Education
Office for Civil Rights**
26 Federal Plaza, 33rd Fl.
New York, NY 10278-0082
(212) 264-4633 (Voice)
(212) 264-8797 (TDD)

**U.S. Department of Health & Human
Services
Office for Civil Rights**
Jacob Javits Federal Bldg.
26 Federal Plaza, Suite 3312
New York, NY 10278
(212) 264-3313 (Voice)
(212) 264-3656 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance Programs**
201 Varick St., Rm. 750
New York, NY 10014
(212) 337-2007

U.S. Small Business Administration
26 Federal Plaza, Rm. 31-08
New York, NY 10278
(212) 264-7772

REGION III

Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia

**U.S. Department of Education
Office for Civil Rights**
3535 Market St., Rm. 6300
Philadelphia, PA 19104-3326
(215) 596-6791 (Voice)
(215) 596-6794 (TDD)

**U.S. Department of Health & Human
Services
Office for Civil Rights**
3535 Market St., Rm. 6350
Philadelphia, PA 19101
(215) 596-5831 (Voice)
(215) 596-5195 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance Programs**
Gateway Building
3535 Market St., Rm. 15340
Philadelphia, PA 19104
(215) 596-6168 (Voice)
(215) 596-6186 (TDD)

U.S. Small Business Administration
475 Allendale Rd., Suite 201
King of Prussia, PA 19406
(215) 962-3700 (Voice)
(215) 962-3806 (TDD)

REGION IV

Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee

**U.S. Department of Education
Office for Civil Rights**

101 Marietta Tower, 27th Fl.
P.O. Box 2048
Atlanta, GA 30301
(404) 331-2806 (Voice)
(404) 331-7236 (TDD)

**U.S. Department of Health & Human
Services**

Office for Civil Rights
101 Marietta Tower, Rm. 1502
Atlanta, GA 30323
(404) 331-2779 (Voice)
(404) 331-2867 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance Programs**

1375 Peachtree St., N.E., Suite 678
Atlanta, GA 30367
(404) 347-3200

U.S. Small Business Administration

1375 Peachtree St., N.E., 5th Fl.
Atlanta, GA 30367-8102
(404) 347-2797 (Voice)
(404) 347-5051 (TDD)

REGION V

Illinois, Indiana, Minnesota, Michigan, Ohio, Wisconsin

**U.S. Department of Education
Office for Civil Rights**

401 South State St., Rm. 700-C
Chicago, IL 60605-1202
(312) 353-2520 (Voice)
(312) 353-2540 (TDD)

**U.S. Department of Health & Human
Services**

Office for Civil Rights
105 W. Adams, 16th Fl.
Chicago, IL 60603
(312) 886-2359 (Voice)
(312) 353-5693 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance Programs**

230 South Dearborn St., Rm. 570
Chicago, IL 60604
(312) 353-0335 (Voice)
(312) 353-2158 (TDD)

U.S. Small Business Administration

300 S. Riverside Plaza, Suite 1975 South
Chicago, IL 60606
(312) 353-0359

REGION VI

Arkansas, Louisiana, New Mexico, Oklahoma, Texas

**U.S. Department of Education
Office for Civil Rights**
1200 Main Tower Bldg., Suite 2260
Dallas, TX 75202-9998
(214) 767-3936 (Voice)
(214) 767-3639 (TDD)

**U.S. Department of Health & Human
Services**
Office for Civil Rights
1200 Main Tower Bldg., Rm. 1360
Dallas, TX 75202
(214) 767-4056 (Voice)
(214) 767-8940 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance Programs**
525 S. Griffin St., Rm. 840
Dallas, TX 75202
(214) 767-4771

U.S. Small Business Administration
8625 King George Dr., Bldg. C
Dallas, TX 75235-3391
(214) 767-7643

REGION VII

Iowa, Kansas, Missouri, Nebraska

**U.S. Department of Education
Office for Civil Rights**
10220 N. Executive Hills Blvd., 8th Fl.
Kansas City, MO 64153-1367
(816) 891-8026 (Voice)
(816) 374-6461 (TDD)

**U.S. Department of Health & Human
Services**
Office for Civil Rights
601 East 12th St., Rm. 248
Kansas City, MO 64106
(816) 426-7277 (Voice)
(816) 426-7065 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance**
911 Walnut St., Rm. 2011
Kansas City, MO 64106
(816) 426-5384

U.S. Small Business Administration
911 Walnut St., 13th Fl.
Kansas City, MO 64106
(816) 426-3608

REGION VIII

Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming

**U.S. Department of Education
Office for Civil Rights**

1244 Speer Blvd., Suite 310
Denver, CO 80204-3864
(303) 844-5695 (Voice)
(303) 844-3417 (TDD)

**U.S. Department of Health & Human
Services**

Office for Civil Rights
1961 Stout St., Rm. 1185
Denver, CO 80294-3538
(303) 844-4774 (Voice)
(303) 844-3439 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance**

1961 Stout St., Rm. 1480
Denver, CO 80294
(303) 844-5011 (Voice)
(303) 844-4481 (TDD)

U.S. Small Business Administration

999 18th St., Suite 701
Denver, CO 80202
(303) 294-7001

REGION IX

Arizona, California, Hawaii, Nevada, Guam, Trust Territory of the Pacific Islands, American Samoa

**U.S. Department of Education
Office for Civil Rights**

50 United Nations Plaza
San Francisco, CA 94102
(415) 556-7000 (Voice)
(415) 556-6806 (TDD)

**U.S. Department of Health & Human
Services**

Office for Civil Rights
Federal Office Bldg., Rm. 322
50 United Nations Plaza
San Francisco, CA 94102
(415) 556-8586 (Voice/TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance**

71 Stevenson St., Suite 1700
San Francisco, CA 94105
(415) 744-6986

U.S. Small Business Administration

71 Stevenson St., 20th Fl.
San Francisco, CA 94105-2939
(415) 744-6402

REGION X

Alaska, Idaho, Oregon, Washington

**U.S. Department of Education
Office for Civil Rights**

915 2nd Ave., Rm. 3310
Seattle, WA 98174-1099
(206) 553-1636 (Voice)
(206) 442-4542 (TDD)

**U.S. Department of Labor
Office of Federal Contract
Compliance**

1111 Third Ave., Suite 610
Seattle, WA 98101-3212
(206) 442-4508

**U.S. Department of Health & Human
Services**

Office for Civil Rights

2201 Sixth Ave.
Mail Stop RX-11
Seattle, WA 98121-1233
(206) 553-7483 (Voice)
(206) 553-7486 (TDD)

U.S. Small Business Administration

2615 4th Ave., Rm. 440
Seattle, WA 98121-1233
(206) 553-5676 (Voice)
(206) 553-2872 (TDD)

STATE LISTINGS OF OTHER FEDERAL PROGRAMS RELATED TO DISABILITY AND EMPLOYMENT

ALABAMA

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Center
1776 Peachtree Rd., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

Alabama Department of Education
Division of Rehabilitation
and Crippled Children Services
P.O. Box 11586
2129 East South Blvd.
Montgomery, AL 36111
(205) 281-8780 (Voice/TDD)

Developmental Disability Council:

Alabama Developmental Disability Planning
Council
P.O. Box 3710
200 Interstate Park Dr.
Montgomery, AL 36193-5001
(205) 270-4680

Employment Service Division:

Department of Industrial Relations
649 Monroe St., Rm. 204
Montgomery, AL 36130
(205) 242-8003

JTPA Liaison:

Alabama Department of Economic and
Community Affairs
P.O. Box 250347
Montgomery, AL 36125-0347
(205) 284-8700

President's Committee Partner:

Governor's Committee on
Employment of People with
Disabilities
Division of Rehabilitation Service
P.O. Box 11586
2129 East South Blvd.
Montgomery, AL 36111-0586
(205) 281-8780 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

University of Alabama
Alabama Disabilities Advocacy Program
P.O. Box 870395
Tuscaloosa, AL 35487-0395
(205) 348-4928 (Voice)
(205) 270-4680 (TDD)

Protection and Advocacy for Persons with Mental Illness:

University of Alabama
Alabama Disabilities Advocacy Program
P.O. Box 870395
Tuscaloosa, AL 35487-0395
(205) 348-4928

Vocational Rehabilitation Agency:

Rehabilitation Services
P.O. Box 11586
Montgomery, AL 36111-0586
(205) 281-8780 (Voice/TDD)

ALASKA

ADA Technical Assistance Center (Region X)

Northwest Disability and Business Technical Assistance Center
605 Woodview Dr.
Lacey, WA 98503
(206) 438-3168 (Voice) or (206) 438-3167 (TDD)

Client Assistance Program:

ASSIST
2900 Boniface Pkwy., #100
Anchorage, AK 99504-3195
(907) 333-2211

Developmental Disability Council:

Governor's Council for the Handicapped
and Gifted
540 West International Airport Rd.
Suite 100
Anchorage, AL 99518
(907) 561-5335 (Voice)
(907) 564-7445 (TDD)

Employment Service:

Alaska Department of Labor
Employment Security Division
P.O. Box 25509
Juneau, AK 99802-5509
(907) 465-2712

Fair Employment Practice Agency:

Alaska State Commission for Human Rights
800 A St.
Anchorage, Ak 99501
(907) 276-7474 (Voice)
(907) 276-3177 (TDD)

JTPA Liaison:

Department of Community and Regional Affairs
333 West 4th Ave., Suite 220
Anchorage, AK 99501-2341
(907) 269-4500

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
3719 Arctic Blvd.
Anchorage, Ak 99503
(907) 465-4531

Protection & Advocacy for Persons with Developmental Disabilities:

Advocacy Services of Alaska
615 East 82nd Ave., Suite 101
Anchorage, AK 99518
(907) 344-1002 (Voice/TDD)
(800) 478-1234 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Advocacy Services of Alaska
615 East 82nd Ave., Suite 101
Anchorage, AK 99518
(907) 344-1002 (Voice/TDD)
(800) 478-1234 (Voice/TDD)

Vocational Rehabilitation Agency:

Vocational Rehabilitation
801 West 10th St., Suite 200
Juneau, AL 99801-1894
(907) 465-2814 (Voice)
(907) 465-2440 (TDD)

ARIZONA

ADA Technical Assistance Center (Region IX)

Pacific Coast Disability and Business Technical Assistance Centers
440 Grand Ave., Suite 500
Oakland, CA 94610
(510) 465-7884 (Voice) or (510) 465-3172 (TDD)

Client Assistance Program:

Arizona Center for Law in the Public Interest
3724 North Third St., Suite 300
Phoenix, AZ 85012
(602) 274-6287 (Voice/TDD)

Developmental Disability Council:

Governor's Council on Developmental Disability
1717 West Jefferson
Site Code 074Z
Phoenix, AZ 85005
(602) 542-4049

Employment Service:

Department of Economic Security
P.O. Box 6123-010A
1717 West Jefferson
Phoenix, AZ 85005
(602) 542-5678

Fair Employment Practice Agency:

Arizona Civil Rights Division
1275 West Washington St.
Phoenix, AZ 85007
(602) 542-5263

JTPA Liaison:

Arizona Department of Economic Security
Division of Employment and Rehabilitation
Services
1789 West Jefferson
P.O. Box 6123 (901A)
Phoenix, AZ 85005
(602) 542-4910

President's Committee Partner:

Arizona Governor's Committee on
Employment of the Handicapped
Samaritan Rehabilitation Institute
Special Education Unit
1812 East Willetta
Phoenix, AZ 85006
(602) 239-4762

Protection and Advocacy for Persons with Developmental Disabilities:

Arizona Center for Law in the Public Interest
3724 North Third St., Suite 300
Phoenix, AZ 85012
(602) 274-6287 (Voice/TDD)

Protection and Advocacy for Persons with Developmental Disabilities:

Arizona Center for Law in the Public Interest
3724 North Third St., Suite 300
Phoenix, AZ 85012
(602) 274-6287 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Economic Security
Rehabilitation Services Administration
1789 West Jefferson, 271 N.W. Wing
Site Code 930A
Phoenix, AZ 85007
(602) 542-3332 (Voice)
(602) 542-6049 (TDD)

ARKANSAS

ADA Technical Assistance Center (Region VI)

Southwest Disability and Business Technical Assistance Center
2323 South Sheperd Blvd., Suite 1000
Houston, Texas 77019
(713) 520-0232 (Voice) or (713) 520-5136 (TDD)

Client Assistance Program:

Advocacy Services, Inc.
1120 Marshall St., Suite 311
Little Rock, AR 72202
(501) 324-9215 (Voice/TDD)

Developmental Disability Council:

Governor's Developmental Disability
Planning Council
4815 West Markham St.
Little Rock, AR 72205
(501) 661-2589 (Voice)
(501) 661-2736 (TDD)

Employment Service:

Arkansas Employment Security Department
P.O. Box 2981
Little Rock, AR 72203-2981
(501) 682-2121

JTPA Liaison:

Arkansas Employment Security Department
P. O. Box 2981
Little Rock, AR 72203-2981
(501) 682-2121

Protection & Advocacy of Individual Rights:

Advocacy Services, Inc.
1120 Marshall St., Suite 311
Little Rock, AR 72202
(501) 324-9215

President's Committee Partner:

Governor's Commission on People with
Disabilities
7th and Main Sts., P.O. Box 3781
Little Rock, AR 72203

Protection & Advocacy for Persons with Developmental Disabilities:

Advocacy Services, Inc.
1120 Marshall St., Suite 311
Little Rock, AR 72202
(501) 324-9215

Protection & Advocacy for Mentally Ill Individuals:

Advocacy Services, Inc.
1120 Marshall St., Suite 311
Little Rock, AR 72202
(501) 324-9215 (Voice/TDD)

Vocational Rehabilitation Agency:

Arkansas Department of Human Services
Division of Rehabilitation Services
P.O. Box 3781
Little Rock, AR 72203
(501) 682-6708 (Voice)
(501) 682-6667 (TDD)

Vocational Rehabilitation Agency for Persons who are Blind and Visually Impaired:

Arkansas Department of Human Services
Division of Services for the Blind
P.O. Box 3237, 411 Victory St.
Little Rock, AR 72203
(501) 371-2587

CALIFORNIA

ADA Technical Assistance Center (Region IX)

Pacific Coast Disability and Business Technical Assistance Centers
440 Grand Ave., Suite 500
Oakland, CA 94610
(510) 465-7884 (Voice) or (510) 465-3172 (TDD)

Client Assistance Program:

Client Assistance Program
830 K St. Mall, Rm. 220
Sacramento, CA 95814
(916) 322-5066

Developmental Disability Council:

California State Council on Developmental
Disabilities
2000 O St., Suite 100
Sacramento, CA 95814
(916) 322-8481 (Voice)
(916) 324-8420 (TDD)

Employment Service:

Employment Development Department
P.O. Box 826880, MIC 85
Sacramento, CA 94280-0001
(916) 654-8210

Fair Employment Practice Agency:

California Department of Fair Employment and
Housing
2014 T St., Suite 210
Sacramento, CA 95814-6835
(916) 739-4616 (Voice)
(916) 739-4638 (TDD)

JTPA Liaison:

Employment Development Department
P.O. Box 826880
Sacramento, CA 94280-0001
(916) 654-8210

President's Committee Partner:

The California Governor's Committee for
Employment of Disabled Persons
P.O. Box 826880, MIC 41
Sacramento, CA 94280-0001
(916) 654-8055 (Voice)
(916) 654-9820 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Protection & Advocacy, Inc.
100 Howe Ave., Suite 185N
Sacramento, CA 95825
(916) 488-9950 (Voice/TDD)
(800) 776-5746

Protection & Advocacy for Mentally Ill Individuals:

Protection & Advocacy, Inc.
100 Howe Ave., Suite 185N
Sacramento, CA 95825
(916) 488-9950 (Voice/TDD)
(800) 776-5746

Vocational Rehabilitation Agency:

Department of Rehabilitation
830 K St. Mall
Sacramento, CA 95814
(916) 445-3971 (Voice)
(916) 323-4347 (TDD)

COLORADO

ADA Technical Assistance Center (Region VIII)

Rocky Mountain Disability and Business Technical Assistance Center
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072
(719) 444-0252 (Voice) or (719) 444-0268

Client Assistance Program:

The Legal Center
455 Sherman St., Suite 130
Denver, CO 80203
(303) 722-0300 (Voice/TDD)

Developmental Disability Council:

Colorado Developmental Disability Planning
Council
777 Grant, Suite 410
Denver, CO 80203
(303) 894-2345 (Voice/TDD)

Employment Service:

Department of Labor & Employment
600 Grant St., Suite 900
Denver, CO 80203-3528
(303) 837-3801

Fair Employment Practice Agency:

Colorado Civil Rights Division
1560 Broadway, Suite 1050
Denver, CO 80202
(303) 894-7805 (Voice)
(303) 894-7832 (TDD)

JTPA Liaison:

Governor's Job Training Office
720 South Colorado Blvd., Suite 550
Denver, CO 80222
(303) 758-5020 (Voice/TDD)

President's Committee Partner:

Colorado Coalition for Persons with Disabilities
Employ Ability, Inc.
789 Sherman St., Suite 520
Denver, CO 80203
(303) 861-2735 (TDD)

Protection & Advocacy for Individual Rights:

The Legal Center
455 Sherman St., Suite 130
Denver, CO 80203
(303) 722-0300 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

The Legal Center
455 Sherman St., Suite 130
Denver, CO 80203
(303) 722-0300 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

The Legal Center
455 Sherman St., Suite 130
Denver, CO 80203
(303) 722-0300 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Social Services
Rehabilitation Services
1575 Sherman St., 4th Fl.
Denver, CO 80203-1741
(303) 866-5196 (Voice/TDD)

CONNECTICUT

ADA Technical Assistance Center (Region I)

New England Disability and Business Technical Assistance Center
145 Newbury St., Portland, ME 04101
(207) 874-6535 (Voice/TDD)

Client Assistance Program:

Office of P&A for Handicapped and
Developmentally Disabled Persons
60 Weston St.
Hartford, CT 06120-1551
(203) 297-4300 (Voice)
(203) 566-2102 (TDD)

Developmental Disability Council:

Developmental Disability Council
90 Pitkin St.
East Hartford, CT 06108
(203) 725-3829

Employment Service:

Governor's Committee on Employment of People
with Disabilities
Labor Department Bldg.
200 Folly Brook Blvd.
Wethersfield, CT 06109
(203) 566-1513

Fair Employment Practice Agency:

Connecticut Commission on Human Rights and
Opportunities
90 Washington St.
Hartford, CT 06106
(203) 566-4895
(203) 566-3350

JTPA Liaison:

Department of Labor
200 Folly Brook Blvd.
Wethersfield, CT 06109
(203) 566-4384

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Labor Department Bldg.
200 Folly Brook Blvd.
Wethersfield, CT 06109
(203) 566-1513

Protection & Advocacy for Persons with Developmental Disabilities:

Office of P&A for Handicapped and
Developmentally Disabled Persons
60 Weston St.
Hartford, CT 06120-1551
(203) 297-4300 (Voice) or (203) 566-2102 (TDD)

Protection & Advocacy for Mentally Ill Individuals:

Office of P&A for Handicapped and
Developmentally Disabled Persons
60 Weston St.
Hartford, CT 06120-1551
(203) 297-4300 (Voice) or (203) 566-2102 (TDD)

Vocational Rehabilitation Agency:

State Board of Education
Division of Rehabilitation
10 Griffin Rd., North
Windsor, CT 06095
(203) 289-2003

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department of Human Resources
Board of Education & Services for the Blind
170 Ridge Rd.
Wethersfield, CT 06109
(203) 566-5800

DELAWARE

ADA Technical Assistance Center Region III

Mid-Atlantic Disability and Business Technical Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Client Assistance Program:

United Cerebral Palsy, Inc.
Client Assistance Program
700 A. Riverroad
Wilmington, DE 19809
(302) 764-2400 (Voice/TDD)

Developmental Disability Council:

Developmental Disability Council
P.O. Box 1401, Priscilla Bldg., 156 S. State St.
Dover, DE 19903
(302) 739-4456

Employment Service:

State Department of Labor
Division of Employment and Training
Stockton Bldg., University Office Plaza
Wilmington, DE 19714
(302) 368-6810

Fair Employment Practice Agency:

Delaware Department of Labor
Anti-Discrimination Section
State Office Building
820 North French St., 6th Fl.
Wilmington, DE 19801
(302) 577-3929

JTPA Liaison:

Division of Employment and Training
University Plaza, Stockton Bldg.
P.O. Box 9499
Newark, DE 19714-9499
(302) 368-6810

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Delaware Elwyn Bldg., 4th Fl.
321 East 11th St.
Wilmington, DE 19801
(302) 577-3915 (Voice) or (302) 577-2850 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Disabilities Law Program
144 East Market St.
Georgetown, DE 19947
(302) 856-0038

Protection & Advocacy for Mentally Ill Individuals:

Disabilities Law Program
144 East Market St.
Georgetown, DE 19947
(302) 856-0038

Vocational Rehabilitation Agency:

Department of labor
Division of Vocational Rehabilitation
Elwyn Bldg., 4th Fl., 321 East 11th St.
Wilmington, DE 19801
(302) 577-2850 (V/TDD)

Vocational Rehabilitation Agency for Persons who are Blind and Visually Impaired:

Division for the Visually Impaired
Health & Social Service Campus
Biggs Building
1901 North Dupont Highway
New Castle, DE 19720
(302) 421-5730

DISTRICT OF COLUMBIA

ADA Technical Assistance Center (Region III)

Mid-Atlantic Disability and Business Technical Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Client Assistance Program:

Rehabilitation Services Administration
Client Assistance Program
605 G St., N.W., Rm. 1004
Washington, DC 20001
(202) 727-0977
(202) 727-0975

Developmental Disability Council:

D.C. Developmental Disability Planning Council
605 G St., N.W., Suite 1120
Washington, DC 20024
(202) 727-4034

Employment Service:

Department of Employment Services
500 C St., N.W., Rm. 600
Washington, DC 20001
(202) 639-1000

Fair Employment Practice Agencies:

D.C. Office of Human Rights
2000 14th St., N.W., 3rd Fl.
Washington, DC 20009
(202) 939-8780

JTPA Liaison:

Department of Employment Services
500 C St., N.W.
Washington, DC 20001
(202) 639-1000

President's Committee Partner:

Mayor's Committee on Persons with Disabilities
East Potomac Bldg., Rm. 1108
605 G St., N.W.
Washington, DC 20001
(202) 727-0904 (Voice)
(202) 727-0925 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Information Protection & Advocacy
Center for Handicapped Individuals
4455 Connecticut Ave., N.W., Suite B
Washington, DC 20008
(202) 966-8081 (Voice)
(202) 966-2500 (TDD)

Protection & Advocacy for Mentally Ill Individuals:

Information Protection & Advocacy
Center for Handicapped Individuals
4455 Connecticut Ave., N.W., Suite B
Washington, DC 20008
(202) 966-8081

Vocational Rehabilitation Agency:

Department of Human Services
D.C. Rehabilitation Services Administration
Commission on Social Services
605 G St., N.W., Rm. 1101
Washington, DC 20001
(202) 727-3227

FLORIDA

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Centers
1776 Peachtree St., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

Advocacy Center for Persons with Disabilities
2671 Executive Center West, Suite 100
Tallahassee, FL 32301-5024
(904) 488-9071 (Voice)
(800) 342-0823 (Voice)
(800) 346-4127 (TDD)

Developmental Disability Council:

Florida Developmental Disability Planning
Council
820 East Park Ave., Suite I-100
Tallahassee, FL 32301
(904) 488-4180

Employment Service:

Department of Labor & Employment Security
2012 Capital Circle, S.E.
Hartman Bldg., Suite 303
Tallahassee, FL 32399-2152
(904) 488-4398

Fair Employment Practice Agency:

Florida Commission on Human Relations
325 John Knox Rd., Bldg. F, Suite 240
Tallahassee, FL 32303-1570
(904) 488-5291
(904) 488-7082 (FAX)

JTPA Liaison:

Department of Labor and Employment Security
2012 Capitol Circle, S.E.
Hartman Bldg., Suite 303
Tallahassee, FL 32399-2152
(904) 488-4398

President's Committee Partner:

Florida Governor's Alliance for the Employment
of Disabled Citizens
Magnolia Park Pl., Suite A-17
345 South Magnolia Dr.
Tallahassee, FL 32301-2947
(904) 487-2222 (Voice) or (904) 487-0925 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Advocacy Center for Persons with Disabilities
2671 Executive Center Circle West, Suite 100
Tallahassee, FL 32301-5024
(904) 488-9071 (Voice) or (800) 346-4127 (TDD)

Protection & Advocacy for Mentally Ill Individuals:

Advocacy Center for Persons with Disabilities
2671 Executive Center Circle West, Suite 100
Tallahassee, FL 32301-5024
(904) 488-9071 (Voice) or (800) 346-4127 (TDD)

Vocational Rehabilitation Agency:

Department of Labor and Employment Security
Division of Vocational Rehabilitation
1709-A Mahan Dr.
Tallahassee, FL 32399-0696
(904) 488-6210 (Voice) or (904) 922-2246 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department of Education
Division of Blind Services
2540 Executive Center, Crl. West, Douglas Bldg.
Tallahassee, FL 32399
(904) 488-1330 (Voice/TDD)

GEORGIA

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Center
1776 Peachtree Rd., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

Division of Rehabilitation Service
878 Peachtree St., N.E. Suite 708
Atlanta, GA 30309
(404) 894-6725 (Voice/TDD)

Developmental Disability Council:

Governor's Council on Developmental Disability
878 Peachtree St., N.E., #620
Atlanta, GA 30309
(404) 894-5790
(404) 894-2031 (TDD)

Employment Service:

Georgia Department of Labor
148 International Blvd., N.E., Suite 600
Atlanta, GA 30303
(404) 656-3011

Fair Employment Practice Agency:

Georgia Office of Fair Employment Practices
156 Trinity Ave., S.W., Suite 208
Atlanta, GA 30303
(404) 656-1736

JTPA Liaison:

Georgia Department of Labor
148 International Blvd., N.E.
Atlanta, GA 30303
(404) 656-3011

President's Committee Partner:

Governor's Committee on Employment of
Handicapped Persons
Division of Rehabilitation Service
Field Services Section, Suite 706
878 Peachtree St., N.E.
Atlanta, GA 30309
(404) 894-7539
(404) 894-6670 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Georgia Advocacy Office, Inc.
1708 Peachtree St., N.W., Suite 505
Atlanta, GA 30309
(404) 885-1234 (Voice/TDD)
(800) 282-4538

Protection & Advocacy for Mentally Ill Individuals:

Georgia Advocacy Office, Inc.
1708 Peachtree St., N.W., Suite 505
Atlanta, GA 30309
(404) 885-1234 (Voice/TDD)
(800) 282-4538

Vocational Rehabilitation Agency:

Department of Human Resources
Division of Rehabilitation Services
878 Peachtree St., N.E., Rm. 706
Atlanta, GA 30309
(404) 894-6670 (Voice/TDD)

HAWAII

ADA Technical Assistance Center (Region IX)

Pacific Coast Disability and Business Technical Assistance Centers
440 Grand Ave., Suite 500
Oakland, CA 94610
(510) 465-7884 (Voice) or (510) 465-3172 (TDD)

Client Assistance Program:

Protection & Advocacy Agency
1580 Makaloa St., Suite 1060
Honolulu, HI 96814
(808) 949-2922 (Voice/TDD)

Developmental Disability Council:

Hawaii State Planning Council on Developmental
Disability
Waterfront Plaza, Tower #5
500 Ala Moana Blvd., Rm. 200
Honolulu, HI 96813
(808) 586-8100

Employment Service:

Department of Labor and Industrial Relations
830 Punchbowl St., Rm. 320
Honolulu, HI 96813
(808) 586-8844

Fair Employment Practice Agency:

Hawaii Civil Rights Commission
888 Mililani St., 2nd. Fl.
Honolulu, HI 96813
(808) 548-7625
(808) 586-8800

JTPA Liaison:

Department of Labor and Industrial Relations
830 Punchbowl St., Rm. 320
Honolulu, HI 96813
(808) 548-3150

President's Committee Partner:

Commission on Persons with Disabilities
500 Ala Moana Blvd.
5 Waterfront Plaza, Rm. 210
Honolulu, HI 96813
(808) 548-7606

Protection & Advocacy for Persons with Developmental Disabilities:

Protection & Advocacy Agency
1580 Makaloa St., Suite 1060
Honolulu, HI 96814
(808) 949-2922 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Protection & Advocacy Agency
1580 Makaloa St., Suite 1060
Honolulu, HI 96814
(808) 949-2922 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Human Services
Division of Vocational Rehabilitation
Bishop Trust Bldg.
1000 Bishop St., Suite 605
Honolulu, HI 96813
(808) 586-5355 (Voice) or (808) 586-5381 (TDD)

IDAHO

ADA Technical Assistance Center (Region X)

Northwest Disability and Business Technical Assistance Center
605 Woodview Dr.
Lacey, WA 98503
(206) 438-3168 (Voice) or (206) 438-3167 (TDD)

Client Assistance Program:

Co-Ad, Inc.
1409 West Washington St.
Boise, ID 83702
(208) 336-5353

Developmental Disability Council:

Idaho State Council on Developmental Disability
280 North 8th St., Suite 208
Boise, ID 83720
(208) 334-2178 (Voice) or (208) 334-2179 (TDD)
(800) 544-2433 (Voice)

Employment Service:

Department of Employment
317 Main St.
Boise, ID 83735
(208) 334-6110

Fair Employment Practice Agency:

Idaho Human Rights Commission
450 West State St.
Boise, ID 83720
(208) 334-2873

JTPA Liaison:

Idaho Department of Employment
317 Maine St.
Boise, ID 83735-0001
(208) 334-6110

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Department of Employment
317 Main St.
Boise, ID 83735
(208) 334-6193

Protection & Advocacy for Persons with Developmental Disabilities:

Co-Ad, Inc.
1409 West Washington
Boise, ID 83702
(208) 336-5353

Protection & Advocacy for Mentally Ill Individuals:

Co-Ad, Inc.
1409 West Washington
Boise, ID 83702
(208) 336-5353

Vocational Rehabilitation Agency:

Division of Vocational Rehabilitation
Len B. Jordon Building, Rm. 150
650 West State St.
Boise, ID 83720
(208) 334-3390 (Voice/TDD)

Vocational Rehabilitation Agency for Persons who are Blind and Visually Impaired:

Idaho Commission for the Blind
341 West Washington St.
Boise, ID 83702-6000
(208) 334-3220

ILLINOIS

ADA Technical Assistance Center (Region V)

Great Lakes Disability and Business Technical Assistance Center
1640 West Roosevelt Rd.
Chicago, IL 60608
(312) 413-1407 (Voice) or (312) 413-0453 (TDD)

Client Assistance Program:

Illinois Client Assistance Program
100 North First St., First Fl. West
Springfield, IL 62702-5197
(217) 782-5374
1-800-641-3929 (TDD)

Developmental Disability Council:

Illinois Council on Developmental Disability
State of Illinois Center
100 West Randolph 10-601
Chicago, IL 60601
(312) 814-2080
(312) 814-7151 (TDD)

Employment Service:

Department of Employment Security
401 South State St., Rm. 615
Chicago, IL 60605
(312) 793-5700

Fair Employment Practice Agency:

Illinois Department of Human Rights
100 West Randolph, 10th Fl., Suite 100
Chicago, IL 60601
(312) 814-6245
(312) 263-1579 (TDD)

JTPA Liaison:

Department of Commerce and Community
Affairs
JTPA Programs Division
620 East Adams, 6th Fl., Menden Hall
Springfield, IL 62701
(217) 785-6006 (Voice/TDD)

President's Committee Partner:

Liaison to the President's Committee on
Employment of People with Disabilities
Department of Rehabilitative Services
623 East Adams St.
Springfield, IL 62794
(217) 782-2093
(217) 782-5734 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Protection & Advocacy, Inc.
11 East Adams, Suite 1200
Chicago, IL 60603
(312) 341-0022 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Protection & Advocacy, Inc.
11 East Adams, Suite 1200
Chicago, IL 60603
(312) 341-0022 (Voice/TDD)

Vocational Rehabilitation Agency:

Illinois Department of Rehabilitation Services
P.O. Box 19429
623 East Adams St.
Springfield, IL 62794-9429
(217) 782-2093
(217) 782-5734 (TDD)

INDIANA

ADA Technical Assistance Center (Region V)

Great Lakes Disability and Business Technical Assistance Center
1640 West Roosevelt Rd. (M/C 627)
Chicago, IL 60608
(312) 413-1407 (Voice) or (312) 413-0453 (TDD)

Client Assistance Program:

Indiana Advocacy Services
850 North Meridian, Suite 2-C
Indianapolis, IN 46204
(317) 232-1150 (Voice/TDD)
(800) 622-4845

Developmental Disability Council:

Governor's Planning Council for People with
Disabilities
143 West Market St., Suite 404
Indianapolis, IN 46204
(317) 232-7770

Employment Service:

Department of Employment & Training Services
10 North Senate Ave., Rm. 331
Indianapolis, IN 46204
(317) 232-3270

Fair Employment Practice Agency:

Indiana Civil Rights Commission
32 East Washington St., Suite 900
Indianapolis, IN 46204
(317) 232-2612
(317) 232-1987
(317) 232-2639 (TDD)

JTPA Liaison:

Indiana Department of Employment and
Training Services
10 North Senate Ave., Rm. 331
Indianapolis, IN 46204
(317) 232-3270

President's Committee Partner:

Indiana State Commission for the Handicapped
P.O. Box 1964
1330 West Michigan St.
Indianapolis, IN 46206-1964
(317) 633-0288 (Voice)
(317) 633-0859 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Indiana Advocacy Services
850 North Meridian, Suite 2-C
Indianapolis, IN 46204
(317) 232-1150 (Voice/TDD)
(800) 622-4845

Protection & Advocacy for Persons with Developmental Disabilities:

Indiana Advocacy Services
850 North Meridian, Suite 2-C
Indianapolis, IN 46204
(317) 232-1150 (Voice/TDD)
(800) 622-4845

Vocational Rehabilitation Agency:

Indiana Department of Human Services
Division of Rehabilitation Services
P.O. Box 7083
402 West Wash. St., Rm. W453, ISTA Bldg.
Indianapolis, IN 46207-7083
(317) 232-1433

IOWA

ADA Technical Assistance Center (Region VII)

Great Plains Disability and Business Technical Assistance Center
4816 Santana Dr.
Columbia, MO 65203
(314) 882-3600 (Voice/TDD)

Client Assistance Program:

Division of Persons with Disabilities
Client Assistance Program
Lucas State Office Bldg.
Des Moines, IA 50319
(515) 281-3957
(515) 242-6172 (TDD)
1-800-652-4298

Developmental Disability Council:

The Iowa Governor's Planning Council for
Developmental Disabilities
Hoover Bldg., 1st Fl.
Des Moines, IA 50319
(515) 281-3758 (Voice) or (515) 281-4355 (TDD)

Employment Service:

Department of Employment Services
1000 East Grand Ave.
Des Moines, IA 50319
(515) 281-5365
(800) 562-4692 (Voice/TDD)

Fair Employment Practice Agency:

Iowa Civil Rights Commission
211 E. Maple St., 2nd Fl.
Grimes State Office Bldg.
Des Moines, IA 50319
(515) 281-4121
(800) 457-4416 (In State Only)

JTPA Liaison:

Iowa Department of Economic Development
Division of Work Force Development
200 East Grand Ave.
Des Moines, IA 50309
(515) 242-4779

President's Committee Partner:

Iowa Commission of Persons with Disabilities
Lucas State Office Bldg.
Des Moines, IA 50319
(515) 281-5969 (Voice)
(515) 242-6172 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Iowa Protection and Advocacy Services, Inc.
3015 Merle Hay Rd., Suite 6
Des Moines, IA 50310
(515) 278-2502

Protection & Advocacy for Mentally Ill Individuals:

Iowa Protection and Advocacy Services, Inc.
3015 Merle Hay Rd., Suite 6
Des Moines, IA 50310
(515) 278-2502

Vocational Rehabilitation Agency:

Department of Education
Iowa Division of Vocational Rehabilitation
Services
510 East 12th St.
Des Moines, IA 50319
(515) 281-6731

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department for the Blind
524 4th St.
Des Moines, IA 50309-2364
(515) 281-1333 (Voice) or (515) 281-1355 (TDD)

KANSAS

ADA Technical Assistance Center (Region VII)

Great Plains Disability and Business Technical Assistance Center
4816 Santana Dr.
Columbia, MO 65203
(314) 882-3600 (Voice/TDD)

Client Assistance Program:

Client Assistance Program
300 S.W. Oakley, Biddle Bldg., 1st Fl.
Topeka, KS 66606-1995
(913) 296-1491 (Voice/TDD)

Developmental Disabilities Council:

Kansas Planning Council on Developmental
Disabilities
Docking State Office Bldg., 4th Fl. West
Topeka, KS 66612
(913) 296-2608 (Voice/TDD)

Employment Service:

Kansas Department of Human Resources
401 Topeka Blvd.
Topeka, KS 66603
(913) 296-7474

Fair Employment Practice Agency:

Kansas Human Rights Commission
Landon State Office Bldg., Suite 851-S
900 Jackson St.
Topeka, KS 66612-1258
(913) 296-3206 (Voice) or (913) 296-0245 (TDD)

JTPA Liaison:

Kansas Department of Human Resources
Division of Employment and Training
401 Topeka Blvd.
Topeka, KS 66603
(913) 296-7874

President's Committee Partner:

Kansas Commission on Disability Concerns
1430 S.W. Topeka Ave.
Topeka, KS 66612-1877
(913) 296-1722 (Voice)
(913) 296-5044 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Kansas Advocacy & Protective Service
513 Leavenworth St., Suite 2
Manhattan, KS 66502
(913) 776-1541
(800) 432-8276 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Kansas Advocacy & Protective Service
513 Leavenworth St., Suite 2
Manhattan, KS 66502
(913) 776-1541
(800) 432-8276

Vocational Rehabilitation Agency:

Department of Social and Rehabilitation Services
300 Southwest Oakley St.
Biddle Bldg., 1st Fl.
Topeka, KS 66606

KENTUCKY

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Center
1776 Peachtree Rd., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

ADA Technical Assistance Program:

Southeast Disability and Business
Technical Center
1776 Peachtree St.
Suite 310, North
Atlanta, GA 30309
(404) 888-0022 (Voice)
(404) 888-9007 (TDD)

Client Assistance Program:

Client Assistance Program
500 Mero St., 920 Capitol Plaza Tower
Frankfort, KY 40601
(502) 564-8035 (Voice/TDD)
(800) 633-6283 (In State Only/Voice/TDD)

Developmental Disability Council:

Department for Mental Health and Mental
Retardation
The Kentucky Developmental Disabilities
Planning Council
275 East Main St.
Frankfort, KY 40621
(502) 564-4448 (Voice/TDD)

Employment Service:

Department for Employment Services
275 East Main St., 2nd West
Frankfort, KY 40621
(502) 564-5331

JTPA Liaison:

Department for Employment Services
Cabinet for Human Resources
275 East Main St., 2-West
Frankfort, KY 40621
(502) 564-5331

President's Committee Partner:

Kentucky Committee on Employment of People
with Disabilities
600 West Cedar St.
Louisville, KY 40203
(502) 588-4073

Protection & Advocacy for Persons with Developmental Disabilities:

Division for Protection & Advocacy
Office for Public Advocacy
1264 Louisville Rd., Perimeter Park West
Frankfort, KY 40601
(502) 564-2967 (Voice)
(800) 372-2988 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Division for Protection & Advocacy
Office for Public Advocacy
1264 Louisville Rd., Perimeter Park West
Frankfort, KY 40601
(502) 564-2967 (Voice)
(800) 372-2988 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Vocational Rehabilitation
500 Mero St., Capitol Plaza Tower, 9th Fl.
Frankfort, KY 40601
(502) 564-4440 (Voice/TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Kentucky Department for the Blind
427 Versailles Rd.
Frankfort, KY 40601
(502) 564-4754

LOUISIANA

ADA Technical Assistance Center (Region VI)

Southwest Disability and Business Technical Assistance Center
2323 South Sheperd Blvd., Suite 1000
Houston, TX 77019
(713) 520-0232 (Voice) or (713) 520-5136 (TDD)

Client Assistance Program:

Advocacy Center for the Elderly and Disabled
210 O'Keefe, Suite 700
New Orleans, LA 70112
(504) 522-2337 (Voice/TDD)
(800) 622-7705 (Voice)

Developmental Disability Council:

Louisiana State Planning Council on
Developmental Disabilities
P.O. Box 3455
Baton Rouge, LA 70821-3455
(504) 342-7700 (Voice/TDD)
(800) 922-DIAL (Voice) or (800) 256-1633 (TDD)

Employment Service:

Department of Employment & Training
P.O. Box 94094
Baton Rouge, LA 70804-9094
(504) 342-3011

JTPA Liaison:

Office of Labor
P.O. Box 94094
Baton Rouge, LA 70804-9094
(504) 342-7692

Protection & Advocacy of Individual Rights:

Advocacy Center for the Elderly and Disabled
210 O'Keefe, Suite 700
New Orleans, LA 70112
(504) 522-2337 or (800) 662-7705

President's Committee Partner:

Louisiana Rehabilitation Services
P.O. Box 94371
Baton Rouge, LA 70804
(504) 765-2310 (Voice/TDD)
(800) 256-1523 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Advocacy Center for the Elderly and Disabled
210 O'Keefe, Suite 700
New Orleans, LA 70112
(504) 522-2337 (Voice/TDD)
(800) 662-7705 (Voice)

Protection & Advocacy for Mentally Ill Individuals:

Advocacy Center for the Elderly and Disabled
210 O'Keefe, Suite 700
New Orleans, LA 70112
(504) 522-2337 (Voice/TDD)
(800) 662-7705 (Voice)

Vocational Rehabilitation Agency:

Department of Social Services
Division of Rehabilitation Services
P.O. Box 94371
Baton Rouge, LA 70804
(504) 765-2310 (Voice/TDD)
(800) 256-1523 (Voice/TDD)

MAINE

ADA Technical Assistance Center
(Region I)

New England Disability and Business Technical Assistance Center
145 Newbury St.
Portland, ME 04101
(207) 874-6535 (Voice/TDD)

Client Assistance Program:

Maine Advocacy Services
1 Grandview Pl., Suite 1, Box 445
Winthrop, ME 04364
(207) 377-6202 (Voice/TDD)
(800) 452-1948 (In State Only/Voice/TDD)

Developmental Disability Council:

Developmental Disability Council
Nash Bldg. STA #139
Augusta, ME 04330-9947
(207) 289-4213

Employment Service:

Maine Department of Labor
Bureau of Employment Security
20 Union St.
Augusta, ME 04330
(207) 289-2411

Fair Employment Practice Agency:

Maine Human Rights Commission
Statehouse Station 51
Augusta, ME 04333
(207) 289-2326 (Voice/TDD)

JTPA Liaison:

Bureau of Employment and Training Programs
Statehouse Station 55
Augusta, ME 04333
(207) 289-3377 (Voice) or (207) 289-4767 (FAX)

Protection & Advocacy of Individual Rights:

Maine Advocacy Services
1 Grandview Pl., Suite 1, Box 445
Winthrop, ME 04364
(207) 377-6202 or (800) 452-1948 (Voice/TDD)

President's Committee Partner:

Governor's Committee on Employment of the
Handicapped
35 Anthony Ave.
Augusta, ME 04330

**Protection & Advocacy for Persons with
Developmental Disabilities:**

Maine Advocacy Services
1 Grandview Pl., Suite 1, Box 445
Winthrop, ME 04364
(207) 377-6202 or (800) 452-1948 (Voice/TDD)

**Protection & Advocacy for Mentally Ill
Individuals:**

Maine Advocacy Services
1 Grandview Pl., Suite 1, Box 445
Winthrop, ME 04364
(207) 377-6202 or (800) 452-1948 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Human Services
Bureau of Rehabilitation
35 Anthony Ave.
Augusta, ME 04333-0011
(207) 624-5300 (Voice)
(207) 624-5322 or (800) 332-1003 (TDD)

MARYLAND

ADA Technical Assistance Center (Region III)

Mid-Atlantic Disability and Business Technical Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Client Assistance Program:

Maryland State Department of Education
Division of Vocational Rehabilitation
Client Assistance Program
300 West Preston St., Suite 205
Baltimore, MD 21201
(410) 333-7251 (Voice) or (410) 333-7676 (TDD)

Developmental Disability Council:

Maryland Developmental Disability Council
One Market Center
300 West Lexington St., Box 10
Baltimore, MD 21201
(410) 333-3688 (Voice/TDD)

Employment Service:

Department of Economic and Employment
Development
Office of Employment Services
Executive Director's Office
1100 North Eutaw St., Rm. 600
Baltimore, MD 21201
(410) 333-5070 (Voice) or (410) 333-1737 (TDD)

Fair Employment Practice Agency:

Maryland Commission on Human Relations
20 East Franklin St.
Baltimore, MD 21202
(301) 333-5518

JTPA Liaison:

Department of Economic & Employment
Development
Office of Employment & Training
1100 N. Eutaw St., Rm. 316
Baltimore, MD 21201
(410) 333-5718

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
1 Market Center, Box 10
300 West Lexington St.
Baltimore, MD 21201-3435
(410) 333-2263 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Maryland Disability Law Center
2510 St. Paul St.
Baltimore, MD 21218
(410) 235-4700
(410) 235-4227 (TDD)
(800) 233-7201

Protection & Advocacy for Mentally Ill Individuals:

Maryland Disability Law Center
2510 St. Paul St.
Baltimore, MD 21218
(410) 235-4700
(800) 233-7201

Vocational Rehabilitation Agency:

Division of Vocational Rehabilitation
Administrative Offices
2301 Argonne Dr.
Baltimore, MD 21218
(410) 554-3000
(410) 554-3277

MASSACHUSETTS

ADA Technical Assistance Center (Region I)

New England Disability and Business Technical Assistance Center
145 Newbury St.
Portland, ME 04101
(207) 874-6535 (Voice/TDD)

Client Assistance Program:

Massachusetts Office on Disability
Client Assistance Program
One Ashburton Pl., Rm. 1305
Boston, MA 02108
(617) 727-7440 or (800) 322-2020 (Voice/TDD)

Developmental Disability Council:

Massachusetts Developmental Disability Council
600 Washington St., Rm. 670
Boston, MA 02111
(617) 727-6374 (Voice/TDD)

Employment Service:

Department of Employment & Training
19 Staniford St., 3rd Fl.
Boston, MA 02114
(617) 727-6600 (Voice)
(617) 727-4404 or (617) 727-8660 (TDD)

Fair Employment Practice Agency:

Massachusetts Commission Against
Discrimination
One Ashburton Pl., Rm. 601
Boston, MA 02108
(617) 727-3990

JTPA Liaison:

Department of Employment and Training
Charles F. Hurley Bldg.
Government Center, 19 Staniford St.
Boston, MA 02114
(617) 727-6600 (Voice) or (617) 727-8660 (TDD)

President's Committee Partner:

Governor's Commission on Employment of People
with Disabilities
Department of Employment and Training
Commissioner's Office
19 Standford St., 3rd Fl.
Boston, MA 02114
(617) 727-6600 (Voice)
(617) 727-4404 or (617) 727-8660 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Disability Law Center, Inc.
11 Beacon St., Suite 925
Boston, MA 02108
(617) 723-8455 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Center for Public Representation
22 Green St.
Northampton, MA 01060
(413) 584-1644 (Voice) or (413) 586-6024 (TDD)

Vocational Rehabilitation Agency:

Massachusetts Rehabilitation Commission
Fort Point Pl., 27-43 Wormwood St.
Boston, MA 02210-1606
(617) 727-2172 (Voice) or (617) 727-2170 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Massachusetts Commission for the Blind
88 Kingston St.
Boston, MA 02111-2227
(617) 727-5550 or (800) 392-6450 (Voice)
(800) 392-6556 (TDD)

MICHIGAN

ADA Technical Assistance Center (Region V)

Great Lakes Disability and Business Technical Assistance Center
1640 West Roosevelt Rd. (M/C 627)
Chicago, IL 60608
(312) 413-1407 (Voice) or (312) 413-0453 (TDD)

Client Assistance Program:

Michigan Rehabilitation Services
P.O. Box 30008
Lansing, MI 48909
(517) 373-8193 (Voice/TDD)
(800) 292-5896 (Voice/TDD)

Developmental Disability Council:

Michigan Developmental Disability Council
Lewis Cass Bldg., 6th Fl.
Lansing, MI 48913
(517) 334-6123 (Voice) or (517) 334-7354 (TDD)

Employment Service:

Michigan Employment Security Commission
7310 Woodward Ave.
Detroit, MI 48202
(313) 876-5500 (Voice) or (313) 876-5540 (TDD)

Fair Employment Practice Agency:

Michigan Department of Civil Rights
1200 6th Ave., Michigan Plaza Bldg.
Detroit, MI 48226
(313) 256-2615 (Voice) or (313) 961-1552 (TDD)

JTPA Liaison:

Michigan Department of Labor
P.O. Box 30015
Lansing, MI 48909
(517) 373-9600

Protection & Advocacy for Individual Rights:

Michigan P&A Service
109 West Michigan, Suite 900
Lansing, MI 48933
(517) 487-1755

President's Committee Partner:

Michigan Commission on Handicapper
Concerns
P.O. Box 30015, 201 N. Washington Ave.
Lansing, MI 48909
(517) 373-8397 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Michigan Protection & Advocacy Service
109 West Michigan, Suite 900
Lansing, MI 48933
(517) 487-1755 (Voice/TDD)
(800) 292-5923 (In State Only/Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Michigan Protection and Advocacy Service
109 West Michigan, Suite 900
Lansing, MI 48933
(517) 487-1755 (Voice/TDD)
(800) 292-5923 (In State Only/Voice/TDD)

Vocational Rehabilitation Agency:

Department of Education
Michigan Rehabilitation Services
P.O. Box 30010
Lansing, MI 48909
(517) 373-3390 (Voice) or (517) 355-6745 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department of Labor
Commission for the Blind
201 North Washington Sq.
Lansing, MI 48909
(517) 373-2062 (Voice) or (517) 373-4025 (TDD)
(800) 292-4200 (In State Only)

MINNESOTA

ADA Technical Assistance Center (Region V)

Great Lakes Disability and Business Technical Assistance Center
1640 West Roosevelt Rd. (M/C 627)
Chicago, IL 60608
(312) 413-1407 (Voice) or (312) 413-0453 (TDD)

Client Assistance Program:

Minnesota Disability Law Center
430 First Ave. North, Suite 300
Minneapolis, MN 55401-1780
(612) 332-1441 (Voice) or (800) 292-4150 (TDD)

Developmental Disability Council:

Governor's Planning Council on Developmental Disabilities
658 Cedar St., 300 Centennial Office Bldg.
St. Paul, MN 55155
(612) 296-4018 (Voice) or (612) 296-9962 (TDD)

Employment Service:

Minnesota Department of Jobs and Training
390 North Robert St.
St. Paul, MN 55101
(612) 296-3711 (Voice) or (612) 296-3900 (TDD)
(800) 328-9095 (In State Only/Voice)

Fair Employment Practice Agency:

Minnesota Department of Human Rights
Seventh Pl. & Minnesota St.
500 Bremer Tower, 5th Fl.
St. Paul, MN 55101
(612) 296-5665 or (800) 652-9747 (Voice)
(612) 296-1283 (TDD)

JTPA Liaison:

Minnesota Department of Jobs and Training
Community Based Services Division
150 E. Kellogg, 690 American Center Bldg.
St. Paul, MN 55101
(612) 296-8004 or (800) 456-8519 (Voice)
(612) 297-3944 (TDD)

President's Committee Partner:

Minnesota State Council on Disability
121 E. 7th Pl., Suite 145
St. Paul, MN 55101
(612) 296-6785 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Minnesota Disability Law Center
430 First Ave. North, Suite 300
Minneapolis, MN 55401-1780
(612) 332-1441 (Voice) or (612) 332-4668 (TDD)
(800) 292-4150 (In State Only/Voice)

Protection & Advocacy for Mentally Ill Individuals:

Minnesota Disability Law Center
430 First Ave. North, Suite 300
Minneapolis, MN 55401-1780
(612) 332-1441 (Voice) or (612) 332-4668 (TDD)
(800) 292-4150 (In-State Only)

Vocational Rehabilitation Agency:

Department of Jobs & Training
Division of Rehabilitation Services
390 North Robert St., 5th Fl.
St. Paul, MN 55101
(612) 296-5616 (Voice) or (612) 296-3900 (TDD)
(800) 328-9095 (In-State Only)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

State Services for the Blind
1745 University Ave. W.
St. Paul, MN 55104
(612) 642-0508 (Voice) or (612) 642-0506 (TDD)
(800) 652-9000 (In State Only/Voice)

MISSISSIPPI

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Center
1776 Peachtree Rd., Suite 301 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

Easter Seal Society
Client Assistance Program
3226 North State St.
Jackson, MS 39216
(601) 981-9646 or (800) 962-2400 (Voice)

Developmental Disability Council:

Developmental Disability Planning Council
1101 Robert E. Lee Bldg.
Jackson, MS 39201
(601) 359-6238

Employment Service:

Mississippi Employment Security Commission
P.O. Box 1699
Jackson, MS 39215-1699
(601) 961-7400

JTPA Liaison:

Department of Economic & Community
Development
Employment Training Division
301 Pearl St.
Jackson, MS 39203-3089
(601) 949-2234

President's Committee Partner:

Governor's Office of Handicapped Services
Mississippi Department of Rehabilitation
Services
P.O. Box 22806
Jackson, MS 39225-2806
(601) 354-6100 or (800) 622-6052 (Voice)

Protection & Advocacy for Persons with Developmental Disabilities:

Mississippi P&A System, Inc.
4793 B McWillie Dr.
Jackson, MS 39206
(601) 981-8207 (Voice/TDD)
(800) 772-4057 (Voice)

Protection & Advocacy for Mentally Ill Individuals:

Mississippi P&A System for, Inc.
4793 B McWillie Dr.
Jackson, MS 39206
(601) 981-8207 or (800) 772-4057 (Voice)
(601) 981-8207 (Voice/TDD)

Vocational Rehabilitation Agency:

Division of Vocational Rehabilitation Services
P.O. Box 1698
Jackson, MS 39215
(601) 354-6825 (Voice/TDD)
(800) 443-1000 (In State Only/Voice)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Vocational Rehabilitation for the Blind
P.O. Box 4872
Jackson, MS 39296-4872
(601) 354-6411

MISSOURI

ADA Technical Assistance Center (Region VII)

Great Plains Disability and Business Technical Assistance Center
4816 Santana Dr.
Columbia, MO 65203
(314) 882-3600 (Voice/TDD)

Client Assistance Program:

Missouri P&A Services
925 South Country Club Dr., Unit B-1
Jefferson City, MO 65109
(314) 893-3333 (Voice/TDD)
(800) 392-8667 (Voice)

Developmental Disability Council:

Missouri Planning Council for Developmental
Disabilities
P.O. Box 687
1706 East Elm St.
Jefferson City, MO 65101
(314) 751-4054

Employment Service:

Division of Employment Security
P.O. Box 59
Jefferson City, MO 65104
(314) 751-3976

Fair Employment Practice Agency:

Missouri Commission on Human Rights
3315 West Truman Blvd.
P.O. Box 1129
Jefferson City, MO 65102-1129
(314) 444-7590 (Voice/TDD)

JTPA Liaison:

Department of Economic Development
Division of Job Development and Training
221 Metro Dr.
Jefferson City, MO 65109
(314) 751-7796 or (800) 877-8698 (Voice)

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
P.O. Box 1668, 3315 West Truman Blvd.
Jefferson City, MO 65102
(314) 751-2600 or (800) 877-8249 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Missouri Protection & Advocacy Services
925 South Country Club Dr., Unit B-1
Jefferson City, MO 65109
(314) 893-3333 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Missouri P&A Services
925 South Country Club Dr., Unit B-1
Jefferson City, MO 65109
(314) 893-3333 (Voice/TDD)

Vocational Rehabilitation Agency:

State Department of Elementary & Secondary
Education
Division of Vocational Rehabilitation
2401 East McCarty St.
Jefferson City, MO 65101
(314) 751-3251 (Voice)
(314) 751-0881 or (314) 751-5627 (Voice/TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Division of Family Services
Bureau for the Blind
619 East Capitol
Jefferson City, MO 65101
(314) 751-4249

MONTANA

ADA Technical Assistance Center (Region VIII)

Rocky Mountain Disability and Business Technical Assistance Center
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072
(719) 444-0252 (Voice) or (719) 444-0268 (TDD)

Client Assistance Program:

Montana Advocacy Program
1410 8th Ave.
Helena, MT 59601
(406) 444-3889 (Voice/TDD)
(800) 245-4743 (Voice)

Developmental Disability Council:

Developmental Disability Planning & Advisory
Council
P.O. Box 526, 111 North Last Chance Gulch
Arcade Bldg., Unit 1-C
Helena, MT 59624
(406) 444-1334

Employment Service:

Department of Labor & Industry
P.O. Box 1728
Helena, MT 59624
(406) 444-3555

Fair Employment Practice Agency:

Department of Labor & Industry
Montana Human Rights Commission
P.O. Box 1728, 1236 6th Ave.
Helena, MT 59624-1728
(406) 444-2884
(800) 542-0807

JTPA Liaison:

Department of Labor & Industry
Research, Safety and Training Division
P.O. Box 1728
Helena, MT 59624
(406) 444-4500 or (800) 542-0807

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Personnel Division
Mitchell Building, Rm. 130
Helena, MT 59620
(406) 444-3871 or (406) 444-3886

Protection & Advocacy for Persons with Developmental Disabilities:

Montana Advocacy Program
1410 8th Ave.
Helena, MT 59601
(406) 444-3889 (Voice/TDD)
(800) 245-4743 (Voice)

Protection & Advocacy for Mentally Ill Individuals:

Montana Advocacy Program
1410 8th Ave.
Helena, MT 59601
(406) 444-3889 (Voice/TDD)
(800) 245-4743 (Voice)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department of Social and Rehabilitation
Services
Rehabilitative/Visual Services Division
P.O. Box 4210, 111 Sanders
Helena, MT 59604
(406) 444-2590 (Voice/TDD)

NEBRASKA

ADA Technical Assistance Center (Region VII)

Great Plains Disability and Business Technical Assistance Center
4816 Santana Dr.
Columbia, MO 65203
(314) 882-3600 (Voice/TDD)

Client Assistance Program:

Nebraska Department of Education
Division of Rehabilitation Services
Client Assistance Program
301 Centennial Mall South
Lincoln, NE 68509-4987
(402) 471-3656 (Voice/TDD)
(800) 742-7594 (Voice/In-State Only)

Developmental Disability Council:

Nebraska Governor's Planning Council on
Developmental Disabilities
c/o Department of Health
P.O. Box 95007, 301 Centennial Mall South
Lincoln, NE 68509-5007
(402) 471-2330

Employment Service:

Department of Labor
550 South 16th St.
Lincoln, NE 68509-4600
(402) 471-3405

Fair Employment Practice Agency:

Nebraska Equal Opportunity Commission
301 Centennial Mall South
P.O. Box 94934, 5th Fl.
Lincoln, NE 68509
(402) 471-2024 or (800) 642-6112

JTPA Liaison:

Department of Labor
P.O. Box 94600, 550 South 16th St.
Lincoln, NE 68509-4600
(402) 471-9000

President's Committee Partner:

Governor's Committee on the Employment of the
Handicapped
Nebraska Job Service
Department of Labor
550 South 16th St., Box 94600
Lincoln, NE 68509
(402) 475-8451

Protection & Advocacy for Persons with Developmental Disabilities:

Nebraska Advocacy Services, Inc.
522 Lincoln Ctr. Bldg.
215 Centennial
Lincoln, NE 68508
(402) 474-3183 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Nebraska Advocacy Services, Inc.
522 Lincoln Ctr. Bldg., 215 Centennial Mall S.
Lincoln, NE 68508
(402) 474-3183 (Voice/TDD)

Vocational Rehabilitation Agency:

State Department of Education
Vocational of Rehabilitation Services
301 Centennial Mall, S., 6th Fl.
Lincoln, NE 68509
(402) 471-3649 (Voice) or (402) 471-3659 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

State Department of Public Institutions
Services for the Visually Impaired
4600 Valley Rd.
Lincoln, NE 68510-4844
(402) 471-2891 (Voice/TDD)

NEVADA

ADA Technical Assistance Center (Region IX)

Pacific Coast Disability and Business Technical Assistance Centers
440 Grand Ave., Suite 500
Oakland, CA 94610
(510) 465-7884 (Voice) or (510) 465-3172 (TDD)

Client Assistance Program:

Client Assistance Program
3100 Mill St., #115
Reno, NV 89502
(702) 688-1440 (Voice/TDD)
(800) 688-1440 (Voice)

Developmental Disability Council:

Developmental Disability Council
Department of Rehabilitation
505 East King St., Rm. 502
Carson City, NV 89710
(702) 687-4452 (Voice/TDD)

Employment Service:

Nevada Employment Security Department
500 East 3rd St.
Carson City, NV 89713
(702) 687-4635

Fair Employment Practice Agency:

Nevada Equal Rights Commission
1515 East Tropicana, Suite 590
Las Vegas, NV 89158
(702) 486-7161

JTPA Liaison:

State Job Training Office
Capitol Complex, 400 West King
Carson City, NV 89710
(702) 687-4310

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
3100 Mill International, Suite 115
Reno, NV 89502
(702) 688-1111 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Office of Protection & Advocacy, Inc.
2105 Capurro Way, Suite B
Sparks, NV 89431
(702) 688-1233 or (800) 992-5715

Protection & Advocacy for Mentally Ill Individuals:

Office of Protection & Advocacy, Inc.
2105 Capurro Way, Suite B
Sparks, NV 89431
(702) 789-0233 or (800) 992-5715

Vocational Rehabilitation Agency:

Department of Human Resources
Rehabilitation Division
505 East King St., 5th Fl.
Carson City, NV 90710
(702) 687-4440 (Voice/TDD)

NEW HAMPSHIRE

ADA Technical Assistance Center (Region I)

New England Disability and Business Technical Assistance Center
145 Newbury St.
Portland, ME 04101
(207) 874-6535 (Voice/TDD)

Client Assistance Program:

Governor's Commission on Disability
Client Assistance Program
57 Regional Dr.
Concord, NH 03301-9686
(603) 271-2773 (Voice/TDD)
(800) 852-3405 (Voice/In-State Only)

Developmental Disability Council:

New Hampshire Developmental Disability
Council
The Concord Center, 10 Ferry St., Unit 315
Concord, NH 03301-5022
(603) 271-3236 (Voice)
(603) 225-4033 (Voice/TDD)

Employment Service:

Department of Employment Security
32 South Main St.
Concord, NH 03301-4857
(603) 228-4000 (Voice) or (603) 225-4033 (TDD)

Fair Employment Practice Agency:

New Hampshire Commission for Human Rights
163 Loudon Rd.
Concord, NH 03301
(603) 271-2767 and (603) 225-4033

JTPA Liaison:

New Hampshire Job Training Coordinating
Council
64 Old Suncook Rd.
Concord, NH 03301
(603) 228-9500 (Voice)
(800) 772-7001 (Voice/In-State Only)

Protection & Advocacy for Individual Rights:

Disabilities Rights Center
P.O. Box 19
Concord, NH 03302-0019
(603) 228-0432

President's Committee Partner:

Governor's Commission on Disability
57 Regional Dr.
Concord, NH 03301
(603) 271-2773 (Voice/TDD)
(800) 852-3405 (In-State Only)

Protection & Advocacy for Persons with Developmental Disabilities:

Disabilities Rights Center
P.O. Box 19
Concord, NH 03302-0019
(603) 228-0432 (Voice/TDD)
(800) 834-1721 (In-State Only)

Protection & Advocacy for Mentally Ill Individuals:

Disabilities Rights Center
P.O. Box 19
Concord, NH 03302-0019
(603) 228-0432 (Voice/TDD)
(800) 834-1721 (In-State Only)

Vocation Rehabilitation Agency:

State Department of Education
Division of Vocational Rehabilitation
78 Regional Dr., Building #2
Concord, NH 03301-9686
(603) 271-3471 (Voice/TDD)

NEW JERSEY

ADA Technical Assistance Center (Region II)

Northeast Disability and Business Technical Assistance Center
354 South Broad St.
Trenton, NJ 08608
(609) 392-4004 (Voice) or (609) 392-7044 (TDD)

Client Assistance Program:

Division of Advocacy for the Developmentally Disabled
Client Assistance Program, CN 850
Trenton, NJ 08625
(609) 292-9742 (Voice/TDD)
(800) 922-7233 (Voice)

Developmental Disability Council:

New Jersey Developmental Disability Council
32 West State St., CN 700
Trenton, NJ 08625
(609) 292-3745 (Voice) or (609) 777-3293 (TDD)

Employment Service:

New Jersey Department of Labor
CN 110
Trenton, NJ 08625-0110
(609) 292-2323

Fair Employment Practice Agency:

Department of Law & Public Safety
New Jersey Division on Civil Rights
CN 089
31 Clinton St.
Newark, NJ 07102
(201) 648-2700

JTPA Liaison:

State of New Jersey
Department of Labor
Trenton, NJ 08625
(609) 292-2323

President's Committee Partner:

Governor's Liaison to the President's Committee
Commissioner of Labor
New Jersey Department of Labor, Cn-110
Trenton, NJ 08625
(609) 292-2323 or (609) 292-2919

Protection & Advocacy for Persons with Developmental Disabilities:

Division of Advocacy for the Developmentally Disabled
Client Assistance Program, CN 850
Trenton, NJ 08625
(609) 292-9742 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

New Jersey Department of Public Advocate
Division on Mental Health Advocacy
Hughes Justice Complex, CN 850
Trenton, NJ 08625
(609) 292-1750

Vocational Rehabilitation Agency:

New Jersey Department of Labor & Industry
Division of Vocational Rehabilitation Services
John Fitch Plaza, CN 398
Trenton, NJ 08625
(609) 292-5987 (Voice) or (609) 292-2919 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Commission for the Blind and Visually Impaired
P.O. Box 47017, 153 Halsey St.
Newark, NJ 07102
(201) 648-2324 (Voice) or (201) 648-4559 (TDD)

NEW MEXICO

ADA Technical Assistance Center (Region VI)

Southwest Disability and Business Technical Assistance Center
2323 South Sheperd Blvd., Suite 1000
Houston, TX 77019
(713) 520-0232 (Voice) or (713) 520-5136 (TDD)

Client Assistance Program:

Protection & Advocacy System, Inc.
1720 Louisiana Blvd., N.E., Suite 204
Albuquerque, NM 87110
(800) 432-4687 (Voice/TDD)

Developmental Disability Council:

NM Developmental Disability Planning Council
2025 South Pacheco St., Suite 200-B
Santa Fe, NM 87505
(505) 827-6260 (Voice) or (505) 827-6264 (TDD)

Employment Service:

New Mexico Department of Labor
P.O. Box 1928
Albuquerque, NM 87103
(505) 841-8409

Fair Employment Practice Agency:

New Mexico Human Rights Commission
1596 Pacheco St., Aspen Plaza
Santa Fe, NM 87502
(505) 827-6838

JTPA Liaison:

New Mexico Department of Labor
P.O. Box 1928
Albuquerque, NM 87103
(505) 841-8409

Protection & Advocacy for Individual Rights:

Protection & Advocacy System, Inc.
1720 Louisiana Blvd., N.E., Suite 204
Albuquerque, NM 87110
(800) 432-4687 (Voice/TDD)

President's Committee Partner:

Governor's Committee on Concerns of the Handicapped
491 Old Santa Fe Trail, Lamy Bldg., Rm. 117
Santa Fe, NM 87503
(505) 827-6328 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Protection & Advocacy System, Inc.
1720 Louisiana Blvd., N.E., Suite 204
Albuquerque, NM 87110
(800) 432-4687 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Protection & Advocacy System, Inc.
1720 Louisiana Blvd., N.E., Suite 204
Albuquerque, NM 87110
(505) 256-3100 (Voice)
(800) 432-4687 (Voice/TDD)

Vocational Rehabilitation Agency:

State Department of Education
Division of Vocational Rehabilitation
604 West San Mateo
Santa Fe, NM 87503
(505) 827-3511 (Voice) or (505) 827-3510 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Commission for the Blind
Pera Bldg., Rm. 205
Santa Fe, NM 87503
(505) 827-4479

NEW YORK

ADA Technical Assistance Center (Region II)

Northeast Disability and Business Technical Assistance Center
354 South Broad St.
Trenton, NJ 08608
(609) 392-4004 (Voice) or (609) 392-7044 (TDD)

Client Assistance Program:

New York State Commission on Quality of Care
for the Mentally Disabled
99 Washington Ave., Suite 1002
Albany, NY 12210-2895
(518) 473-7378 (Voice) or (800) 624-4143 (TDD)

Developmental Disability Council:

New York State Developmental Disability
Planning Council
155 Washington Ave., 2nd Fl.
Albany, NY 12210
(518) 432-8233 (Voice) or (518) 432-8245 (TDD)

Employment Service:

New York State Department of Labor
State Office Bldg. Campus, Bldg. 12, Rm. 592
Albany, NY 12240
(518) 457-2270

Fair Employment Practice Agency:

New York State Division of Human Rights
55 West 125th St., 13th Fl.
New York, NY 10027
(212) 870-8566

JTPA Liaison:

New York State Department of Labor
State Office Bldg. Campus, Bldg. 12
Albany, NY 12240
(518) 457-2741

Protection & Advocacy for Individual Rights:

New York Commission on Quality of Care for the
Mentally Disabled
99 Washington Ave., Suite 1002
Albany, NY 12210-2895
(518) 473-7378 (Voice) or (800) 624-4143 (TDD)

President's Committee Partner:

NY State Office of Advocate for the Disabled
One Empire State Plaza, Bldg. #1, 10th Fl.
Albany, NY 12223
(518) 473-4129 (Voice) or (518) 473-4231 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

New York Commission on Quality of Care
for the Mentally Disabled
99 Washington Ave., Suite 1002
Albany, NY 12210-2895
(518) 473-7378 (Voice) or (800) 624-4143 (TDD)

Protection & Advocacy for Mentally Ill Individuals:

New York Commission on Quality of Care
for the Mentally Disabled
99 Washington Ave., Suite 1002
Albany, NY 12210-2895
(518) 473-7378 (Voice) or (800) 624-4143 (TDD)

Vocational Rehabilitation Agency:

The New York State Education Department
Vocational Educational Services for Individuals
with Disabilities
One Commerce Plaza, Rm. 1606
Albany, NY 12234
(518) 473-9333 (Voice)
(800) 222-5627 (Voice/TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

State Department of Social Services
Commission for the Blind and Visually
Handicapped
40 North Pearl St., 10 Eyck Office Bldg.
Albany, NY 12243

NORTH CAROLINA

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Centers
1776 Peachtree Rd., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

North Carolina Division of Vocational
Rehabilitation Services
P.O. Box 26053
Raleigh, NC 27611
(919) 733-3364 (Voice)
(919) 733-5924 (TDD)

Developmental Disability Council:

North Carolina Council on Developmental
Disability
1508 Western Blvd.
Raleigh, NC 27606
(919) 733-6566 (Voice/TDD)

Employment Service:

Employment Security Commission of North
Carolina
P.O. Box 25903
Raleigh, NC 27611
(919) 733-7546

Fair Employment Practice Agency:

North Carolina Office of Administrative
Hearings-Civil Rights Division
P. O. Drawer 27447
Raleigh, NC 27611-7447
(919) 733-0431 (Voice/TDD)

JTPA Liaison:

Department of Economic and Community
Development
Division of Employment and Training
111 Seaboard Ave.
Raleigh, NC 27604
(919) 733-6383

President's Committee Partner:

Governor's Advocacy Council for Persons with
Disabilities
1318 Dale St., Suite 100
Raleigh, NC 27605-1275
(919) 733-9250 (Voice/TTD)

Protection & Advocacy for Persons with Developmental Disabilities:

Governor's Advocacy Council for Persons with
Disabilities
1318 Dale St., Suite 100
Raleigh, NC 27605-1275
(919) 733-9250 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Governor's Advocacy Council for Persons with
Disabilities
1318 Dale St., Suite 100
Raleigh, NC 27605-1275
(919) 733-9250 (Voice/TDD)

Vocational Rehabilitation Agency:

North Carolina Department of Human Resources
Division of Vocational Rehabilitation Services
State Office
P.O. Box 26053
Raleigh, NC 27611
(919) 733-3364 (Voice) or (919) 733-5924 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

North Carolina Department of Human Resources
Division of Services for the Blind
309 Ashe Ave.
Raleigh, NC 27606
(919) 733-9822

NORTH DAKOTA

ADA Technical Assistance Center (Region VIII)

Rocky Mountain Disability and Business Technical Assistance Center
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072
(714) 444-0252 (Voice) or (714) 444-0268 (TDD)

Client Assistance Program:

North Dakota Department of Human Services
Office of Vocational Rehabilitation
Client Assistance Program
Norwest Bank Bldg., Suite 303
400 East Broadway
Bismarck, ND 58501
(701) 224-3970 (Voice)
(701) 224-3975 (TTD)

Developmental Disability Council:

North Dakota Department of Human Services
North Dakota Developmental Disability Council
400 East Broadway, Suite 304
Bismarck, ND 58501
(701) 224-3950

Employment Service:

Job Service of North Dakota
P.O. Box 1537
Bismarck, ND 58502
(701) 224-2836

Fair Employment Practice Agency:

North Dakota Department of Labor
State Capitol Bldg.
600 East Blvd.
Bismarck, ND 58505-0340
(701) 224-2660

JTPA Liaison:

Job Service North Dakota
P.O. Box 1537
Bismarck, ND 58501
(701) 224-2836

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
400 East Broadway, Suite 304
Bismarck, ND 58501
(701) 224-3950

Protection & Advocacy for Persons with Developmental Disabilities:

The North Dakota Protection & Advocacy Project
400 East Broadway, Suite 515
Bismarck, ND 58501
(701) 224-2972 (Voice)
(701) 224-3947 (TDD)

Protection & Advocacy for Mentally Ill Individuals:

The North Dakota Protection & Advocacy Project
400 East Broadway, Suite 515
Bismarck, ND 58501
(701) 224-2972 (Voice)
(701) 224-3947 (TDD)

Vocational Rehabilitation Agency:

Department of Human Services
Office of Vocational Rehabilitation
400 East Broadway, Suite 303
Bismarck, ND 58501-4038
(701) 224-3999 (Voice)
(701) 224-3975 (TDD)

OHIO

ADA Technical Assistance Center (Region V)

Great Lakes Disability and Business Technical Assistance Center
1640 West Roosevelt Rd. (M/C 627)
Chicago, IL 60608
(312) 413-1407 (Voice) or (312) 413-0453 (TDD)

Client Assistance Program:

Governor's Office of Advocacy for People with Disabilities
30 East Broad St., Rm. 120
Columbus, OH 43266-0400
(614) 466-9956 (Voice)
(800) 228-5405 (TDD)

Developmental Disability Council:

Ohio Developmental Disability Planning Council
Department of Mental Retardation and Developmental Disability
8 East Long St., Atlas Bldg., 6th Fl.
Columbus, OH 43215
(614) 466-5205 (Voice)
(614) 644-5530 (TDD)

Employment Service:

Ohio Bureau of Employment Services
145 South Front St.
Columbus, OH 43215
(614) 466-2100 (Voice)
(614) 644-9186 (TDD)

Fair Employment Practice Agency:

Ohio Civil Rights Commission
220 Parsons Ave.
Columbus, OH 43226-0543
(614) 466-7637

JTPA Liaison:

Job Training Partnership-Ohio Division
Bureau of Employment Services
145 South Front St., 4th Fl.
Columbus, OH 43215
(614) 466-3817 (Voice)
(614) 644-9186 (TDD)

President's Committee Partner:

Ohio Governor's Council on People with Disabilities
400 East Campus View Blvd.
Columbus, OH 43235-4604
(614) 438-1393 (Voice/TDD)
(800) 282-4536 Ext. 1391 (Voice/TDD) (Ohio only)

Protection & Advocacy for Persons with Developmental Disabilities:

Ohio Legal Rights Service
8 East Long St., 5th Fl.
Columbus, OH 43215
(614) 466-7264
(800) 282-9181 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Ohio Legal Rights Service
8 East Long St., 5th Fl.
Columbus, OH 43215
(614) 466-7264
(800) 282-9181

Vocational Rehabilitation Agency:

Ohio Rehabilitation Services Commission
400 East Campus View Blvd.
Columbus, Ohio 43235-4604
(614) 438-1210 (Voice/TDD)

OKLAHOMA

ADA Technical Assistance Center (Region VI)

Southwest Disability and Business Technical Assistance Center
2323 South Sheperd Blvd., Suite 1000
Houston, TX 77019
(713) 520-0232 (Voice) or (713) 520-5136 (TDD)

Client Assistance Program:

Oklahoma Office of Handicap Concerns
Client Assistance Program
4300 North Lincoln Blvd., Suite 200
Oklahoma City, OK 73105
(405) 521-3756 (Voice/TDD)
(800) 522-8224 (In State Only/Voice/TDD)

Developmental Disability Council:

Oklahoma Planning Council for
Developmental Disabilities
DHS-DDSD, Box 25352
Oklahoma City, OK 73125
(405) 521-6520
(405) 521-6520 (Voice)

Employment Service:

Employment Security Commission
2401 North Lincoln
215 Will Rogers Memorial Office Bldg.
Oklahoma City, OK 73105
(405) 557-7200

Fair Employment Practice Agency:

Oklahoma Human Rights Commission
2101 North Lincoln Blvd., Rm. 480
Oklahoma City, OK 73105
(405) 521-3441

JTPA Liaison:

Employment and Training Division
2401 North Lincoln
Will Rogers Memorial Office Bldg.
Oklahoma City, OK 73105
(405) 557-5329

President's Committee Partner:

Governor's Committee on Employment of the
Handicapped
Office of Handicapped Concerns
4300 North Lincoln Blvd., Suite 200
Oklahoma City, OK 73105
(405) 521-3756
(800) 522-8224 (In-State Only/Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Protection & Advocacy Agency
9726 East 42nd, Osage Bldg., Rm. 133
Tulsa, OK 74146
(918) 664-5883 (Voice/TDD)
(800) 256-3817 (In-State Only/Voice)

Protection & Advocacy for Mentally Ill Individuals:

Protection & Advocacy Agency
9726 East 42nd, Osage Bldg., Rm. 133
Tulsa, OK 74146
(918) 664-5883 (Voice/TDD)
(800) 256-3817 (In-State Only/Voice)

Vocational Rehabilitation Agency:

Department of Human Services
Rehabilitation Services Division
2409 North Kelley
Oklahoma City, OK 73111
(405) 424-6006 (Voice)
(405) 424-2794
(800) 833-8973 (Voice/TDD)

OREGON

ADA Technical Assistance Center (Region X)

Northwest Disability and Business Technical Assistance Center
605 Woodview Dr.
Lacey, WA 98503
(206) 438-3168 (Voice) or (206) 438-3167 (TDD)

Client Assistance Program:

Oregon Disabilities Commission
1257 Ferry St., S.E.
Salem, OR 97310
(503) 378-3142 (Voice/TDD)
(800) 358-3117 (In State Only/Voice/TDD)

Developmental Disability Council:

Oregon Developmental Disability Planning
Council
540 24th Place, N.E.
Salem, OR 97301-4517
(503) 373-7555

Employment Service:

Employment Division
875 Union St., N.E.
Salem, OR 97311
(503) 378-3208 (Voice) or (800) 237-3710 (TDD)

Fair Employment Practice Agency:

Oregon Bureau of Labor and Industry
Civil Rights Division
P.O. Box 800
Portland, OR 97207
(503) 229-6601 (Voice) or (503) 229-6589 (TDD)

JTPA Liaison:

Job Training Partnership Act Administration
775 Summer St., N.E.
Salem, OR 97310
(503) 373-1995

President's Committee Partner:

Oregon Disabilities Commission
1257 Ferry St., S.E.
Salem, OR 97310
(503) 378-3142 (Voice/TDD)
(800) 358-3117 (In-State Only/Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Oregon Advocacy Center
625 Board of Trade Building
310 Southwest 4th Ave
Portland, OR 97204-2309
(503) 243-2081 (Voice/TDD)
(800) 452-1694 (In-State Only/Voice)

Protection & Advocacy for Mentally Ill Individuals:

Oregon Advocacy Center
625 Board of Trade Building
310 Southwest 4th Ave, Suite 625
Portland, OR 97204-2309
(503) 243-2081 (Voice/TDD)
(800) 452-1694 (In-State Only/Voice)

Vocational Rehabilitation Agency:

Department of Human Resources
Vocational Rehabilitation Division
2045 Silverton Rd., N.E.
Salem, OR 97310
(503) 378-3830 (Voice) or (503) 378-3933 (TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Commission for the Blind
535 S.E. 12th Ave.
Portland, OR 97214
(503) 731-3218 (Voice) or (503) 731-3224 (TDD)

PENNSYLVANIA

ADA Technical Assistance Center (Region III)

Mid-Atlantic Disability and Business Technical Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Client Assistance Program:

Client Assistance Program
1650 Arch St., Suite 2310
Philadelphia, PA 19103
(215) 557-7112 (Voice/TDD)
(800) 742-8877 (In State Only/Voice)

(Western Pennsylvania)
Client Assistance Program
215 North Witfield, Suite 215
Pittsburgh, PA 15206
(412) 363-7223 (Voice/TDD)
(800) 525-7223 (In State Only/Voice)

Developmental Disability Council:

Developmental Disability Planning Council
569 Forum Bldg.
Harrisburg, PA 17120
(717) 787-6057

Employment Service:

Department of Labor & Industry
Labor & Industry Bldg., Rm. 1708
Harrisburg, PA 17120
(717) 787-1745

Fair Employment Practice Agency:

Pennsylvania Human Relations Commission
101 South Second St., Suite 300
Harrisburg, PA 17101
(717) 787-4412

JTPA Liaison:

Department of Labor & Industry
7th and Forster Sts.
1700 Labor and Industry Bldg.
Harrisburg, PA 17120
(717) 787-3756 (Voice) or (717) 783-9308 (TDD)

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Labor and Industry Bldg.
7th and Forster Sts., Rm. 1313
Harrisburg, PA 17120
(717) 787-5232 (Voice) or (717) 783-8917 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Pennsylvania Protection & Advocacy, Inc.
116 Pine St.
Harrisburg, PA 17101
(717) 236-8110 (Voice/TDD)
(800) 692-7443 (In-State Only/Voice)

Protection & Advocacy for Mentally Ill Individuals:

Pennsylvania Protection and Advocacy, Inc.
116 Pine St.
Harrisburg, PA 17101
(717) 236-8110 (Voice/TDD)
(800) 692-7443 (In-State Only/Voice)

Vocational Rehabilitation Agency:

Department of Labor & Industry
Office of Vocational Rehabilitation
1300 Labor & Industry Bldg.
7th and Forster Sts.
Harrisburg, PA 17120
(717) 787-5244 (Voice) or (717) 783-8917 (TDD)

Vocational Rehabilitation for the Blind:

Department of Public Welfare
Bureau of Blindness & Visual Services
P.O. Box 2675, 1401 North 7th St.
Harrisburg, PA 17105
(717) 787-6176 (Voice) or (717) 787-6280 (TDD)

RHODE ISLAND

ADA Technical Assistance Center **(Region I)**

New England Disability and Business Technical Assistance Center
45 Newbury St.
Portland, ME 04101
(207) 874-6535 (Voice/TDD)

Client Assistance Program:

Easter Seals Society of Rhode Island
55 Bradford St., 2nd Fl.
Providence, RI 02903
(401) 438-9500

Developmental Disability Council:

Rhode Island Developmental Disability Council
600 New London Ave.
Cranston, RI 02920
(401) 464-3191

Employment Service:

Department of Employment & Training
101 Friendship St.
Providence, RI 02903-3740
(401) 277-3732

Fair Employment Practice Agency:

Rhode Island Commission for Human Rights
10 Abbott Park Pl.
Providence, RI 02903
(401) 277-2661

JTPA Liaison:

Department of Employment and Training
Job Training Partnership Office
101 Friendship St.
Providence, RI 02903
(401) 277-3930

Protection & Advocacy for Individual Rights:

Rhode Island P&A System, Inc.
55 Bradford St., 2nd Fl.
Providence, RI 02903
(401) 831-3150

President's Committee Partner:

Governor's Commission on the Handicapped
555 Valley St., Bldg. 51, 3rd Fl.
Providence, RI 02908-5686
(401) 277-3731 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Rhode Island P&A System, Inc.
55 Bradford St., 2nd Fl.
Providence, RI 02903
(401) 831-3150

Protection & Advocacy for Mentally Ill Individuals:

Rhode Island P&A System, Inc.
55 Bradford St., 2nd Fl.
Providence, RI 02903
(401) 831-3150

Vocational Rehabilitation Agency:

Department of Human Services
Vocational Rehabilitation
40 Fountain St.
Providence, RI 02903
(401) 421-7005

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department of Human Services
Rhode Island State Services for the Blind & Visually Impaired
275 Westminster St., 5th Fl.
Providence, RI 02903

SOUTH CAROLINA

ADA Technical Assistance Center **(Region IV)**

Southeast Disability and Business Technical Assistance Center
1776 Peachtree Rd., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

South Carolina P&A System for the
Handicapped, Inc.
3710 Landmark Dr., Suite 208
Columbia, SC 29204
(803) 782-0639
(800) 922-5225

Developmental Disability Council:

South Carolina Developmental Disability Council
1205 Pendleton St., Edgar Brown Bldg.
Rm. 372
Columbia, SC 29201
(803) 734-0465

Employment Service:

South Carolina Employment Security
Commission
P.O. Box 995
Columbia, SC 29202
(803) 737-2617

Fair Employment Practice Agency:

South Carolina Human Affairs Commission
2611 Forest Dr.
P.O. Box 4490
Columbia, SC 29240
(803) 737-6570
(803) 737-6571

JTPA Liaison:

South Carolina Employment Security
Commission
P.O. Box 995
Columbia, SC 29202
(803) 737-2617

President's Committee Partner:

Governor's Committee on Employment of the
Handicapped
South Carolina Vocational Rehabilitation
Department
P.O. Box 15, 1410 Boston Ave.
West Columbia, SC 29171-0015
(803) 822-5324

Protection & Advocacy for Persons with Developmental Disabilities:

South Carolina P&A System for the
Handicapped, Inc.
3710 Landmark Dr., Suite 208
Columbia, SC 29204
(803) 782-0639
(800) 922-5225

Protection & Advocacy for Mentally Ill Individuals:

South Carolina P&A System for the
Handicapped, Inc.
3710 Landmark Dr., Suite 208
Columbia, SC 29204
(803) 782-0639 or (800) 922-5225

Vocational Rehabilitation Agency:

Vocational Rehabilitation Department
P.O. Box 15, 1410 Boston Ave.
West Columbia, SC 29171-0015
(803) 734-4300

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Commission for the Blind
1430 Confederate Ave.
Columbia, SC 29201
(803) 734-7520

SOUTH DAKOTA

ADA Technical Assistance Center **(Region VIII)**

Rocky Mountain Disability and Business Technical Assistance Center
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072
(719) 444-0252 (Voice) or (719) 444-0252 (TDD)

Client Assistance Program:

South Dakota Advocacy Services
221 South Central Ave.
Pierre, SD 57501
(605) 224-8294 or (800) 658-4782

Developmental Disability Council:

Office of Developmental Disability
700 Governors Dr., Kneip Bldg.
Pierre, SD 57501
(605) 773-3438

Employment Service:

South Dakota Department of Labor
700 Governors Dr.
Pierre, SD 57501-2277
(605) 773-3101

Fair Employment Practice Agency:

South Dakota Division of Human Rights
c/o Capitol Bldg.
222 East Capitol St., Suite 11
Pierre, SD 57501-5070
(605) 773-4493

JTPA Liaison:

South Dakota Department of Labor
700 Governors Dr., Kneip Bldg.
Pierre, SD 57501-2277
(605) 773-3101

Protection & Advocacy for Individual Rights:

South Dakota Advocacy Services
221 South Central Ave.
Pierre, SD 57501
(605) 224-8294 or (800) 658-4782

President's Committee Partner:

Governor's Advisory Committee on Employment
of People with Disabilities
700 Governors Dr., Kneip Bldg.
Pierre, SD 57501-2275
(605) 773-5990

Protection & Advocacy for Persons with Developmental Disabilities:

South Dakota Advocacy Services
221 South Central Ave.
Pierre, SD 57501
(605) 224-8294
(800) 658-4782

Protection & Advocacy for Mentally Ill Individuals:

South Dakota Advocacy Services
221 South Central Ave.
Pierre, SD 57501
(605) 224-8294
(800) 658-4782

Vocational Rehabilitation Agency:

Division of Rehabilitation Services
700 North Governors Dr.
Pierre, SD 57501-2275
(605) 773-3195

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Division of Service to the Blind and Visually
Impaired
700 North Governors Dr.
Pierre, SD 57501-2275
(605) 773-4644

TENNESSEE

ADA Technical Assistance Center (Region IV)

Southeast Disability and Business Technical Assistance Centers
1776 Peachtree Rd., Suite 310 North
Atlanta, GA 30309
(404) 888-0022 (Voice) or (404) 888-9007 (TDD)

Client Assistance Program:

Tennessee P&A, Inc.
P.O. Box 121257
Nashville, TN 37212
(615) 298-1080
(800) 342-1660

Developmental Disability Council:

Developmental Disability Planning Council
Department of Mental Health and Mental
Retardation
706 Church St., 3rd Fl.
Nashville, TN 37219
(615) 741-3807

Employment Service:

Tennessee Department of Employment Security
Volunteer Plaza, 12th Fl.
500 James Robertson Pkwy.
Nashville, TN 37245-0001
(615) 741-2131

Fair Employment Practice Agency:

Tennessee Human Rights Commission
226 Capitol Blvd., Suite 602
Nashville, Tn 37243-0745
(615) 741-5825

JTPA Liaison:

Tennessee Department of Labor
501 Union Bldg.
Nashville, TN 37219
(615) 741-2582

President's Committee Partner:

Tennessee Committee for Employment of People
with Disabilities
Division of Rehabilitation Services
400 Deaderick St., Citizens Plaza Bldg.
Rm. 1100
Nashville, TN 37219
(615) 741-2095 (Voice)
(615) 741-5644 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Tennessee P&A, Inc.
P.O. Box 121257
Nashville, TN 37212
(615) 298-1080
(800) 342-1660

Protection & Advocacy for Mentally Ill Individuals:

Tennessee P&A, Inc.
P.O. Box 121257
Nashville, TN 37212
(615) 298-1080
(800) 342-1660

Vocational Rehabilitation Agency:

Department of Human Services
Division of Vocational Rehabilitation
Citizen Plaza Bldg., 15th Fl.
400 Deaderick St.
Nashville, TN 37219
(615) 741-2521

TEXAS

ADA Technical Assistance Center (Region VI)

Southwest Disability and Business Technical Assistance Center
2323 South Sheperd Blvd., Suite 1000
Houston, TX 77019
(713) 520-0232 (Voice) or (713) 520-5136 (TDD)

Client Assistance Program:

Advocacy, Inc.
7800 Shoal Creek Blvd., Suite 171-E
Austin, TX 78757

Developmental Disability Council:

Texas Planning Council for Developmental
Disability
4900 North Lamar Blvd.
Austin, TX 78751-2316
(512) 483-4080

Employment Service:

Texas Employment Commission
15th & Congress Ave., Rm. 656
Austin, TX 78778
(512) 463-2652

Fair Employment Practice Agency:

Texas Commission on Human Rights
8100 Cameron Rd., #525
Austin, TX 78711
(512) 837-8534

JTPA Liaison:

Texas Department of Commerce
Work Force Development Division
P.O. Box 12728
Capitol Station
Austin, TX 78711-2728
(512) 320-9801

President's Committee Partner:

Governor's Committee for Disabled Persons
Brown-Heatly Office Bldg.
4900 North Lamar
Austin, TX 78751-2316
(512) 483-4381

Protection & Advocacy for Persons with Developmental Disabilities:

Advocacy, Inc.
7800 Shoal Creek Blvd., Suite 171-E
Austin, TX 78757
(512) 454-4816
(800) 252-9108

Protection & Advocacy for Mentally Ill Individuals:

Advocacy, Inc.
7800 Shoal Creek Blvd., Suite 171-E
Austin, TX 78757
(512) 454-4816
(800) 252-9108

Vocational Rehabilitation:

Texas Rehabilitation Commission
4900 North Lamar Blvd., Rm. 7102
Austin, TX 78751-2316
(512) 483-4001

Vocational Rehabilitation for the Blind:

Texas Commission for the Blind
Administration Bldg.
4800 North Lamar Blvd.
Austin, TX 78711
(512) 459-2600

UTAH

ADA Technical Assistance Center (Region VIII)

Rocky Mountain Disability and Business Technical Assistance Center
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072
(719) 444-0252 (Voice) or (719) 444-0268

Client Assistance Program:

Legal Center for People with Disabilities
455 East 400 South, Suite 201
Salt Lake City, UT 84111
(801) 363-1347 (Voice)
(800) 662-9080

Developmental Disability Council:

Utah Governor's Council for People with Disabilities
350 E. 5005, Suite 201
Salt Lake City, UT 84111-1958
(801) 533-4128

Employment Service:

Utah Department of Employment Security
P.O. Box 11249, 140 East 300 South
Salt Lake City, UT 84147-0249
(801) 536-7401

Fair Employment Practice Agency:

Utah Labor and Anti-Discrimination Division
160 East 300 South
Salt Lake City, UT 84114-6640
(801) 530-6801

JTPA Liaison:

Office of Job Training for Economic Development
324 South State St., Suite 500
Salt Lake City, UT 84114
(801) 538-8750

President's Committee Partner:

Governor's Committee on Employment of the Handicapped
P.O. Box 45500, 120 North 200 West
Salt Lake City, UT 84145-0500
(801) 538-4210 (Voice)
(801) 538-4192 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Legal Center for People with Disabilities
455 East 400 South, Suite 201
Salt Lake City, UT 84111
(801) 363-1347 (Voice)
(800) 662-9080

Protection & Advocacy for Mentally Ill Individuals:

Legal Center for People with Disabilities
455 East 400 South, Suite 201
Salt Lake City, UT 84111
(801) 363-1347 (Voice)
(800) 662-9080

Vocational Rehabilitation Agency:

Utah State Office of Rehabilitation
250 East 500 South
Salt Lake City, UT 84111
(801) 538-7530

VERMONT

ADA Technical Assistance Center (Region I)

New England Disability and Business Technical Assistance Center
45 Newbury St.
Portland, ME 04101
(207) 874-6535 (Voice/TDD)

Client Assistance Program:

Client Assistance Program
P.O. Box 370
Waterbury, VT 05676
(802) 241-2641 (Voice/TDD)

Developmental Disability Council:

Vermont Developmental Disability Council
103 South Main St.
Waterbury, VT 05671-0206
(802) 241-2612 (Voice/TDD)

Employment Service:

Department of Employment & Training
P.O. Box 488
Montpelier, VT 05601-0488
(802) 229-0311 (Voice)
(802) 828-4203 (TDD)

Fair Employment Practice Agency:

Vermont Attorney General's Office
Public Protection Division
109 State St.
Montpelier, VT 05602
(802) 828-3171

JTPA Liaison:

Office of Employment and Training Programs
P.O. Box 488
Montpelier, VT 05601-0488
(802) 229-0311, ext. 151 (Voice)
(802) 828-4203 (TDD)

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Developmental Disability Council
103 South Main St.
Waterbury, VT 05671--206
(802) 241-2612 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Vermont Developmental Disability Law Project
12 North St.
Burlington, VT 05402
(802) 863-2881 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Vermont Advocacy Network, Inc.
65 South Main St.
Waterbury, VT 05676
(802) 244-7868 (Voice/TDD)

Vocational Rehabilitation Agency:

Agency of Human Services
Vocational Rehabilitation Division
Osgood Bldg. Waterbury Complex
103 South Main St.
Waterbury, VT 05671-2303
(802) 241-2189 (Voice/TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Agency of Human Services
Vermont Division for the Blind & Visually
Impaired
103 South Main St., Osgood Bldg.,
Waterbury Complex
Waterbury, VT 05671-2304
(802) 241-2211 (Voice) or (802) 241-2210 (TDD)

VIRGINIA

ADA Technical Assistance Center (Region III)

Mid-Atlantic Disability and Business Technical Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Client Assistance Program:

Department for the Rights of Virginians with Disabilities
James Monroe Bldg.
101 North 14th St., 17th Fl.
Richmond, VA 23219
(804) 225-2042 (Voice/TDD)

Developmental Disability Council:

Board for the Rights of Virginians with Disabilities
James Monroe Bldg.
101 North 14th St., 17th Fl.
Richmond, VA 23219
(804) 225-2042

Employment Service:

Virginia Employment Commission
703 East Main St.
Richmond, VA 23219
(804) 786-3001 (Voice)
(804) 371-8050 (TDD)

JTPA Liaison:

Governor's Employment and Training Department
The Commonwealth Bldg.
4615 West Broad St., 3rd Fl.
Richmond, VA 23230
(804) 367-9800 (Voice)
(804) 367-6283 (TDD)

President's Committee Partner:

Board for the Rights of Virginians with Disabilities
James Monroe Bldg.
101 North 14th St., 17th Fl.
Richmond, VA 23219
(804) 225-2042 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Department for the Rights of Virginians with Disabilities
James Monroe Bldg.
101 North 14th St., 17th Fl.
Richmond, VA 23219
(804) 225-2042 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Department for Rights of the Disabled
James Monroe Bldg.
101 North 14th St., 17th Fl.
Richmond, VA 23219
(804) 225-2042 (Voice/TDD)

Vocational Rehabilitation Agency:

Commonwealth of Virginia
Virginia Department for the Visually Handicapped
397 Azalea Ave.
Richmond, VA 23227-3697
(804) 371-3140 (TDD)

WASHINGTON

ADA Technical Assistance Center (Region X)

Northwest Disability and Business Technical Assistance Center
605 Woodview Dr.
Lacey, WA 98503
(206) 438-3168 (Voice) or (206) 438-3167 (TDD)

Client Assistance Program:

Client Assistance Program
P.O. Box 22510
Seattle, WA 98122-9510
(206) 721-4050 (Voice/TDD)

Developmental Disability Council:

Washington State Developmental Disabilities
Planning Council
906 Columbia St., S.W.
P.O. Box 48314
Olympia, WA 98504-8314
(206) 753-3908

Employment Service:

Employment Security Department
212 Maple Park
Olympia, WA 98504-9046
(206) 438-3168 (Voice)
(206) 438-3167 (TDD)

Fair Employment Practice Agency:

Washington State Human Rights Commission
711 South Capitol Way, Suite 402
P.O. Box 42490
Olympia, WA 98504-2490
(206) 753-6770 (Voice/TDD)

JTPA Liaison:

Employment Security Department
Employment and Training Division
605 Woodview Dr., S.E.
P.O. Box 9046, KG-6000
Olympia, WA 98507-9046
(206) 438-4611 (Voice/TDD)

President's Committee Partner:

Governor's Committee on Disability Issues and
Employment
Employment Security Department
P.O. Box 9046
Olympia, WA 98507-9046
(206) 438-3168 (Voice)
(206) 438-3167 (TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Washington Protection & Advocacy Sys.
1401 East Jefferson, Suite 506
Seattle, WA 98122
(206) 324-1521 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Washington Protection & Advocacy Sys.
1401 East Jefferson, Suite 506
Seattle, WA 98122
(206) 324-1521 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Social & Health Services
Division of Vocational Rehabilitation
P.O. Box 45340
Olympia, WA 9854-5340
(206) 438-8000 (Voice/TDD)

Vocational Rehabilitation for Persons who are Blind and Visually Impaired:

Department of Services for the Blind
521 East Legion Way, MS: FD-11
Olympia, WA 98504-0933
(206) 586-1224 (Voice)
(206) 586-6437 (TDD)

WEST VIRGINIA

ADA Technical Assistance Center (Region III)

Mid-Atlantic Disability and Business Technical Assistance Center
2111 Wilson Blvd., Suite 400
Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Client Assistance Program:

West Virginia Advocates, Inc.
1524 Kanawha Blvd., East
Charleston, WV 25311
(304) 346-0847
(800) 950-5250

Developmental Disability Council:

West Virginia Developmental Disability Planning
Council
1601 Kanawha Blvd., West, Suite 200
Charleston, WV 25312
(304) 348-0416 (Voice)
(304) 348-2376 (TDD)

Employment Service:

West Virginia Bureau of Employment Programs
112 California Ave.
Charleston, WV 25305-0112
(304) 348-9180

Fair Employment Practice Agency:

West Virginia Human Rights Commission
1321 Plaza East, Rm. 106
Charleston, WV 25301
(304) 348-2616

JTPA Liaison:

Bureau of Employment Programs
Job Training Programs Division
112 California Ave.
Charleston, WV 25305-0112
(304) 348-5920

President's Committee Partner:

Division of Rehabilitation Services
State Capitol Bldg.
1900 West Washington St., East
Charleston, WV 25305
(304) 766-4970

Protection & Advocacy for Persons with Developmental Disabilities:

West Virginia Advocates, Inc.
1524 Kanawha Blvd., East
Charleston, WV 25311
(304) 346-0847

Protection & Advocacy for Mentally Ill Individuals:

West Virginia Advocates, Inc.
1524 Kanawha Blvd., East
Charleston, WV 25311
(304) 346-0847 (Voice/TDD)
(800) 950-5250

Vocational Rehabilitation Agency:

State Board of Rehabilitation
Division of Rehabilitation Services
State Capitol Complex
Charleston, WV 25305
(304) 766-4601 (Voice)
(304) 766-4970 (TDD)

WISCONSIN

ADA Technical Assistance Center (Region V)

Great Lakes Disability and Business Technical Assistance Center
1640 West Roosevelt Rd. (M/C 627)
Chicago, IL 60608
(312) 413-1407 (Voice) or (312) 413-0453 (TDD)

Client Assistance Program:

Governor's Committee on Disabilities
131 West Wilson St., Suite 1003
Madison, WI 53707
(608) 266-5378 (Voice)
(608) 267-2082 (TDD)

Developmental Disability Council:

Wisconsin Council on Developmental Disability
P.O. Box 7851, 722 Williamson St., 2nd. Fl.
Madison, WI 53707-7851
(608) 266-7826 (Voice)
(608) 266-6660 (TDD)

Employment Service:

Department of Industry, Labor and Human
Relations
P.O. Box 7946
Madison, WI 53702
(608) 266-7552

Fair Employment Practice Agency:

Department of Industry Labor & Human
Relations
Wisconsin Equal Rights Division
P.O. Box 53708
201 East Washington Ave., Rm. 403
Madison, WI 53702
(608) 267-9678 (Voice)
(608) 267-4592 (FAX)

JTPA Liaison:

Department of Industry, Labor & Human
Relations
Jobs, Employment, and Training Service Division
201 East Washington Ave.
Madison, WI 53707
(608) 266-6886

President's Committee Partner:

Governor's Committee for People with
Disabilities
P.O. Box 7852
Madison, WI 53707
(608) 266-5378 (Voice)
(608) 267-2082 (TDD)

Protection & Advocacy for Individual Rights:

Wisconsin Coalition for Advocacy
16 North Carroll St., Suite 400
Madison, WI 53703
(608) 267-0214 (Voice/TDD)

Protection & Advocacy for Persons with Developmental Disabilities:

Wisconsin Coalition for Advocacy
16 North Carroll St., Suite 400
Madison, WI 53703
(608) 267-0214 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Wisconsin Coalition for Advocacy
16 North Carroll St., Suite 400
Madison, WI 53703
(608) 267-0214 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Health & Social Services
Division of Vocational Rehabilitation
P.O. Box 7852, 1 West Wilson, 8th Fl.
Madison, WI 53707
(608) 266-2168 (Voice)
(608) 266-9599 (TDD)

WYOMING

ADA Technical Assistance Center (Region VIII)

Rocky Mountain Disability and Business Technical Assistance Center
3630 Sinton Rd., Suite 103
Colorado Springs, CO 80907-5072
(719) 444-0252 (Voice) or (719) 444-0268 (TDD)

Client Assistance Program:

Wyoming Protection & Advocacy System
2424 Pioneer Ave., Suite 101
Cheyenne, WY 82001
(307) 638-7668 (Voice/TDD)

Developmental Disability Council:

Planning Council on Developmental Disability
122 West 25th St., Hersch Bldg., 2nd Fl., East
Cheyenne, WY 82002
(307) 777-7230 (Voice)
(307) 777-5939 (FAX)

Employment Service:

Employment Security Commission
P.O. Box 2760
Casper, WY 82602
(307) 235-3650 (Voice)
(307) 235-3293 (FAX)

Fair Employment Practice Agency:

Wyoming Fair Employment Commission
Herschler Bldg.
122 West 25th St., 2nd Fl. East
Cheyenne, WY 82002
(307) 777-7261 (Voice)
(307) 777-5805 (FAX)

President's Committee Partner:

Governor's Committee on Employment of the
Handicapped
Herschler Bldg., Rm. 1102
Cheyenne, WY 82002
(307) 777-7191 (Voice/TDD)

JTPA Liaison:

Department of Employment
Division of Employment Services
P.O. Box 2760, 100 West Midwest
Casper, WY 82602
(307) 235-3611 (Voice)
(307) 235-3293 (FAX)

Protection & Advocacy for Persons with Developmental Disabilities:

Wyoming Protection & Advocacy System
2424 Pioneer Ave., Suite 101
Cheyenne, WY 82001
(307) 638-7668 (Voice/TDD)

Protection & Advocacy for Mentally Ill Individuals:

Wyoming Protection & Advocacy System/Client
Assistance Program
2424 Pioneer Ave., Suite 101
Cheyenne, WY 82001
(307) 638-7668 (Voice/TDD)

Vocational Rehabilitation Agency:

Department of Employment
Division of Vocational Rehabilitation
1100 Herschler Bldg.
Cheyenne, WY 82002
(307) 777-7385

COMMONWEALTHS, POSSESSIONS, TERRITORIES

AMERICAN SAMOA

Client Assistance Program:

Client Assistance and Protection & Advocacy
Program
P.O. Box 3937
Pago Pago, AS 96799
(684) 633-2441

Developmental Disability Council:

American Samoa Developmental Disability
Council
P.O. Box 3823
Pago Pago, AS 96799
(684) 633-2820

JTPA Liaison:

Government of American Samoa
Department of Human Resources
Pago Pago, AS 96799
(684) 633-4485

Protection & Advocacy for Persons with Developmental Disabilities:

Client Assistance and Protection & Advocacy
Program
P.O. Box 3937
Pago Pago, AS 96799
(684) 633-2441

Protection & Advocacy for Mentally Ill Individuals:

Client Assistance and Protection & Advocacy
Program
P.O. Box 3937
Pago Pago, AS 96799
(684) 633-2441

Vocational Rehabilitation Agency:

American Samoa Government
Department of Human Resources
Division of Vocational Rehabilitation
Pago Pago, AS 96799
(684) 633-2336

GUAM

Client Assistance Program:

The Advocacy Office and Client Assistance
Program
MARC P&A Office
P.O. Box 8830
Taumang, GU 96911
(671) 646-9026

Developmental Disability Council:

Guam Developmental Disability Council
122 Harmon Plaza, Rm. 8201
Harmon Industrial Park
Harmon, GU 96911
(809) 646-8691

JTPA Liaison:

Agency for Human Resources Development
P.O. Box CP
Agana, GU 96910
(672) 646-9341

Protection & Advocacy for Persons with Developmental Disabilities:

The Advocacy Office and Client Assistance
Program
MARC P&A Office
P.O. Box 8830
Taumang, GU 96911
(671) 646-9026

Protection & Advocacy for Mentally Ill Individuals:

The Advocacy Office and Client Assistance
Program
MARC P&A Office
P.O. Box 8830
Taumang, GU 96911
(671) 646-9026

Vocational Rehabilitation Agency:

Government of Guam
Department of Vocational Rehabilitation
122 Harmon Plaza, Rm. B201
Harmon Industrial Park
Harman, GU 96911
(617) 646-9468

COMMONWEALTH OF PUERTO RICO

ADA Technical Assistance Center (Region II)

Northeast Disability and Business Technical Assistance Center
354 South Broad St.
Trenton, NJ 08608
(609) 392-4004 (Voice) or (609) 392-7044 (TDD)

Client Assistance Program:

Planning Research and Special Projects
Ombudsman for the Disabled
P.O. Box 5163
Hato Rey, PR 00919-5163
(809) 766-2388 or (809) 766-2333

Developmental Disability Council:

Developmental Disability Council
P.O. Box 9543
Santurce, PR 00908
(809) 722-0590

Employment Service:

Bureau of Employment Security
505 Munoz Rivera Ave.
Hato Rey, PR 00918
(809) 754-5394

Fair Employment Practice Agency:

Commonwealth of Puerto Rico
Labor & Human Resources
Anti-Discrimination Unit
505 Munoz Rivera Ave., 14th Fl.
Hato Rey, PR 00918
(809) 754-5806

President's Committee Partner:

Governor's Committee on Employment of the
Handicapped
c/o VARO (27)
P.O. Box 354
Hato Rey, PR 00919
(809) 781-1318

JTPA Liaison:

Right to Employment Administration
G.P.O. Box 4452
San Juan, PR 00936
(672) 646-9341

Protection & Advocacy for Persons with Developmental Disabilities:

Planning Research and Special Projects
Ombudsman for the Disabled
P.O. Box 5163
Hato Rey, PR 00919-5163
(809) 766-2388 or (809) 766-2333

Protection & Advocacy for Mentally Ill Individuals:

Planning Research and Special Projects
Ombudsman for the Disabled
P.O. Box 5163
Hato Rey, PR 00919-5163
(809) 766-2388 or (809) 766-2333

Vocational Rehabilitation Agency:

Department of Social Services
P.O. Box 1118
Hato Rey, PR 00919
(809) 725-1792

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

Client Assistance Program:

Karidat
P.O. Box 745
Saipan, CM 96950
(670) 234-6981

Developmental Disability Council:

Commonwealth of the Northern Mariana Islands
Developmental Disability Council
P.O. Box 2565
Saipan, CM 96950
(670) 322-3014
(670) 322-1398

JTPA Liaison:

Commonwealth of the Northern Mariana Islands
JTPA Programs
Office of the Executive Director
Civic Center
Saipan, CM 96950

Protection & Advocacy for Persons with Developmental Disabilities:

Karidat
P.O. Box 745
Saipan, CM 96950
(670) 234-6981

Protection & Advocacy for Mentally Ill Individuals:

Karidat
P.O. Box 745
Saipan, CM 96950
(670) 234-6981

Vocational Rehabilitation Agency:

Commonwealth of the Northern Mariana Islands
Vocational Rehabilitation Division
P.O. Box 1521-CK
Saipan, CM
(670) 234-6538

TRUST TERRITORY OF THE PACIFIC ISLANDS

Developmental Disability Council:

Trust Territory Health Council
MacDonald Memorial Hospital
Koror, Palua
Western Carolina Islands 96940

Vocational Rehabilitation Agency:

Bureau of Education
P.O. Box 189
Koror, Palua
Western Carolina Islands 96940
(680) 488-1467

JTPA Liaison:

Minister of Social Services
P.O. Box 1138
Majuro, Republic of the Marshall Islands 96960

Private Industry Council
P.O. Box 100
Koror, Republic of Palua 96940

Government of the Federated States of
Micronesia
Office of Administrative Services
P.O. Box 490
Pohnpei, FM 96941

VIRGIN ISLANDS

ADA Technical Assistance Center **(Region II)**

Northeast Disability and Business Technical Assistance Center
354 South Broad St.
Trenton, NJ 08608
(609) 392-4004 (Voice) or (609) 392-7044 (TDD)

Client Assistance Program:

The Committee on Advocacy for the
Developmentally Disabled
31A New St., Apt. 2
Frederiksted
St. Croix VI 00840
(809) 772-1200
(809) 776-4303

Developmental Disability Council:

Developmental Disability Council
P.O. Box 2671
Kings Hill
St. Croix, VI 00850
(809) 772-2133

Employment Service:

Virgin Islands Department of Labor
2131 Hospital St.
Christenstead
St. Croix, VI 00821
(809) 773-1994

Fair Employment Practice Agency:

Virgin Islands Department of Labor
P.O. Box 148
Charlotte Amalie
St. Thomas, VI 00801
(809) 775-3498

President's Committee Partner:

Governor's Committee on Employment of People
with Disabilities
Administrator Disabilities & Rehabilitation
Services
Department of Human Services
Barbel Plaza South
St. Thomas, VI 00802
(809) 774-0930 ext. 157

JTPA Liaison:

Virgin Islands Department of Labor
Employment and Training
7 & 8 Queen St., C'sted
St. Croix, VI 00820
(809) 773-1994

Protection & Advocacy for Persons with Developmental Disabilities:

The Committee on Advocacy for the
Developmentally Disabled
31A New St., Apt. 2
Frederiksted
St. Croix VI 00840
(809) 772-1200
(809) 776-4303

Protection & Advocacy for Mentally Ill Individuals:

The Committee on Advocacy for the
Developmentally Disabled
31A New St., Apt. 2
Frederiksted
St. Croix VI 00840
(809) 772-1200
(809) 776-4303

Vocational Rehabilitation Agency:

Department of Human Services
Division of Disabilities and Rehabilitation
Services
Barbel Plaza South
St. Thomas, VI 00802
(809) 774-0930

STATE LISTINGS OF CENTERS FOR INDEPENDENT LIVING

Listed below are many Centers for Independent Living around the country. This list, however, is not exhaustive. To locate additional centers, consult a local telephone directory or contact the following two organizations: The National Council on Independent Living, 4th and Broadway, Troy Atrium, Troy, NY, 12180, (518) 274-1979 (Voice) or (518) 274-0701 (TDD); (2) Independent Living Research Utilization, 2323 S. Shepherd, Suite 1000, Houston, TX, 77019, (713) 520-5136 (Voice) or (713) 520-5136 (TDD).

ALABAMA

Independent Living Center

3421 Fifth Ave., South, Birmingham, AL 35222
(205) 251-2223 (Voice) or (205) 251-0605 (TDD)

ALASKA

Alaska Division of Vocational Rehabilitation -- Independent Living Service

3600 Bragaw St., Anchorage, AK 99508
(907) 561-4466 (Voice) or (907) 563-1992 (TDD)

Access Alaska, Inc.

3710 Woodland Dr., Suite 900, Anchorage, AK 99517
(907) 248-4777 (Voice) or (907) 248-0638 (TDD)

Hope Cottages, Inc.

540 West Int'l Airport Rd., #100, Anchorage, AK 99518-1110
(907) 561-5335 (Voice) or (907) 564-7445 (TDD)

Access Alaska--Outreach Office

3550 Airport Way #3, Fairbanks AK 99709
(907) 479-7940 (Voice/TDD)

The Community Mental Health Center

P.O. Box 2474, Homer, AK 99603
(907) 235-7911 (Voice/TDD)

Southeast Alaska Independent Living

9085 Glacier Hwy., #203, Juneau, AK 99801
(907) 789-9665 (Voice) or (907) 789-9597 (TDD)

ARIZONA

Arizona Bridge to Independent Living

1229 East Washington St., Phoenix, AZ 85034
(602) 256-2245 (Voice/TDD)

Community Outreach Program

268 West Adams St., Tucson, AZ 85705

(602) 792-1906 (Voice/TDD)

Disability Resource Center/Tucson

1023 North Tyndall Ave., Tucson, AZ 85719

(602) 624-6452 (Voice/TDD)

Services to Advance Independent Living

1700 South First Ave., Suite 100, Yuma, AZ 85364

(602) 783-3308 (Voice/TDD)

ARKANSAS

Mainstream Living

1501 South Main, Suite 111, Little Rock, AR 72202

(501) 371-0012 (Voice) or (501) 371-0012 (TDD)

Our Way, Inc.

10434 West 36th St., Little Rock, AR 72204

(501) 225-5030 (Voice) or (501) 225-5190 (TDD)

Twin River Community Living Facility

201 Dodd Creek Rd., Mountain Home, AR 72653

(501) 425-4515

CALIFORNIA

Alternative Training & Learning Center

10070 South Gilbert St., Anaheim, CA 92804

(714) 991-3662

Dayle McIntosh Center

150 West Cerritos, Bldg. 4, Anaheim, CA 92805

(714) 772-8285 (Voice) or (714) 772-8366 (TDD)

Independent Living Center of Southern California

14 South Chester, Bakersfield, CA 93304

(805) 325-1063 (Voice) or (805) 325-3092 (TDD)

Center for Independence of the Disabled

875 O'Neill Ave., Belmont, CA 94002

(415) 595-0783 (Voice) or (415) 595-0787 (TDD)

Center for Independent Living

2539 Telegraph Ave., Berkeley, CA 94704

(510) 841-4776 (Voice) or (510) 848-3101 (TDD)

Independent Living Services of Northern California

555 Rio Lindo Ave., Suite B, Chico, CA 95926

(916) 893-8527 (Voice/TDD)

Center for Independent Living

623 West Foothill Blvd., Glendora, CA 91740

(818) 335-7880 (Voice) or (818) 335-8616 (TDD)

Southeast Center for Independent Living (SECIL)

12458 Rizes Ave., Downey, CA 90242
(213) 862-6531

Humboldt Access Project, Inc.

2107 3rd St., Eureka, CA 95501
(707) 445-8404 (Voice/TDD)

California Association of the Physically Handicapped

1617 East Saginaw Way #109, Fresno, CA 93704
(209) 222-2274 (Voice) or (209) 222-2396 (TDD)

Foundation of Resources for Equal Employment for the Disabled

154 Hughes Rd. #1, Grass Valley, CA 95945
(916) 272-1732 (Voice) or (916) 272-1733 (TDD)

Community Resources for Independent Living

439 A St., Hayward, CA 94541
(415) 881-5743 (Voice/TDD)

Independent Living Center of Southern California, Inc.

356-B East Ave. K4, Lancaster, CA 93535
(805) 945-6602 (Voice) or (805) 945-6604 (TDD)

Disabled Resources Center, Inc.

2750 East Spring St., Suite 100, Long Beach, CA 90806
(213) 427-1000 (Voice) (213) 427-1366 (TDD)

Social and Independent Living Skills Program

11301 Mailcode 691-B117A, Wilshire Blvd., Los Angeles, CA 90073
(213) 824-3277

Community Rehabilitation Services

4716 Brooklyn Ave., Bldg B, Rm 15, Los Angeles, CA 90022
(213) 266-0453 (Voice) (213) 266-0545 (TDD)

Westside Center for Independent Living

12901 Venice Blvd., Los Angeles, CA 90066
(213) 390-3611 (Voice) (213) 398-9204 (TDD)

Modesto Independent Living Center

1207 13th St., Suite 2, Modesto, CA 95354
(209) 521-7260

Independent Living Resource

2637 Pleasant Hill Rd., Pleasant Hill, CA 94523
(415) 935-4571 (Voice) (415) 935-5126 (TDD)

Riverside Center for Independent Living

6974 Brockton Ave., Suite 101, Riverside, CA 92506
(714) 682-0230 (Voice/TDD)

Resources for Independent Living

1211 H St. #B, Sacramento, CA 95814
(916) 446-3074 (Voice/TDD)

Community Resources for the Disabled

234 Capitol St., Suite A, Salinas, CA 93901
(408) 757-2968 (Voice) or (408) 757-2968 (TDD)

Rolling Start, Inc.

536 West 11th. San Bernadino, CA 92410
(714) 884-2129 (Voice) or (714) 884-0937 (TDD)

Community Service Center for the Disabled

1295 University Ave. #10, San Diego, CA 92103-3333
(619) 293-3500 (Voice) or (619) 293-7757 (TDD)

Independent Living Resource Center - San Francisco

70 10th St., San Francisco, CA 94103
(415) 863-0581 (Voice) or (415) 863-1367 (TDD)

Marin Center for Independent Living

710 4th St., San Rafael, CA 94901
(415) 459-6245 (Voice/TDD)

Independent Living Resource Center

423 West Victoria, Santa Barbara, CA 93101
(805) 963-1359 (Voice/TDD)

Adult Independence Development Center

1190 Benton St., Santa Clara, CA 95050
(408) 985-1243 (Voice) or (408) 985-9243 (TDD)

Community Resources for the Disabled

340 Soquel Ave., Suite 115, Santa Cruz, CA 95062
(408) 429-9969 (Voice/TDD)

Community Resources for Independence

2999 Cleveland Ave., Suite D, Santa Rosa, CA 95403-2715
(707) 528-2745 (Voice) or (707) 528-2151 (TDD)

UCP Adult Activity Center

347 East Poplar, Stockton, CA 95202
(209) 464-4817

Independent Living Center of Southern California

14354 Haynes St., Van Nuys, CA 91401
(818) 988-9525 (Voice) or (818) 988-3533 (TDD)

COLORADO

San Luis Valley Comprehensive Community Mental Health Center

1015 4th St., Alamosa, CO 81101
(719) 589-3673

Center for People with Disabilities

948 North St., Suite 7, Boulder, CO 80304
(303) 442-8662 (Voice/TDD)

Atlantis Community, Inc.

1120 North Circle Drive, #16, Colorado Springs, CO 80909-3101
(719) 520-9511 (Voice) or (719) 520-9514 (TDD)

Colorado Springs Independence Center

405 East Colorado Ave., Suite 101, Colorado Springs, CO 80903
(719) 471-8181 (Voice/TDD)

Atlantis Community, Inc.

12 Broadway, Denver, CO 80203-3195
(303) 733-9324

Mental Health Corporation of Denver

4353 East Colfax Ave., Denver, CO 80220
(303) 320-5701 (Voice/TDD)

Denver Center for Independent Living

455 Sherman St., Suite 140, Denver, CO 80203
(303) 698-1900 (Voice) or (303) 698-2859 (TDD)

The Center on Deafness

1900 Grant St., Suite 1010, Denver, CO 80203
(303) 839-8022 (Voice/TDD)

Southwest Center for Independence

3101 North Main Ave., Durango, CO 81301
(303) 259-1672

Disabled Resource Services

424 Pine, Suite 101, Ft. Collins, CO 80524
(303) 482-2700 (Voice) or (303) 482-2723 (TDD)

Center for Independence

835 Colorado Ave., Grand Junction, CO 81501
(303) 241-0315 (Voice/TDD)

Choices for Independent Living

1020 9th St., Suite 206, Greeley, CO 80631
(303) 356-3326

Greeley Center for Independence

1734 8th Ave., Greeley, CO 80631
(303) 352-8484

Northern Colorado Center on Deafness

800 Eighth Ave., Suite 323, Greeley, CO 80631
(303) 352-8682 (Voice/TDD)

The Sangre De Christo Independent Living Center

3238 Knuckolls Ave., Pueblo, CO 81005
(303) 564-1133

CONNECTICUT

Independence Unlimited, Inc.

900 Asylum Ave., #490, Hartford, CT 06105

(203) 549-1330 (Voice) or (203) 549-3915 (TDD)

Center for Independence & Access

105 Court St., Rm. 302, New Haven, CT 06511

(203) 562-3924 (Voice/TDD)

Chapel Haven, Inc.

1040 Whalley Ave., New Haven, CT 06515

(203) 397-1714

Center for Independent Living of Southwestern Connecticut

959 Main St., Stratford, CT 06497

(203) 378-6977

New Horizons, Inc.

37 Bliss Memorial Rd., Unionville, CT 06085

(203) 675-4711

Independence Northwest

581 Wolcott St., Waterbury, CT 06705

(203) 573-1080 (Voice/TDD)

DELAWARE

Easter Seal Center for Independent Living,

61 Corporate Circle, New Castle Corp. Commons, New Castle, DE 19720

(302) 324-4444 (Voice)

Independent Living, Inc.

818 South Broom St., Wilmington, DE 19805

(302) 429-6693

FLORIDA

Pinellas Center for the Visually Impaired

1610 North Myrtle Ave., Clearwater, FL 34615

(813) 461-4006

Briarwood Center for Independent Living

1023 S.E. 4th Ave., Gainesville, FL 32601

(904) 378-7474 (Voice) or (904) 376-1237 (TDD)

Cathedral Center for Independent Living/Memorial Regional Rehab.

3599 University Blvd., Jacksonville, FL 32216

(904) 354-3378

Opportunity Development Inc., Center for Independent Living

3967 University Blvd., South, Jacksonville, FL 32216

(904) 731-3020 (Voice/TDD)

Center for Survival & Independent Living

1335 N.W. 14th St., Miami, FL 33125

(305) 547-5444 (Voice) or (305) 547-4917 (TDD)

Center for Independent Living of Northwest Florida, Inc.

513 East Fairfield Dr., Pensacola, FL 32503
(904) 435-9343 (Voice) or (904) 435-9328 (TDD)

Alternative Rehabilitation Approaches

P.O. Box 5010, Pompano Beach, FL 33074-5010
(305) 786-1744

Space Coast Assn. for the Physically Handicapped Inc.

1825A Cogswell, Rockledge, FL 32955-3210
(407) 633-6182 (Voice/TDD) or (407) 633-6282 (TDD Relay)

Center for Independent Living of North Florida

1380 Ocala Rd., Bldg. 4, Tallahassee, FL 32304
(904) 575-9621 (Voice/TDD)

Independence for the Blind

1278 Taul Russel Rd., Tallahassee, FL 32301
(904) 942-3658 (Voice) or (904) 942-4518 (TDD)

Self-Reliance, Inc., Center for Independent Living

12310 North Nebraska Ave., #F, Tampa, FL 33612
(813) 975-6560 (Voice/TDD)

Tampa Lighthouse for the Blind

1106 West Platt St., Tampa, FL 33606
(813) 251-2407

Coalition for Independent Living Options

2326 South Congress Ave., 1-F, Winter Park, FL 33406-7652
(407) 966-4288

Center for Independent Living in Central Fla., Inc.

720 North Denning Dr., Winter Park, FL 32789
(407) 623-1070 (Voice) or (407) 623-1185 (TDD)

GEORGIA

Independent Living Program (ILP; SW District)

P.O. Box 1606, Albany, GA 31702
(912) 430-4945 (Voice) or (912) 430-4926 (TDD)

Atlanta Center for Independent Living

1201 Glenwood Ave., Southeast, Atlanta, GA 30316-1939
(404) 656-2952 (Voice) or (404) 656-5911 (TDD)

Division of Rehabilitation Services

878 Peachtree St., Northeast, Rm. 702, Atlanta, GA 30309-3997
(404) 894-7553 (Voice) or (404) 894-7555 (TDD)

Western District Independent Living Services

Division of Rehabilitation Services

233 12th St., Suite 700, Columbus, GA 31901
(404) 649-7400 (Voice/TDD)

Northern District Independent Living Services
Division of Rehabilitation Services
P.O. Box 658, Gainesville, GA 30503
(404) 535-5468 (Voice/TDD)

Eastern District Independent Living Services
Division of Rehabilitation Services
1727 Wrightsboro Rd., P.O. Box 12007, Augusta, GA 30914-2007
(404) 737-1808 (Voice/TDD)

Division of Rehabilitation Independent Living Program
707 Pine St., P.O. Box 6117, Macon, GA 31208
(912) 751-6270 (Voice/TDD)

Southeastern District Independent Living Program
P.O. Box 13427, Savannah, GA 31416-0427
(912) 356-2124 (Voice) or (912) 356-2226 (TDD)

Independent Living Program
Roosevelt Warm Springs Institute for Rehabilitation
P.O. Box 1000, Warm Springs, GA 31830
(404) 655-2000

HAWAII

Big Island Center for Independent Living
1190 Waianuenue Ave., Hilo, HI 96720
(808) 935-3777 (Voice/TDD)

Hawaii Center for Independent Living
677 Ala Moana Blvd., #118, Honolulu, HI 96813
(808) 537-1941 (Voice) or (808) 521-4400 (TDD)

Kona Center for Independent Living
75-159 Lunapule Rd., Unit #5, Kailua-Kona, HI 96740
(808) 329-6611 (Voice/TDD)

Kauai Center for Independent Living
P.O. Box 3529, Lihue, HI 96766
(808) 245-4034 (Voice/TDD)

Maui Center for Independent Living
1464-D Lower Main St., Suite 105, Wailuku, HI 96793
(808) 242-4966 (Voice) or (808) 242-4968 (TDD)

IDAHO

Dawn Enterprises, Inc.
P.O. Box 388, Blackfoot, ID 83221
(208) 785-5890

Idaho Commission for the Blind
341 West Washington St., Boise, ID 83702-6000

(208) 334-3220

Idaho Division of Vocational Rehabilitation--Independent Living Service

650 West State, Boise, ID 83720-3650

(208) 334-3390 (Voice/TDD)

Living Independence Network Corp.

708 West Franklin St., Boise, ID 83702

(208) 336-3335 (Voice/TDD)

North Idaho Center for Independent Living

124 East 3rd St., Moscow, ID 83843

(208) 883-0523 (Voice/TDD)

Housing Southwestern Cooperative Housing Authority

1108 West Finch Dr., Nampa, ID 83651

(208) 467-7461 (Voice/TDD)

Access for Idaho

P.O. Box 4185, Pocatello, ID 83205

(208) 232-2747 (Voice/TDD)

Living Independence Network Corp.

1002 Shoshone St., East Twin Falls, ID 83301,

(208) 733-1712 (Voice/TDD)

ILLINOIS

Impact Center for Independent Living

2735 East Broadway, Alton, IL 62002-1859

(618) 462-1411 (Voice/TDD)

Living Independently Now, Center for Independent Living, Inc.

10 East Washington, Belleville, IL 62220

(618) 235-9988 (Voice) or (618) 235-0451 (TDD)

Living Independence for Everyone Center for Independent Living

1328 East Empire, Bloomington, IL 61701

(309) 663-5433 (Voice/TDD)

Center for Comprehensive Services, Inc.

P.O. Box 2825, Carbondale, IL 62902

(618) 529-3060

Southern Illinois Center for Independent Living

780 East Grand Ave., Carbondale, IL 62901

(618) 457-3318 (Voice/TDD)

Access Living of Metro Chicago

310 South Peoria, Suite 201, Chicago, IL 60607

(312) 226-5900 (Voice) or (312) 226-1687 (TDD)

Fox River Valley Center for Independent Living

730-B West Chicago, Elgin, IL 60123

(708) 695-5818 (Voice/TDD)

Will-Grundy Center for Independent Living

2415A West Jefferson St., Joliet, IL 60435
(815) 729-0162 (Voice) or (815) 729-2085 (TDD)

OPTIONS Center for Independent Living

53 Meadowview Ctr., Kankakee, IL 60901
(815) 936-0100 (Voice) or (815) 936-0132 (TDD)

Opportunities for Access

3300 Broadway, Suite 5, Mt. Vernon, IL 62864
(618) 244-9212 (Voice) or (618) 224-9575 (TDD)

Illinois Independent Living Center

1141 Iroquois Ave., #205, Naperville, IL 60563-9376
(708) 357-0077

Progress Center for Independent Living

320 Lake St., Oak Park, IL 60302
(708) 524-0600 (Voice) or (708) 524-0690 (TDD)

Central Illinois Center for Independent Living

4806 North Sheridan Rd., Peoria, IL 61614
(309) 682-3500 (Voice) or (309) 682-3567 (TDD)

Illinois/Iowa Independent Living Center

PO Box 6156, Rock Island, IL 61204-6156
(319) 324-1460 (Voice/TDD)

RAMP

1040 North 2nd St., Lower Level, Rockford, IL, 61107
(815) 968-7467 (Voice/TDD)

Illinois Department of Rehabilitation Services

623 East Adams St., P.O. Box 19429, Springfield, IL 62794-9429
(217) 782-2093

Springfield Center for Independent Living

426 West Jefferson, Springfield, IL 62702
(217) 523-2587 (Voice/TDD)

Northwestern Illinois Center for Independent Living

205 2nd Ave., Sterling, IL 61081
(815) 625-7860 (Voice) or (815) 625-7863 (TDD)

P.A.C.E., Inc.

1717 Philo Rd., Suite 27, Urbana, IL 61801
(217) 344-5433 (Voice) or (217) 344-5024 (TDD)

INDIANA

Damar Homes, Inc.

P.O. Box 41, Camby, IN 46113
(317) 856-5201

Allen County League for the Blind

5800 Fairfield, Suite 210, Fort Wayne, IN 46807
(219) 745-5491

Indianapolis Resource Center for Independent Living
2511 East 46th St., Suite V4, Indianapolis, IN 46205-2452
(317) 541-0611 (Voice/TDD)

IOWA

Central Iowa Center/Independence
67 Meadow Ln., Cumming, IA 50061
(515) 285-7145

**Center for Independent Living
Vocational Rehabilitation Services
State Commission for the Blind**
524 4th St., Des Moines, IA 50309
(515) 281-7999 (Voice) or (515) 281-1355 (TDD)

Independent Living, Inc.
26 East Market, Iowa City, IA 52245
(319) 338-3870

Hope Haven, Inc.
1800 19th St., Rock Valley, IA 51247
(712) 476-2737

KANSAS

Cowley County Developmental Services
P.O. Box 133, Arkansas City, KS 67005
(316) 442-3575

LINK, Inc.
P.O. Box 1016, Hays, KS 67601
(913) 625-6942 (Voice/TDD)

Independence, Inc.
1910 Haskell, Lawrence, KS 66046
(913) 841-0333 (Voice) or (913) 841-1046 (TDD)

Resource Center for Independent Living
122 South Sixth, Osage City, KS 66523
(913) 528-3105 (Voice) or (913) 528-3106 (TDD)

Independent Connection
1710 W. Schilling Rd., Salina, KS 67401
(913) 827-9383 (Voice/TDD)

Independent Living Program (667/117A)
2200 Gage Blvd. VA Medical Center, Topeka, KS 66622
(913) 272-3111

Kansas Rehabilitation Center for the Blind

2516 West 6th St., Topeka, KS 66606
(913) 296-3311

Topeka Independent Living Resource Center

3258 South Topeka, Topeka, KS 66611-2240
(913) 267-7100 (Voice/TDD)

Three Rivers Independent Living Resource Center

810 4th St., Wamego, KS 66547
(913) 456-9915 (Voice/TDD)

Independent Living Center of Southcentral Kansas, Inc.

1900 North Amidon, Suite 101, Wichita, KS 67203
(316) 838-3500 (Voice/TDD)

KENTUCKY

Contact, Inc.

101 St. Clair, Frankfort, KY 40601
(502) 875-5777

Center for Accessible Living

981 South 3rd St., Suite 102, Louisville, KY 40203
(502) 589-6620 (Voice) (502) 589-3980 (TDD)

Department for the Blind

1900 Brownsboro Rd., Louisville, KY 40206
(502) 893-0211

Center for Independent Living (Murray Office)

104 North 5th St., Suite 203, Murray, KY 42071
(502) 759-9227

LOUISIANA

Southwest Louisiana Independence Center

3104 Enterprise Blvd., Lake Charles, LA 70601-8722
(318) 477-7194 (Voice) or (318) 477-7196 (TDD)

Volunteers of America of Greater New Orleans -- Independent Living

3900 North Causeway Blvd, Suite 750, Metairie, LA 70002
(504) 836-5225

Independent Living Center, Inc.

320 North Carrollton Ave., Suite 2C, New Orleans, LA 70119
(504) 484-6400 (Voice/TDD)

New Orleans Resources for Independent Living

1001 Howard Ave., Suite 300, New Orleans, LA 70113
(504) 522-1955 (Voice/TDD)

New Horizons, Inc.

1030 Wallace Ave., Shreveport, LA 71108
(318) 635-3652 (Voice) or (318) 635-3488 (TDD)

New Horizons Monroe

1616 Arkansas Rd., Apt. 161, West Monroe, LA 71291
(318) 396-8929

New Horizons Alexandria

P.O. Box 169, Alexandria, LA 71309
(318) 442-7631

MAINE

Alpha One Center for Independent Living

71 State St., Augusta, ME 04330
(207) 623-1115 (Voice/TDD)

Maine Independent Living Services

74 Winthrop St., Augusta, ME 04330
(207) 622-5434 (Voice) (207) 622-5434 (TDD)

Motivational Services, Inc.

114 State St., Augusta, ME 04330
(207) 626-3465

The Together Place

Union St., Bangor, ME 04401
(207) 941-2907

Alpha One

41 Acme Rd., Brewer, ME 04412
(207) 989-6016 (Voice/TDD)

Shalom House, Inc.

Administrative Offices, 1 Pleasant St., Portland, ME 04101
(207) 874-1080 (Voice) or (207) 874-1087 (TDD)

Alpha One

373 Main St. (Rear), Presque Isle, ME 04769
(207) 764-6466 (Voice/TDD)

Alpha One

85 E St., Suite 1, S. Portland, ME 04106
(207) 767-2189 (Voice/TDD)

MARYLAND

Maryland Center for Independent Living, Inc.

6305-A Sherwood Rd., Baltimore, MD 21239-1540
(301) 377-5900 (Voice) or (301) 377-4591 (TDD)

Adult Living Internship--Center for Unique Learners

5705 Arundel Ave., Rockville, MD 20852

(301) 231-0115

MASSACHUSETTS

D.E.A.F., Inc.

215 Brighton Ave., Allston, MA 02134
(617) 254-4041 (Voice/TDD)

Stavros Center for Independent Living

691 South East St., Amherst, MA 01002
(413) 256-0473 (Voice/TDD)

Boston Center for Independent Living

95 Berkeley St., Suite 206, Boston, MA 02116
(617) 338-6665 (Voice) or (617) 338-6662 (TDD)

Center for Independent Living at Mass. Commission for the Blind

88 Kingston St., Boston, MA 02111-2227
(617) 727-5550 (Voice) or (800) 392-6556 (Voice/TDD)

Independence Associates, Inc.

55 City Hall Plaza, Brockton, MA 02401
(508) 559-9091 (Voice/TDD)

Student Independent Living Experience

Massachusetts Hospital School
5 Randolph St., Canton, MA 02021
(617) 828-2440

Carninal Medeiros Towers

P.O. Box 989, Fall River, MA 02722
(508) 675-3553

Southeast Center for Independent Living

170 Pleasant St., 3rd Floor East, Fall River, MA 02721
(508) 679-9210 (Voice/TDD)

Greater Framingham Association Independent Living Program

869 Concord St., Framingham, MA 01701
(508) 875-7853 (Voice/TDD)

CORD

P.O. Box 964, Hyannis, MA 02601
(508) 775-8300 (Voice/TDD)

ARC--Independent Living Program

101 Grove St., Hyannis, MA 02601
(508) 771-6595 (Voice/TDD)

The Northeast Independent Living Program, Inc.

130 Parker St., Lower Level, Lawrence, MA 01843
(508) 687-4288 (Voice/TDD)

Renaissance Club, Inc.

21 Branch St., Lowell, MA 01851

(508) 454-7944

Independent Living Center of the North Shore
583 Chestnut St., Suite 9, Lynn, MA 01904
(617) 593-7500 (Voice/TDD)

AD LIB, Inc.
442 North St., Pittsfield, MA 01201
(413) 442-7047 (Voice) or (413) 442-7158 (TDD)

Vision Foundation, Inc.
818 Mt. Auburn St., Watertown, MA 02172
(617) 926-4232

Center for Living and Working, Inc.
484 Main St., #345, Worcester, MA 01608
(508) 798-0350 (Voice/TDD)

MICHIGAN

Ann Arbor Center for Independent Living
2568 Packard, Georgetown Mall, Ann Arbor, MI 48104
(313) 971-0277 (Voice) or (313) 971-0310 (TDD)

Family Resource Center--ARC
51 West Hancock, Detroit, MI 48201
(313) 831-0202

Great Lakes Rehab Corp., Center for Independent Living
4 East Alexandrine, Suite 104, Detroit, MI 48201
(313) 832-3371 (Voice) or (313) 832-3372 (TDD)

Commission for the Blind
1200 6th Ave., 15th Floor, S. Tower, Detroit, MI 48226
(313) 256-1524

Upper Penninsula Community for Independent Living Inc.
1919 1/2 14th Ave., North, Escanaba, MI 49829
(906) 789-0155 (Voice/TDD)

Participants Advocate Group--Center for Independent Living
200 South Court St., P.O. Box 3087, Gaylord, MI 49735
(517) 732-1078

Grand Rapids Center for Independent Living
3375 South Division, Grand Rapids, MI 49508
(616) 243-0846 (Voice/TDD)

Lakeshore Center for Independent Living
246 South River, Office #65, Holland, MI 49423
(616) 396-5326 (Voice) or (616) 396-3774 (TDD)

Association for Retarded Citizens -- Ottawa County
246 South River, Office # 65, Holland, MI 49423
(616) 396-1201 (Voice) or (616) 396-3774 (TDD)

Kalamazoo Center for Independent Living
4026 South Westnedge, Kalamazoo, MI 49008
(616) 345-1516 (Voice) or (616) 345-8022 (TDD)

Life Skills Services
1608 Lake St., Kalamazoo, MI 49001
(616) 344-0202

Center of Handicapper Affairs
918 Southland St., Lansing, MI 48910
(517) 393-0305 (Voice) or (517) 393-0326 (TDD)

Cristo Rey Hispanic Handicapped Program
1717 North High St., Lansing, MI 48906
(517) 372-4700 (Voice/TDD)

Michigan Commission of the Blind
201 North Washington, Second Floor, Lansing, MI 48933.
(517) 373-9415 (Voice/TDD)

Midland Center for Independent Living
1015 Ashman, Midland, MI 48640-4910
(517) 835-4041 (Voice/TDD)

ARC/Muskegon--Independent Living Program
1145 East Wesley Ave., Muskegon, MI 49442
(616) 777-2006

Blue Water Center for Independent Living
804 Huron Ave., Port Huron, MI 48060
(313) 987-9337 (Voice/TDD)

Independent Living Rehabilitation Program
411-G East Genesee, Saginaw, MI 48607
(517) 771-1765

Grand Traverse Area Community Living Center
935 Barlow, Traverse City, MI 49684
(616) 941-7150

Oakland/Macomb Center for Independent Living
6044 Rochester Rd., Troy, MI 48098
(313) 828-3500 (Voice) or (313) 828-3310 (TDD)

MINNESOTA

Center for Independent Living of Northeastern Minnesota -- Cloquet
1219 14th St., #B, Cloquet, MN 55720
(218) 879-0873 (Voice/TDD)

Center for Independent Living of Northeastern Minnesota -- Duluth
205 West Second St., #442, Duluth, MN 55802
(218) 722-8911 (Voice/TDD)

OPTIONS, Interstate Resource Center for Independent Living

318 3rd St., N.W., East Grand Forks, MN 56721
(218) 773-6100 (Voice/TDD)

Center for Independent Living of Northeastern Minnesota, Inc.
2310 First Ave., Hibbing, MN 55746
(218) 262-6675 (Voice/TDD)

Vinland National Center
P.O. Box 308, Loretto, MN 55357
(612) 479-3555 (Voice/TDD)

Southern Minnesota Independent Living Enterprises & Services (SMILES)
709 South Front St., Mankato, MN 56001
(507) 345-7139 (Voice/TDD)

Southwestern Center for Independent Living
109 S. Fifth St., Marshall, MN 56258
(507) 532-2221 (Voice) or (507) 532-2222 (TDD)

Courage Center
3915 Golden Valley Rd., Golden Valley, MN 55422
(612) 588-0811 (Voice) or (612) 520-0410 (TDD)

Independence Crossroads, Inc.
1073 Tenth Ave., SE, Minneapolis, MN 55414
(612) 378-0027 (Voice/TDD)

Freedom Resource Center for Independent Living
725 Center Ave., Moorhead, MN 56560
(218) 236-0459

Southeastern Minnesota Center for Independent Living, Inc.
1306 7th St., N.W., Rochester, MN 55901
(507) 285-1815 (Voice/TDD)

Central Minnesota Center for Independent Living
600 25th Ave., South, Suite 110, St. Cloud, MN 56301
(612) 255-1882 (Voice/TDD)

Accessible Space, Inc.
2550 University Ave., West #301N, St. Paul, MN 55114
(612) 645-7271

Minnesota Housing Finance Agency - Homeownership Opportunity Program
400 Sibley #300, St. Paul, MN 55101
(612) 296-7613 (Voice) or (612) 297-2361 (TDD)

Metropolitan Center for Independent Living, Inc.
1619 Dayton Ave., Suite 303, St. Paul, MN 55104
(612) 646-8342 (Voice/TDD)

Minnesota State Services for the Blind and the Visually Handicapped
1745 University Ave. W., St. Paul, MN 55104
(612) 642-0500 (Voice/TDD)

MISSISSIPPI

Alpha Home/Royal Maid Association for the Blind
P.O. Drawer 30, Hazlehurst, MS 39083
(601) 894-1771

Jackson Independent Living Center
300 Capers Ave., Jackson, MS 39203
(601) 961-4140 (Voice/TDD)

Gulf Coast Independent Living Center
P.O. Box 377, Long Beach, MS 39560-0377
(601) 864-3786 (Voice/TDD)

Starkville Center for Independent Living
Mississippi State University, P.O. Drawer 6321, MS 39762
(601) 325-8511

MISSOURI

Services for Independent Living
1301 Vandiver Dr., Suite Q, Columbia, MO 65202
(314) 874-1646 (Voice) or (314) 874-4121 (TDD)

Rehabilitation Institute
3011 Baltimore, Kansas City, MO 64108
(816) 756-2250 (Voice/TDD)

The WHOLE PERSON, Inc.
6301 Rockhill Rd., Suite 305E, Kansas City, MO 64131
(816) 361-0304 (Voice) or (816) 361-7749 (TDD)

Southwest Center for Independent Living
1856 East Cinderella, Springfield, MO 65804
(417) 886-1188 (Voice/TDD)

Independence Center
4380 West Pine Blvd., St. Louis, MO 63108
(314) 533-6511

Life Skills Foundation
609 North & South, St. Louis, MO 63130
(314) 863-3913 (Voice/TDD)

Paraquad
4475 Castleman, St. Louis, MO 63110
(314) 776-4475 (Voice) or (314) 776-4415 (TDD)

Places for People, Inc.
4120 Lindell Blvd., St. Louis, MO 63108
(314) 535-5600

Disabled Citizens Alliance for Independence
Box 675, Viburnum, MO 65566

(314) 244-3315 (Voice/TDD)

MONTANA

Yellowstone Valley Center for Independent Living

1925 Grand Ave. Suite 104, Billings, MT 59102
(406) 259-5181 (Voice/TDD)

North Central Independent Living Services, Inc.

104 Second St., South, Suite 101, Great Falls, MT 59405
(406) 452-9834 (Voice/TDD)

Montana Independent Living Project

38 South Last Chance Gulch, Helena, MT 59601
(406) 442-5755 (Voice) (406) 442-5756 (TDD)

Summit Independent Living Center

1280 South Third St., West, Missoula, MT 59801
(406) 728-1630 (Voice/TDD)

NEBRASKA

Goodwill Center for Independent Living

1804 South Eddy, Grand Island, NE 68801
(308) 384-7896 (Voice/TDD)

League of Human Dignity, Mobility Options, Inc.

1701 P St., Lincoln, NE 68508-1741
(402) 471-7871 (Voice/TDD)

League of Human Dignity Independent Living Center

604 West Benjamin, Norfolk, NE 68701
(402) 371-4475 (Voice/TDD)

League of Human Dignity Independent Living Center

5017 Leavenworth, Omaha, NE 68106
(402) 558-3411 (Voice or TDD)

NEVADA

Nevada Association for the Handicapped

6200 West Oakey, Las Vegas, NV 89102
(702) 870-7050 (Voice/TDD)

Northern Nevada Center for Independent Living

624 East 4th St., Reno, NV 89512-3401
(702) 328-8000 (Voice) (702) 328-8006 (TDD)

NEW HAMPSHIRE

Granite State Independent Living Foundation
172 Pembroke Rd., Concord, NH 03301
(603) 228-9680 (Voice/TDD)

NEW JERSEY

Success Through Independent Living Experience
1501 Park Ave., Asbury Park, NJ 07712
(908) 774-4737

D.I.A.L. for Independent Living
66 Mt. Prospect Ave., Bldg. C, Clifton, NJ 07013-1918
(201) 470-8090

East Brunswick Adult Program
380 Cranbury Rd., East Brunswick, NJ 08816
(908) 613-6983

Alliance for Disabled in Action
2050 Oak Tree Rd., Edison, NJ 08820
(908) 321-1600 (Voice/TDD)

Total Living Center, Inc.
231 Philadelphia Ave., Egg Harbor City, NJ 08215
(609) 965-3734 (Voice/TDD)

HIP-Heightened Independence and Progress
44 Armory St., Englewood, NJ 07631
(201) 568-0906 (Voice) or (201) 568-6191 (TDD)

Monmouth/Ocean Independent Living Center
279 Broadway, Long Branch, NJ 07740
(908) 571-4884 (Voice) (908) 571-4878 (TDD)

D.I.A.L., Inc. (Newark/Union)
32 Park Place, Newark, NJ 07102
(201) 824-4009 (Voice) or (201) 824-3614 (TDD)

New Jersey Commission for the Blind and Visually Impaired
153 Halsey St., P.O. Box 47017, Newark, NJ 17101
(201) 648-3333 (Voice) or (201) 648-4559 (TDD)

DIAL, Inc. Northwest Branch
#7 Boardwalk, Sparta, NJ 07861
(201) 729-7155 (Voice) or (201) 729-3396 (TDD)

Project Freedom, Inc.
P.O. Box 8898, Trenton, NJ 08650
(609) 584-8857 (Voice/TDD)

Center for Independent Living of South Jersey, Inc.
800 North Delsea Dr., Westville, NJ 08093
(609) 853-6490 (Voice) or (609) 853-7602 (TDD)

NEW MEXICO

C.A.S.A, Inc.-Creative Alternative for Special Adults
P.O. Box 36916, Albuquerque, NM 87176
(505) 298-7609

Independent Living Resource Center
2520 Virginia NE, Suite 200, Albuquerque, NM 87110
(505) 271-1565 (Voice/TDD)

Disability Resource Center
205 West Boutz, Bldg. 4, Suite 4, Las Cruces, NM 88005
(505) 526-5016 (Voice/TDD)

New Vistas--Independent Living Center
2025 South Pacheco St., Ark Plaza, Suite 105-A, Santa Fe, NM 87501
(505) 471-1001 (Voice)
(800) 659-8331 (Relay Number/TDD) and (800) 659-1779 (Relay Number/Voice)

NEW YORK

Capital District Center for Independence
845 Central Ave., Albany, NY 12206-1504
(518) 459-6422 (Voice/TDD)

Independent Living Center of Amsterdam, Inc.
12 Chestnut St., Amsterdam, NY 12010
(518) 842-3561 (Voice) or (518) 842-3593 (TDD)

Options for Independence
55 Market St., Auburn, NY 13021
(315) 255-3447 (Voice/TDD)

Batavia Center for Independent Living
61 Swan St., Batavia, NY 14020
(716) 343-4524 (Voice/TDD)

Southern Tier Independence Center
107 Chenango St., Binghamton, NY 13901
(607) 724-2111 (Voice/TDD)

Bronx Independent Living Services
3525 Decatur Ave., Bronx, NY 10467
(212) 515-2800 (Voice) or (212) 515-2803 (TDD)

Brooklyn Center for Independence of the Disabled
408 Jay St., Rm. 401, Brooklyn, NY 11201
(718) 625-7500 (Voice) or (718) 625-7712 (TDD)

Western N.Y. Independent Living Center
3108 Main St., Buffalo, NY 14214
(716) 836-0822 (Voice/TDD)

SILO (Satellite Office) - Self Initiated Living Options

3180 Express Dr., South, Central Islip, NY 11722
(516) 348-0207 (Voice) or (516) 348-7655 (TDD)

Access to Independence and Mobility

271 East First St., Corning, NY 14830-2924
(607) 962-8225 (Voice/TDD)

Long Island Center for Independent Living/SUNY

Administration Bldg., #115, Farmingdale, NY 11735
(516) 420-2000

Glens Falls Independent Living Center

25 Sherman Ave., P.O. Box 453, Glens Falls, NY 12801
(518) 792-3537 (Voice) or (518) 792-0505 (TDD)

Suffolk County Office of Handicapped Services

395 Oser Ave., Hauppauge, NY 11788-3631
(516) 853-3712 (Voice) (516) 582-6616 (TDD)

Finger Lakes Independence Center

609 West Clinton St., Suite 112, Ithaca, NY 14850
(607) 272-2433 (Voice) or (800) 662-1220 (TDD-NY Relay)

Queens Independent Living Center

140-40 Queens Blvd., Jamaica, NY 11437
(718) 658-2526 (Voice) or (718) 658-4720 (TDD)

Southwestern Independent Living Center

878 North Main St., Rear Entrance, Jamestown, NY 14701
(716) 661-3010 (Voice) or (716) 661-3012 (TDD)

Resource Center for Accessible Living

602 Albany Ave., Kingston, NY 12401
(914) 331-0541 (Voice) or (914) 331-8680 (TDD)

Long Island Center for Independent Living

3601 Hempstead Turnpike, Rm. 312, Levittown, NY 11756
(516) 796-0144 (Voice) or (516) 796-0135 (TDD)

Massena Independent Living Center

1 North Main St., Massena, NY 13662
(315) 764-9442 (Voice/TDD)

Self Initiated Living Options, Inc.

3241 Route 112, Bldg. 7, Medford, NY 11763-1411
(516) 698-1310 (Voice) or (516) 698-1392 (TDD)

Office Executive Services for the Physically Challenged

1550 Franklin Ave., Rm. 112, Mineola, NY 11501
(516) 535-3147 (Voice) or (516) 535-3108 (TDD)

Barrier Free Living

270 East Second St., New York, NY 10009
(212) 677-6668 (Voice/TDD)

Center for Independence of the Disabled in New York

841 Broadway, Rm. 205, New York, NY 10003
(212) 674-2300 (Voice/TDD)

Visions

817 Broadway, 11th Fl., New York, NY 10003
(212) 477-3800

Eastern Orange County Center for Independent Living

200 Lake St., Newburgh, NY 12550
(914) 565-1162

Niagara Frontier Center for Independent Living, Inc.

1522 Main St., Niagara Falls, NY 14305
(716) 284-2452 (Voice/TDD)

Directions in Independent Living

180 North Union, Olean, NY 14760
(716) 373-4602 (Voice/TDD)

Catskill Center for Independence

P.O. Box 1247, Oneonta, NY 13820
(607) 432-8000 (Voice) or (607) 432-8000 (TDD)

North Country Center for Independence

159 Margaret St., Suite 202, Plattsburgh, NY 12901
(518) 563-9058 (Voice/TDD)

Taconic Resources for Independence

80 Washington St., Suite 201, Poughkeepsie, NY 12601-2305
(914) 452-3913 (Voice) or (914) 485-8110 (TDD)

Rochester Center for Independent Living

758 South Ave., Rochester, NY 14620-2237
(716) 442-6470 (Voice/TDD)

Independent Living in the Capital District, Inc.

2660 Albany St., Schenectady, NY 12304
(518) 393-2412

Western Orange County Center for Independent Living, Inc.

RD1, Box 144C, Route 6, Slate Hill, NY 10973
(914) 355-2030 (Voice) or (914) 355-2060 (TDD)

Rockland Independent Living Center

235 North Main St., Suite 13, Spring Valley, NY 10977
(914) 426-0707 (Voice) or (914) 426-1180 (TDD)

Staten Island Center for Independent Living, Inc.

150 Walker St., Staten Island, NY 10302
(718) 720-9016 (Voice) or (718) 720-9870 (TDD)

ARISE, Inc., Center for Independent Living

501 East Fayette St., Syracuse, NY 13202
(315) 472-3171 (Voice/TDD)

Troy Resource Center for Independent Living

Troy Atrium, Broadway & 4th St., Troy, NY 12180
(518) 274-0701 (Voice/TDD)

Resource Center for Independent Living
409 Columbia St., Utica, NY 13502
(315) 797-4642 (Voice) or (315) 797-5837 (TDD)

Northern Regional Center for Independent Living
Woolworth Bldg., Suite 400, Watertown, NY 13601
(315) 785-8703 (Voice/TDD)

Long Island Association for Children
265 Post Ave., Westbury, NY 11590
(516) 334-4965

Westchester Independent Living Center
297 Knollwood Rd., White Plains, NY, 10607
(914) 682-3926 (Voice) or (914) 682-0926 (TDD)

Westchester Disabled on the Move
984 North Broadway, Suite 509, Yonkers, NY 10701
(914) 968-4717 (Voice/TDD)

NORTH CAROLINA

Programs for Accessible Living
1012 South Kings Dr., Doctor's Bldg., G-2, Charlotte, NC 28283
(704) 375-3977 (Voice/TDD)

Live Independently Networking Ctr.
P.O. Box 389, Newton, NC 28658
(704) 465-8484 (Voice) (704) 465-8369 (TDD)

NORTH DAKOTA

Fraser Limited
711 South University Dr., Fargo, ND 58103
(701) 232-3301

Center for Independent Living
1007 N.W. 18th, Mandan, ND 58554
(701) 663-0376

OHIO

Tri-County Independent Living Center, Inc.
680 East Market St., Suite 205, Akron, OH 44304
(216) 762-0007 (Voice) or (216) 762-7429 (TDD)

Access Center for Independent Living, Inc.
7946 Clys Rd., Suite A, Centerville, OH 45459
(513) 439-0071 (Voice) or (513) 439-0072 (TDD)

Independent Living Options, Inc.

2433 Harrison Ave., Cincinnati, OH 45211-7927
(513) 661-2600 (Voice) or (513) 661-2750 (TDD)

HELP Six Chimneys, Inc.

3907 Prospect Ave., Cleveland, OH 44115
(216) 361-3907

Services for Independent Living

25100 Euclid Ave., Suite 105, Cleveland, OH 44117
(216) 731-1529 (Voice/TDD)

Mid-Ohio Board Independent Living

1393 East Broad St., Columbus, OH 43205
(614) 252-1661 (Voice) or (614) 252-2668 (TDD)

United Cerebral Palsy of Columbus & Franklin County

440 Industrial Mile Rd., Columbus, OH 43228
(614) 279-0109

Rehabilitation Services of North Central Ohio

270 Sterkel Blvd., Mansfield, OH 44907
(419) 756-1133 (Voice/TDD)

Ability Center of Greater Toledo

5605 Monroe, Sylvania, OH 43560
(419) 885-5733 (Voice) or (419) 882-2387 (TDD)

OKLAHOMA

Caddo County Independent Living Center

132 East Broadway St., #208, Anadarko, OK 73005-2837
(405) 247-7331 (Voice/TDD)

Green Country IL Resource Center

310 South Osage, P.O. Box 2295, Bartlesville, OK 74005
(918) 336-0700 (Voice/TDD)

Northwest Oklahoma Independent Living Center

705 South Oakwood, Suite B-1, Enid, OK 73703
(405) 237-8508 (Voice/TDD)

Oklahoma Independent Living Resource Center

321 S. Third, Suite 2, McAlester, OK 74501
(918) 426-6220 (Voice/TDD)

Progressive Independence, Inc.

121 North Porter, Norman, OK 73071
(405) 321-3203 (Voice/TDD)

Ability Resources

1724 East 8th St., Tulsa, OK 74104
(918) 592-1235 (Voice/TDD)

OREGON

Disabilities Advisory Coalition
P.O. Box 10864, Eugene, OR 97440
(503) 689-8675

Laurel Hill Center--Independent Living Program
2145 Centennial Plaza, Eugene, OR 97401
(503) 485-6340

HASL, Independent Abilities Center
290 Northeast "C" St., Grants Pass, OR 97526
(503) 479-4275

Columbia Gorge Rehab. Center
2940 Thomsen Rd., Hood River, OR 97031
(503) 386-3520

Columbia Gorge Rehab. Center Reside
1306 Taylor St., Hood River, OR 97031
(503) 386-2544

SPOKES Unlimited
P.O. Box 7896, Klamath Falls, OR 97602
(503) 883-7547 (Voice/TDD)

Living Opportunities Inc.
P.O. Box 1072, Medford, OR 97501
(503) 772-1503

Access Oregon
2600 Southeast Belmont, Suite A, Portland, OR 97214
(503) 230-1225 (Voice/TDD)

Commission for the Blind
535 Southeast 12th Ave., Portland, OR 97214
(503) 238-8375 (Voice/TDD)

Volunteer Braille Services, Inc.
4001 Northeast Halsey, Portland, OR, 97232
(503) 284-3339 (Voice/TDD)

Vocational Rehabilitation Division--Independent Living Services
2045 Silvertown Rd., NE, Salem, OR 97310
(503) 378-3830 (Voice/TDD)

PENNSYLVANIA

Lehigh Valley Center for Independent Living
1501 Lehigh St., Allentown, PA 18103-3813
(215) 791-7870 (Voice) or (215) 791-7875 (TDD)

Center for Independent Living of Southcentral PA
1501 11th Ave., Mezzanine Level, Altoona, PA 16601

(814) 949-1905 (Voice/TDD)

Center for Independent Living of Central Pennsylvania

2331 Market St., Camp Hill, PA 17012

(717) 731-1900 (Voice) or (717) 731-1077 (TDD)

Erie Independence House/Center for Independent Living

2222 Filmore Ave., Erie, PA 16506-2943

(814) 838-7222 (Voice) or (814) 838-8115 (TDD)

Anthracite Region Center for Independent Living

40 North Church St., City Hall, Hazleton, PA 18201

(717) 455-9800

Susquehanna Independent Living Center

1851 Charter Ln., P.O. Box 10396, Lancaster, PA 17605-0396

(717) 397-2168 (Voice) or (717) 397-4193 (TDD)

North Central Center for Independent Living

1722 West Market St., Lewisburg, PA 17837

(717) 524-9695 (Voice/TDD)

Center for Independent Living--Associated Services for the Blind

919 Walnut St., Philadelphia, PA 19107

(215) 627-0600 (Voice/TDD)

Resources for Living Independently

One Winding Way, Suite 108, Philadelphia, PA 19131

(215) 581-0666 (Voice) or (215) 581-0664 (TDD)

Three Rivers Center for Independent Living

7110 Penn Ave., Pittsburgh, PA 15208

(412) 371-7700 (Voice/TDD)

Allied Services for the Handicapped

475 Morgan Highway, Scranton, PA 18508

(717) 348-2221

Northeastern Pennsylvania Center for Independent Living

431 Wyoming Ave., Lower Level, Scranton, PA 18503

(717) 344-7211 (Voice/TDD)

Berks County Center for Independent Living

899 Penn Ave., Sinking Spring, PA 19608

(215) 670-0734 (Voice) or (215) 670-0753 (TDD)

Tri-County Partnership for Independent Living

120 East Hallam Ave., Rm. 120, Washington, PA 15301-3404

(412) 223-5115 (Voice/TDD)

Brian's House, Inc.

1300 South Concord Rd., West Chester, PA, 19382

(215) 399-1175

RHODE ISLAND

Blackstone Valley Center Independent Living Program

115 Manton St., Pawtucket, RI 02861
(401) 727-0150

People Activity Reaching Independent-ARI Independent Living Center

500 Prospect St., Pawtucket, RI 02860
(401) 725-1966 (Voice/TDD)

IN-SIGHT Independent Living

43 Jefferson Blvd., Warwick, RI 02888
(401) 941-3322

Ocean State Center for Independent Living

59 West Shore Rd., Warwick, RI 02889-1140
(401) 738-1013 (Voice) (401) 738-1015 (TDD)

SOUTH CAROLINA

South Carolina Vocational Rehabilitation Independent Living Program

1410 C-Boston Ave., P.O. Box 15, West Columbia, SC 29169-0015
(803) 822-5314

SOUTH DAKOTA

Opportunities for Independent Living-(O.I.L.)

P.O. Box 1571, Aberdeen, SD 57402-1571
(605) 622-2298

Adjustment Training Center

607 Northforth St., Southeast, Aberdeen, SD 57401
(605) 229-0263

Black Hills Workshop & Training Center

Box 2104; 3603 Range Rd., Rapid City, SD 57702
(605) 343-4550

Western Resources for Disabled Independence

36 East Chicago, Box 9, Rapid City, SD 57701
(605) 394-1930 (Voice/TDD)

Communication Service for the Deaf

3520 Gateway Ln., Sioux Falls, SD 57106
(605) 339-6718 (Voice/TDD)

Prairie Freedom Center for Disabled Independents

301 South Garfield Ave., Suite 8, Sioux Falls, SD 57104
(605) 339-6558 (Voice/TDD)

TENNESSEE

Memphis Center for Independent Living

163 North Angelus, Memphis, TN 38104

(901) 726-6404 (Voice/TDD)

TEXAS

Panhandle Action Center for Independent Living Skills

3608 South Washington, Amarillo, TX 79110
(806) 352-1500 (Voice) or (806) 352-8630 (TDD)

Educational Support Services Office

University of Texas at Arlington, Box 19028, Arlington, TX 76019

Provence Center for Independent Living

600 New York Ave., Arlington, TX 76010
(817) 275-3369

Austin Resource Center for Independent Living

5555 North Lamar, Suite J-125, Austin, TX 78751
(512) 467-0744 (Voice/TDD)

Independent Living Program for Blind & Blind-Multi-Handicapped

4800 North Lamar, Suite 220, Austin, TX 78756
(512) 459-2500 and (800) 459-2606

Texas Rehabilitation Commission

4900 North Lamar Blvd., Austin, TX 78751-2316
(512) 483-4000

Independent Living Rehabilitation Program--Texas Commission for the Blind

410 South Padre Island Dr., Suite 103, Corpus Christi, TX 78405
(512) 289-1128

Tri-County Awareness Association--Independent Living Center

P.O. Box 875, Crockett, TX 75835
(409) 544-2811 (Voice) or (409) 544-7315 (TDD)

Disabled Ability Resource Environment

8929 Viscount, Suite 101, El Paso, TX 79925
(915) 591-0800 (Voice/TDD)

Reach Independent Living Center

617 Seventh Ave., Suite 304, Ft. Worth, TX 76104
(817) 870-9082 (Voice) or (817) 870-9086 (TDD)

Center for the Retarded, Inc.--Independent Living Program

P.O. Box 13403, Houston, TX 77219
(713) 528-6371

Deville Independent Living Program--Lighthouse of Houston

4039 Bellefontaine, Houston, TX 77025
(713) 666-4641

Houston Center for Independent Living

7000 Regency Square Blvd., #160, Houston, TX 77036
(713) 974-4621 (Voice/TDD)

Texas Commission for the Blind

427 West 20th, Suite 407, Houston, TX 77008
(713) 880-0721

Independent Life Styles, Inc.

P.O. Box 571874, Houston, TX 77257
(303) 790-7002

LIFE Independent Living Center

4514 Englewood Ave., Lubbock, TX 79414-1227
(806) 795-5433 (Voice/TDD)

Valley Association for Independent Living

105-C Expressway 83, Fharr, TX 78577
(512) 781-7733 (Voice/TDD)

San Antonio Independent Living Services

5101 San Pedro, San Antonio, TX 78212-1400
(512) 734-9971 (Voice/TDD)

OBS/ILR--Texas Commission for the Blind

1101 E S.E. Loop 323 #640, Tyler, TX 75701-9638
(903) 581-9945 (Voice/TDD)

UTAH

OPTIONS for Independence

1095 North Main, Logan, UT 84321
(801) 753-5353 (Voice/TDD)

Active Re-Entry

451 South Carbon Ave., P.O. Box 931, Price, UT 84501
(801) 637-4950 (Voice/TDD)

Utah Independent Living Center, Inc

764 South 200 West, Salt Lake City, UT 84101-2700
(801) 359-2457 (Voice/TDD)

Southern Utah Independent Living Center

764 South, 200 West, Salt Lake City, UT 84101-2700
(801) 673-7579

VERMONT

Vermont Association for the Blind

37 Elmwood Ave., Burlington, VT 05401
(802) 863-1358 (Voice/TDD)

Vermont Center for Independent Living

174 River St., Montpelier, VT 05602
(802) 229-0501 (Voice/TDD)

VIRGINIA

Appalachian Independence Center

230 Charwood Drive, Abingdon, VA 24210
(703) 628-2969 (Voice) (703) 628-4931 (TDD)

Virginia Department for the Visually Handicapped

205 South Whiting St., Suite 505, Alexandria, VA 22304
(703) 823-2234 (Voice/TDD)

ENDependence Center of N. Virginia

2111 Wilson Blvd., Suite 400, Arlington, VA 22201
(703) 525-3268 (Voice/TDD)

Independence Resource Center

201 West Main St., Suite 8, Charlottesville, VA 22901
(804) 971-9629 (Voice/TDD)

Woodrow Wilson Center for Independent Living

Box W37 Fishersville, VA 24401
(703) 332-7103 (Voice/TDD)

Peninsula Center for Independent Living -- Insight Enterprises

11832 Canon Blvd., Suite F, Newport News, VA 23606
(804) 827-0275 (Voice) or (804) 873-0817 (TDD)

Endependence Center, Inc.

Janaf Office Bldg., Suite 601, Norfolk, VA 23502
(804) 461-8007 (Voice) (804) 461-7527 (TDD)

Central Virginia Independent Living Center, Inc.

2900 West Broad St., Richmond, VA 23230-1049
(804) 353-6503 (Voice) or (804) 353-6583 (TDD)

Independence Living Program Veterans Administration Med. Ctr.--VAMC Richmond

1201 Broad Rock Rd.-VAMC, Richmond, VA 23249
(804) 230-0001

Independent Living Center Network--Department for the Visually Handicapped

1809 Staples Mill Rd., Suite 101, Richmond, VA 23230
(804) 257-0030

Center for Independence for the Disabled

1502-D Williamson Rd., N.E., Roanoke, VA 24012
(703) 342-1231 (Voice) or (703) 342-1939 (TDD)

Roanoke Independent Living Center--Department for the Visually Handicapped

210 Church Ave., Southwest #B-50, Roanoke, VA 24011
(703) 982-7122 (Voice/TDD)

Shenandoah Valley Independent Living Center

21 South Kent St., Winchester, VA 22601
(703) 662-4452 (Voice/TDD)

WASHINGTON

Vision and Independent Living Services

2400 Queen St., Bellingham, WA 98226
(206) 647-0309

Kitsap Community Action Program

1201 Park Ave., Bremerton, WA 98310
(206) 377-0053

Independent Lifestyle Services

North 306 Maine St., Ellensburg, WA 98926
(509) 962-9620

Care Medical Equipment

1301 Hewitt, Everett, WA 98201
(206) 252-6456

Division of Vocational Rehabilitation--Independent Living Service

P.O. Box 45340, Olympia, WA 98504-5340
(206) 753-2756 (Voice) or (206) 753-5473 (TDD)

Center for Independence--Good Samaritan Hospital

407 14th Ave., Southeast, Puyallup, WA 98372
(206) 848-6661 (Voice/TDD)

Community Service Center for Deaf and Hard of Hearing

1609 19th Ave., Seattle, WA 98122
(206) 322-4996 (Voice/TDD)

Community Services for the Blind

9709 Third Ave. NE, Suite 100, Seattle, WA 98115
(206) 525-5556 (Voice/TDD)

Epilepsy Association Western Washington

8511 15th Ave. NE, Seattle, WA 98115
(206) 523-2551 (Voice/TDD) (800) 752-3509

Independent Living Center-Northwest

2600 South Walker, Seattle, WA 98144
(206) 328-1403 (Voice/TDD)

Resource Center for the Handicapped

20150-45th Ave., N.E., Seattle, WA 98155
(206) 362-2273 (Voice) (206) 368-3308 (TDD)

Washington Coalition of Citizens with Disabilities

3530 Stoneway, North, Seattle, WA 98103
(206) 461-4550 (Voice) or (206) 461-3766 (TDD)

Washington Department Services for the Blind

3411 South Alaska St., Seattle, WA 98118
(206) 721-4422 (Voice) or (206) 721-4056 (TDD)

Adventures in Independence Development

819 South Hatch, Spokane, WA 99202

(509) 535-9696

Coalition of Responsible Disabled

North 908 Howard, Suite 10, Spokane, WA 99201

(509) 326-6355 (Voice/TDD)

Lilac Blind Foundation, Independent Living Program

North 1212 Howard, Spokane, WA 99201

(509) 328-9116

Greater Lakes Mental Health Foundation

10510 Gravelly Lake Dr., Southwest, Suite 118, Tacoma, WA 98499

(206) 582-8820 (Voice/TDD)

Tacoma Area Coalition of Individuals with Disabilities-(TACID)

6315 South 19th St., Tacoma, WA 98466-6217

(206) 565-9000 (Voice/TDD)

Coalition Handicapped Organizations

P.O. Box 2129, Vancouver, WA 98668-2129

(206) 693-8819 (Voice) or (206) 693-8835 (TDD)

WEST VIRGINIA

Mountain State Center for Independent Living

329 Prince St., Beckley, WV 25801

(304) 255-0122 (Voice/TDD)

Appalachian Center for Independent Living

1023 Washington St. West, Charleston, WV 25302-1441

(304) 342-6328 (Voice/TDD)

Mountain State Center for Independent Living

914-1/2 Fifth Ave., Huntington, WV 25701

(304) 525-3324 (Voice/TDD)

NC West Virginia Center for Independent Living - Coordinating Council

1000 Elmer W. Prince Drive, Morgantown, WV 26505

(304) 599-3636 (Voice/TDD)

WISCONSIN

Milwaukee North Job Services

6087 Teutonia Ave., Milwaukee, WI 53209

(414) 438-2000

Visiting Nurse Corporation-Independent Living Services

11333 North National Ave., Milwaukee, WI 53227

(414) 327-2295

Veterans Administration Hospital

5000 West National Ave., Milwaukee, WI 53295

(414) 384-2000

Curative Workshop, Inc.

1506 South Oneida St., St. Elizabeth Hosp., Appleton, WI 54915
(414) 738-2644 (Voice) or (414) 738-2715 (TDD)

Independent Living Program-Curative Rehabilitation Center

2900 Curry Ln., P.O. Box 8027, Green Bay, WI 54308
(414) 468-1161 (Voice/TDD)

Access to Independence, Inc.

22 North Second St., Madison, WI 53704
(608) 251-7575 (Voice) or (608) 251-7731 (TDD)

Center for Independent Living

University of Wisconsin-Stout, Menomonie, WI 54751
(715) 232-2150 (Voice/TDD)

Southeast Wisconsin Center for Independent Living

6222 West Capitol Drive, Milwaukee, WI 53216
(414) 438-5622 (Voice) or (414) 438-5627 (TDD)

Society's Assets

1511 Washington Ave., Racine, WI 53403
(414) 637-9128 (Voice) (414) 552-9656 (TDD)

North Country Independent Living

P.O. Box 1245, Superior, WI 54880
(715) 392-9118 (Voice/TDD)

Christian League for the Handicapped

P.O. Box 948, Walworth, WI 53184
(414) 275-6131

Independent Living Services NC WI

1200 Lake View Dr., Suite 150, Wausau, WI 54401
(715) 848-4390 (Voice/TDD)

WYOMING

Wyoming Independent Living Rehabilitation

246 S. Center, Suite 16, Casper, WY 82601
(307) 266-6956 (Voice/TDD)

Rehabilitation Enterprises of Northeast Wyoming

245 Broadway, Sheridan, WY 82801
(307) 672-7481

DISTRICT OF COLUMBIA

D.C. Center for Independent Living

1400 Florida Ave., Northeast, #3, Washington, DC 20009
(202) 388-0033 (Voice) (202) 388-0033 (TDD)

Independent Living for the Handicapped

1301 Belmont St., Northwest, Washington, DC 20009
(202) 797-9803

VIRGIN ISLANDS

Virgin Islands Association for Independent Living
P.O. Box 3305, Charlotte Amalie, St Thomas, VI 00803-3305
(809) 775-9740

STATE TECHNOLOGY-RELATED ASSISTANCE PROGRAMS

ALASKA

Assistive Technology of Alaska
Division of Vocational Rehabilitation
400 D St., Suite 230
Anchorage, AK 99501
(907) 274-0138 (Voice)
(907) 274-0517 (TDD)

ARKANSAS

Department of Human Services
Division of Rehabilitation Services
Increasing Capabilities Access
Network
2201 Brookwood Dr., Suite 117
Little Rock, AR 72202
(501) 666-8868 (Voice/TDD)
(800) 828-2799 (In State)

COLORADO

Rocky Mountain Resource and
Training Institute
6355 Ward Rd., Suite 310
Arvada, CO 80004
(303) 420-2942 (Voice/TDD)

DELAWARE

University of Delaware
Center of Applied Science and
Engineering
New Castle County
Newark, DE 19716
(302) 651-6830 (Voice)
(302) 651-6834 (TDD)

GEORGIA

Georgia Department of Human
Resources
Georgia Division of Rehabilitation
Services
878 Peachtree St., N.E., Rm. 702
Atlanta, GA 30309
(404) 853-9151

HAWAII

Department of Human Services
Vocational Rehabilitation and
Services for the Blind Division
1000 Bishop St., Rm. 605
Honolulu, HI 96813
(808) 586-5368 (Voice)
(808) 586-5376 (TDD)

ILLINOIS

Illinois Assistive Technology Project
411 East Adams St.
Springfield, IL 62701-1404
(217) 522-7985 (Voice/TDD)

INDIANA

Family and Social Services
Administration
Division of Aging and Rehabilitative
Services
402 West Washington St., Rm. W-453
Indianapolis, IN 46207-7083
(317) 233-3394 (Voice)
(317) 232-1427 (TDD)

IOWA

Iowa Program for Assistive
Technology
Iowa University Affiliated Program
University Hospital School
Iowa City, IA 52242
(319) 356-4391 (Voice/TDD)

KENTUCKY

Kentucky Assistive Technology
Service (KATS) Network
KATS Network Coordinating Center
427 Versailles Rd.
Frankfort, KY 40601
(502) 564-4665 (Voice/TDD)

LOUISIANA

Louisiana State Planning Council on
Developmental Disabilities
Department of Health and Hospitals
P.O. Box 3455
Baton Rouge, LA 70821-3455
(504) 342-6804

MAINE

Division of Special Education
Maine Department of Education
State House Station #23
Augusta, ME 04333
(207) 289-5950 (Voice)
(207) 289-2550 (TDD)

MARYLAND

Maryland Technology Assistance
Project
Governor's Office for Handicapped
Individuals
300 West Lexington St.
1 Market Center-Box 10
Baltimore, MD 21201-3435
(410) 333-4975

MASSACHUSETTS

Deputy Commissioner for Policy and
Programs
Commission on the Deaf & Hard of
Hearing
Central Office
600 Washington St., Rm. 600
Boston, MA 02111
(617) 727-5106 (Voice/TDD)

MINNESOTA

Minnesota Star Program
300 Centennial Bldg.
658 Cedar St.
St. Paul, MN 55155
(612) 297-1554 (Voice)
(612) 296-9962 (TDD)

MISSISSIPPI

Division of Rehabilitation Services
300 Capers Ave.
Jackson, MS 39203
(601) 354-6891 (Voice/TDD)

MISSOURI

University of Missouri- Kansas City
Institute for Human Development
University of Missouri-Kansas City
Kansas City, MO 64110
(816) 235-1770 (Voice)
(816) 235-1203 (TDD)

MONTANA

Montana Department of Social and
Rehabilitation Services
Rehabilitation Services Division
111 Sanders
P.O. Box 4210
Helena, MT 59604
(406) 444-2590 (Voice/TDD)

NEBRASKA

Assistive Technology Project
Nebraska Department of Education
Division of Rehabilitative Services
301 Centennial Mall South
P.O. Box 94987
Lincoln, NE 68509-4987
(402) 471-0735 (Voice/TDD)
(800) 742-7594 (Voice/TDD)

NEVADA

Program Development
Rehabilitation Division, PRPD
505 East King St., Rm. 502
Carson City, NV 89710
(702) 687-4452 (Voice/TDD)

NEW HAMPSHIRE

Department of Education
State of New Hampshire
Concord, NH 03824
(603) 362-4320

NEW MEXICO

New Mexico TAP
State Department of Education
Division of Vocational Rehabilitation
604 West San Mateo
Santa Fe, NM 87505
(505) 827-3533 (Voice)
(800) 866-ABLE (TDD)

NEW YORK

New York State Office of Advocate for
the Disabled
TRAID Project
One Empire State Plaza, 10th Fl.
Albany, NY 12223-0001
(518) 474-2825 (Voice)
(518) 473-4231 (TDD)

NORTH CAROLINA

North Carolina Assistive Technology
Project
Department of Human Resources
Division of Vocational Rehabilitation
Services
1110 Navaho Dr., Suite 101
Raleigh, NC 27609
(919) 850-2787

OREGON

Department of Human Resources
Oregon Vocational Rehabilitation
Division
Technology Access for Life Needs
2045 Silverton Rd., N.E.
Salem, OR 97310
(503) 378-3850 (Voice/TDD)

SOUTH CAROLINA

South Carolina Vocational
Rehabilitation Department
P.O. Box 15
West Columbia, SC 29171-0015
(803) 822-5303

TENNESSEE

Tennessee Technology Access Project
Department of Mental Health and
Mental Retardation
3rd Fl., Doctor's Bldg.
706 Church St.
Nashville, TN 37243-0675
(615) 741-7441

UTAH

Utah Assistive Technology Program
Utah State University
Developmental Center for Persons
with Disabilities
Logan, UT 84322-6855
(801) 750-1982

VERMONT

Assistive Technology Project
Department of Aging and Disabilities
Agency of Human Services
103 South Main St.
Waterbury, VT 05676
(802) 241-2186

VIRGINIA

Virginia Assistive Technology System
Department of Rehabilitative Services
4901 Fitzhugh Ave.
P.O. Box 11045
Richmond, VA 23230
(804) 367-0315 (Voice)
(804) 367-0315 (TDD))

WISCONSIN

WisTech
Division of Vocational Rehabilitation
1 West Wilson St., Rm. 950
P.O. Box 7852
Madison, WI 53702
(608) 266-1281 (Voice)
608) 266-9599 (TDD

STATE PROGRAMS OF EDUCATION AND ASSISTANCE FOR FARMERS AND RANCHERS WITH DISABILITIES

ILLINOIS

Extension Ag. Safety Spec.
Department of Ag. Engineering
University of Illinois
1304 W. Pennsylvania Ave.
Urbana, IL 61801
(217) 333-9417 (Voice)
(217) 244-0323 (Fax)

Illinois Easter Seal Society
2715 South Fourth St.
P.O. Box 1767
Springfield, IL 62705
(217) 525-0398

INDIANA

Breaking New Ground Resource Center
Purdue University
1146 Agricultural Engineering Building
West Lafayette, IN 47907-1146
(317) 494-5088 (Voice)
(317) 254-8382 (Fax)

Indiana Easter Seal Society
8425 Keystone Crossing
Suite 190
Indianapolis, IN 46240
(317) 254-8382

IOWA

Department of Human Development and
Family Studies
Iowa State University
166 LeBaron Hall
Ames, IA 50011
(515) 294-6568 (Voice)
(515) 294-2502 (Fax)

The Easter Seal Society of Iowa
Farm Family Rehabilitation
Management (FARM) Program
P.O. Box 4002
Des Moines, Iowa 50333
(515) 289-1933

LOUISIANA

Louisiana Cooperative Extension Service
Knapp Hall, University Station
Baton Rouge, LA 70803
(504) 388-6794

The Workplace
4162 Canal St., Suite 101
New Orleans, LA 70119
(504) 484-6363

NEW YORK

Ag. & Bio. Engineering Dept.
330 Riley-Robb Hall
Cornell University
Ithaca, NY 14853
(607) 255-1143

New York Easter Seal Society
845 Central Ave.
Albany, New York 12206
(518) 438-8785

VERMONT

Vermont Rural and Farm Family
Vocational Rehabilitation Program
Morrill Hall
University of Vermont
Burlington, VT 05405
(802) 656-3031

Easter Seal Society of New
Hampshire, Inc.
555 Auburn St.
Manchester, NH 03103
(603) 623-8863 (Voice/TDD)

WISCONSIN

University of Wisconsin-Madison
Agricultural Engineering Department
460 Henry Mall
Madison, WI 53706
(608) 262-0613

Easter Seal Society
101 Nob Hill Rd., Suite 301
Madison, WI 53713
(608) 277-8288

REGIONAL GRANTS
MONTANA, IDAHO, WYOMING

**EIEIO
Rehabilitation Engineering Unit
Department of Mechanical Engineering
Montana State University
Bozeman, MT 59717
(406) 994-6294**

**Easter Seal Society of Montana,
Idaho and Wyoming
4400 Central Ave.
Great Falls, MT 59405-1695
(406) 761-3680 (Voice/TDD)**

RELAY SERVICES

TELECOMMUNICATIONS RELAY SERVICES

Title IV of the ADA requires common carriers that provide telephone voice transmission services to provide telecommunications relay services. Relay services make telephone communication possible between people who do not have TDD's and people who use TDD's. A TDD is a text telephone that makes telephone communication accessible to people who are speech and/or hearing impaired. Telephone conversation is transmitted in a visible, printed format. When using a telecommunications relay service, a trained relay operator, or communications assistant, transmits conversation between a person using a TDD and a person using a voice telephone.

For example: If an employer wished to call a person who is deaf to set up a job interview, s/he can call the relay service by voice and give the operator the applicant's telephone number. The operator will then call the applicant by TDD. When the applicant answers the telephone using a TDD, the operator will voice the applicant's message to the employer. The employer can speak directly to the applicant, with the relay operator transmitting the employer's voiced words by TDD.

Listed below are telephone numbers for state relay services.* Because the availability of telecommunications relay services is rapidly growing and changing, some of the following telephone numbers may change and new numbers may be added for states currently without relay services that are not included in this list.

Alabama

(800) 548-2546 (TDD)
(800) 548-2547 (Voice)

Arkansas

(501) 661-2736 (TDD)
(501) 661-2821

Arizona

(800) 367-8939 (TDD)
(800) 842-4681 (Voice)

Phoenix

(602) 231-0961 (TDD)
(602) 275-5779 (Voice)

* Numbers provided by the Federal Communications Commission as of January 1992.

California

Until March 10, 1992

(800) 342-5966 (TDD)
(800) 342-5833 (Voice)

After March 10, 1992

(800) 735-2929 (TDD)
(800) 735-2922 (Voice)

Colorado

(800) 659-2656 (TDD)
(800) 659-3656 (Voice)

Connecticut

(203) 242-1011 (TDD)
(203) 243-8724 (Voice)

203 Area

(800) 842-9710 (TDD)
(800) 833-8134 (Voice)

Delaware

(800) 232-5460 (TDD)
(800) 232-5470 (Voice)

Georgia

(800) 255-0056 (TDD)
(800) 255-0135 (Voice)

Hawaii

(808) 643-8833 (TDD)
(808) 643-8255

Illinois

(800) 526-0844 (TDD)
(800) 526-0857 (Voice)

Kansas

(800) 766-3777 (TDD/Voice)

Kentucky

(800) 648-6056 (TDD)
(800) 648-6057 (Voice)

Louisiana

(800) 256-6004 (TDD/Voice)

Baton Rouge

(318) 262-5377 (TDD/Voice)

Maine

(800) 437-1220 (TDD)
(800) 457-1220 (Voice)

207 Area

(207) 955-3313 (TDD)
(207) 955-3777 (Voice)

Maryland

(800) 735-2258 (TDD/Voice)

Massachusetts

(800) 439-2370 (TDD/Voice)

Michigan

(800) 649-3777 (TDD/Voice)

Minnesota

(800) 657-3529 (TDD/Voice)

612 Area

(612) 297-5353 (TDD/Voice)

Mississippi

(800) 251-5325 (TDD)

(800) 544-5000 (Voice)

Missouri

(800) 735-2966 (TDD)

(800) 735-2466 (Voice)

Montana

(800) 253-4091 (TDD)

(800) 253-4093 (Voice)

Nebraska

(800) 833-7352 (TDD)

(800) 833-0920 (Voice)

Nevada

(800) 326-4868 (TDD)

(800) 326-6888 (Voice)

New Hampshire

(800) 735-2964 (TDD/Voice)

New Jersey

(800) 852-7899 (TDD)

(800) 852-7897 (Voice)

New Mexico

(800) 659-8331 (TDD)

(800) 659-1779 (Voice)

New York

(800) 662-1220 (TDD)

(800) 421-1220 (Voice)

North Carolina

(800) 735-2962 (TDD)

(800) 735-8262 (Voice)

Oklahoma**918 Area**

(800) 722-0353 (TDD)

(918) 663-4071 (Voice)

405 Area

(800) 522-8506 (TDD)

(405) 942-8188 (Voice)

Oregon**Salem**

(503) 223-1353 (TDD/Voice)

Until March 31, 1992

(800) 526-0661 (TDD/Voice)

Pennsylvania

(800) 654-5984 (TDD)

(800) 654-5988 (Voice)

South Dakota

(800) 622-1770 (TDD/Voice)

Sioux Falls

(605) 339-6464 (TDD/Voice)

Tennessee

(800) 848-0298 (TDD)

(800) 848-0299 (Voice)

Texas

(800) 735-2989 (TDD)

(800) 735-2988 (Voice)

Utah

(801) 298-8245 (TDD)

(801) 298-9484 (Voice)

Vermont

(800) 253-0191 (TDD)

(800) 253-0195 (Voice)

Virginia

(800) 828-1120 (TDD)

(800) 828-1140 (Voice)

Washington

(800) 833-6388 (TDD/Voice)

Seattle

(206) 587-5500 (TDD/Voice)

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