

Businesses, Inclusion and the Law

Accessibility and Inclusion – What is the difference?

Accessibility: The physical approach/architecture

Refers to removing environmental barriers so that a person with a disability can participate and have choices. Physical access is only the beginning.

Inclusion: Knowledge/Understanding/Acceptance/Adaptation

Offering welcoming, meaningful and purposeful opportunities to participate in all facets of community life is the goal.

The American Disabilities Act

- prohibits discrimination against Americans with physical and mental disabilities in such areas as employment, public accommodations, and transportation
- prohibits job discrimination against individuals with disabilities who, with or without a reasonable accommodation, can perform a job's essential functions
- includes provisions requiring agencies to make public transportation and other public services accessible to individuals with disabilities
- bars discrimination in a wide range of public accommodations, including hotels, restaurants, museums, schools, and sports arenas

Source: *Civil Rights 101* www.civilrights.org/resources/civilrights101/disability.html

For information and technical assistance about the Americans with Disabilities Act contact the ADA Information Line at 800-514-0301 (voice) or 800-514-0383 (TTY). The ADA website (www.ada.gov) provides information and technical assistance. Some helpful information includes the *ADA Guide for Small Businesses* and *ADA Business Briefs*.

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www.childrens-specialized.org/KohlsAutismAwareness

For more information about this program contact: KohlsAutismAwareness@childrens-specialized.org