Americans with Disabilities Act (ADA)

Protecting Rights. Promoting Equality. Building Opportunities.

The **Americans with Disabilities Act (ADA)** is a federal civil rights law that protects individuals with disabilities from discrimination and ensures equal opportunities in employment, public services, transportation, and places open to the public.

Signed into law on July 26, 1990, the ADA represents an important step toward creating a more inclusive society where individuals with disabilities have the opportunity to participate fully in their communities and workplaces.

What Does the ADA Mean for Workers?

The ADA plays an important role in protecting workers with disabilities. It prohibits discrimination in employment and requires covered employers to provide equal opportunities throughout the employment process.

These protections include:

- Equal opportunities in hiring and employment.
- Protection against disability-based discrimination.
- Reasonable accommodations for qualified employees with disabilities.
- Equal access to training, promotions, and workplace benefits.
- Protection against retaliation for exercising ADA rights.

Every worker deserves to be treated with dignity, fairness, and respect. Understanding these protections helps ensure that everyone has an opportunity to succeed.

Know Your Rights and Learn More

Whether you are a worker, family member, employer, or someone seeking information about disability rights, it is important to understand the protections provided under the ADA.

The U.S. Department of Justice provides an official website with valuable information, resources, frequently asked questions, and guidance about disability rights.

Visit the official Americans with Disabilities Act website:

https://www.ada.gov/

You can find information about:

- Employment rights and protections.
- Reasonable workplace accommodations.

- Accessibility requirements.
- Service animals and disability rights.
- Filing a disability discrimination complaint.
- ADA laws, regulations, and resources.

Laborers Local 818 Supports Equality and Opportunity

At Laborers Local 818, we believe every individual deserves respect, dignity, and the opportunity to succeed. Knowing your rights is an important part of protecting yourself and your fellow workers.

We encourage all members to become familiar with the Americans with Disabilities Act and the protections it provides.

Knowledge is power. Equality matters. Every worker deserves a fair opportunity.