

Employment

Employers may not discriminate in hiring or promotion if a person with a disability is qualified for the job.

Employers can ask about a person's ability to perform the job, but may not require tests or make any health or disability related inquiries before making a job offer.

Employers must provide "reasonable accommodation" to persons with disabilities, including job restructuring and equipment modifications, unless doing so would impose an "undue hardship".

Who must comply: After July 26, 1994, all employers with 15 or more workers. (Under Wisconsin law, all employers are covered.)

Transportation

After August 26, 1990, all new public buses ordered must be accessible to persons with disabilities.

Transit agencies must provide comparable paratransit or other special transportation services to persons with disabilities who cannot use fixed route buses, unless an undue burden would result.

After July 26, 1995, existing rail systems must have one accessible car per train.

After July 26, 1990, new rail cars ordered must be accessible.

New bus and train stations must be accessible.

After July 26, 1993, key stations in rapid, light and computer rail systems must be accessible with some multi-year extensions.

After July 26, 2010, all existing Amtrak stations must be accessible.

Public Accommodations

After January 26, 1992, private entities such as restaurants, hotels, and retail stores may not discriminate against persons with disabilities.

Auxiliary aids and services must be provided to individuals with vision or hearing impairments or other disabilities, unless burden would result.

Physical barriers in existing facilities must be removed, if removal is readily achievable. If not, readily achievable alternative methods of providing services must be offered.

All new construction and alterations of facilities must be accessible.

State and Local Government

State and local governments may not discriminate against qualified individuals with disabilities.

All government facilities, services and communications must be accessible consistent with the requirements of section 504 of the Rehabilitation Act of 1973.

Telecommunications

Companies offering telephone services to the general public must offer telephone relay services to persons who use telecommunication devices for the deaf (TTY) or similar devices.

ADA/DISABILITY RESOURCES

Employment Discrimination

U.S. EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
310 W WISCONSIN AVE SUITE 800
MILWAUKEE WI 53203
(414) 297-1111, (414) 297-1115 (TTY)

STATE OF WISCONSIN
DEPT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION

MADISON
201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708
(608) 266-6860, (608) 264-8752(TTY)

MILWAUKEE
819 N 6TH ST
ROOM 255
MILWAUKEE WI 53203
(414) 227-4384
(414) 227-4081(TTY)

Architectural & Transportation Barriers

ARCHITECTURAL & TRANS BARRIERS
COMPLIANCE BOARD
1111 18TH ST NW-SUITE 501
WASHINGTON DC 20036
(202) USA-ABLE, (Voice/TTY)
"Title II accessibility issues"

STATE OF WISCONSIN
DEPARTMENT OF COMMERCE
SAFETY AND BUILDINGS DIVISION
PO BOX 2658
MADISON, WI 53701
(608) 266-3151
"Accessibility under state building codes"

Public Accommodations & Gov't Services

U S DEPARTMENT OF JUSTICE
PO BOX 66118
WASHINGTON D.C. 20035-6118
(202) 514-0301, (202) 514-0383(TTY)
"Title II & III-accessibility in government and private
entity run public accommodations"

Transportation

U S DEPARTMENT OF TRANSPORTATION
400 7TH ST SW
WASHINGTON, DC 30590
(202) 366-4723, (202) 755-7687(TTY)
"Title II & III on Gov't and Private Transportation"

ADA Technical Assistance

JOB ACCOMMODATIONS NETWORK (JAN)
WEST VIRGINIA UNIVERSITY
809 ALLEN HALL
PO BOX 6123
MORGANTOWN WV 26506-6123
(800) 526-7234 (Voice/TTY)
"Making Reasonable accommodations"

GREAT LAKES DISABILITY & BUSINESS TECH
CENTER
UNIVERSITY OF ILLINOIS-CHICAGO UAP
1640 W ROOSEVELT RD M/C627
CHICAGO IL 60608
(800) 949-4232 (Voice/TTY)

EASTER SEAL SOCIETY OF WISCONSIN INC
101 NOB HILL RD SUITE 301
MADISON WI 53713
(608) 277-8288 (Voice/TTY)
(Cleo Eliason or Rodney Ross)

GOVERNOR'S COMMITTEE FOR PEOPLE
WITH DISABILITIES
1 W WILSON ST ROOM 558
MADISON WI 53707-7852
(608) 266-5378 (Voice/TTY)

STATE OF WISCONSIN
DEPT OF WORKFORCE DEVELOPMENT
DIVISION OF VOCATIONAL REHABILITATION
CENTRAL OFFICE/ADMINISTRATION
201 EAST WASHINGTON AVE
PO BOX 7852
MADISON WI 53707-7852
(608) 261-0050
(888) 877-5939 (TTY)
(800) 442-3477 (Toll Free)

WISCONSIN COALITION FOR ADVOCACY
16 N. CARROLL ST SUITE 400
MADISON WI 53703
(608) 267-0214 (Voice) (800) 708-3034 (TTY)
"Information on Mental Illnesses"

Telecommunications

FEDERAL COMMUNICATIONS COMMISSION
1919 M ST NW
WASHINGTON DC 20554
(202) 632-7000, (202) 632-6999(TTY)
"Title IV relating to telecommunications"