

## **Americans with Disabilities Act - Equal Access**

Title III of the Americans with Disabilities Act (ADA) requires businesses open to the public to ensure that individuals with a disability have equal access to all that the businesses have to offer. ADA Title III covers a wide range of places of public accommodation, including retail stores and the wide range of service businesses such as hotels, theaters, restaurants, doctors' and lawyers' offices, optometrists, dentists, banks, insurance agencies, museums, parks, libraries, day care centers, recreational programs, social service agencies, and private schools. It covers both profit and non-profit organizations. The ADA prohibits public accommodations from discriminating against people with disabilities. This entails furnishing auxiliary aids and services when necessary to ensure effective communication with individuals with hearing impairments, including in certain situations, providing an interpreter who is able to interpret sign language effectively, accurately, and impartially.

There are also individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English. They can be limited English proficient or "LEP." Title VI of the Civil Rights Act of 1964 protects people with Limited English Proficiency. Title VI requires U.S. government agencies and state or local organizations that get money from the U.S. government to take reasonable steps (example: using an interpreter or a bilingual staff member) when helping people with Limited English Proficiency.