JAN
Job Accommodation Network
Practical Solutions • Workplace Success

Accommodation and Compliance Series

Accommodation and Compliance Series: Accessibility

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JAN'S Accommodation and Compliance Series

Introduction

"Accessibility" refers to the design of products, devices, services, activities, or facilities so people with disabilities can use or participate in them. The Americans with Disabilities Act (ADA) and the Rehabilitation Act have guidelines for facility design that vary depending on the age and use of the facility. Both laws also have requirements for making services and activities accessible to people with disabilities. In addition to legal requirements, there are also best practice guidelines for accessibility.

Facilities

- Accessible Stadiums - U.S. DOJ
- Accessibility under the ADA - JAN Effective Accommodation Practices (EAP) Series
- Americans with Disabilities Act Accessibility Guidelines (ADAAG) - Access Board Link
- ADA/Section 504 Design Guide: Accessible Cells in Correction - U.S. DOJ Publication
- Americans with Disabilities Act Checklist for Readily Achievable Barrier Removal - Adaptive Environments Center, Inc., Checklist
- Common ADA Errors and Omissions in New Construction and Alterations - U.S. DOJ Publication
- Summaries of Accessibility Guidelines for Recreation Facilities - Access Board Publication
- Uniform Federal Accessibility Standards (UFAS) - Access Board Link

Products and Devices

- PEAT's Accessible Technology Action Steps: A Guide for Employers
- PEAT's Product Development and Accessibility: Tips for Getting Started

Services and Activities

- Accessible Information Exchange: Meeting on a Level Playing Field - Access Board Publication
- Accessible Meetings, Events & Conferences Guide | ADA - Mid-Atlantic ADA Center and TransCen, Inc.

- How to Make Presentations Accessible to All - W3C Web Accessibility Initiative Publication

Websites

- Web Accessibility and Online Applications - JAN Webpage

Situations and Solutions:

A dress shop didn't have the required depth under the lavoratory in the restroom.
The owners decided to remove the cabinetry to provide space underneath the sink. The hot pipes were covered after clearing an area in front. This clear space was 30" wide by 48" deep with 19" of depth.

A grocery store had an inaccessible route to an accessible entrance.
The owner installed curb ramps and redid the sidewalk from the parking lot to the entrance.

A facility that housed several private business that served the public had a route of travel that was not stable, firm, or slip-resistant.
The business owners petitioned the landlord to make changes. The landlord repaired the uneven paving with patches and additional black top.

The route of travel to a public park was not 36 inches wide in some areas.
Brush and landscaping were interfering with the route. The city decided to remove the landscaping and other furnishings that narrowed the route of travel.

A restaurant did not have any grab bars installed in its restroom.
The owner installed grab bars behind and on the side wall closest to the toilet.

Directions to the exit of a business were not accessible to individuals who had low vision.
These signs were mounted 80 inches high. The business owner replaced all of the signs with signs that have letters at least three inches high, high contrast, and non-glare finish.

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