

Disability Rights and Accommodations Questionnaire

How much do you know about disability rights and the Americans with Disabilities Act? Take the test to check your knowledge. Make sure you have answer in mind or jotted down before reading the answers. Feel free to contact Disability Services at 585-2071 voice or TTY if you have questions or want more information!!!

Thanks!!!!

Take the ADA Quiz Now!!!

A) How many people with disabilities are there in the U.S.?

1. 43 million
2. 27 million
3. 53 million

Answer: According to the 2000 Census there were 53 million people with disabilities in the United States.

B) What does ADA stand for?

1. American Dental Association
2. American Democratic Alliance
3. Americans with Disabilities Act
4. American Diabetes Association

Answer: It stands for all of these, but we are focused here on the Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability. Section 504 of the Rehabilitation Act of 1973 also prohibits discrimination in programs receiving federal funding. The ADA is a comprehensive civil rights law that covers employment, public transportation, state and local government programs and services, and public accommodations (businesses, restaurants, hotels, colleges, etc.) It also established the creation of telephone relay services for the Deaf. Disability non-discrimination in housing and air travel is covered by the Fair Housing Act and the Air Carriers Act respectively.

C) Who is protected by the ADA?

1. Anyone who claims they have a disability.
2. Someone with a substantial limitation in a major life activity due to mental or physical impairment.

3. Someone who had a disability in the past, but has now recovered.
4. Someone who others treat as if they have a disability.
5. Someone who associates with people with disabilities.

Answer: Numbers 2-5 are correct! The ADA protects people with disabilities, but also offers protection from disability based discrimination for people who had a disability in the past, who are treated as if they have a disability, or who associate with people with disabilities. In this way, the law recognizes that prejudice plays an important role in disability discrimination and that anyone can be vulnerable..

D) Which of these conditions are specifically not covered by the ADA?

1. Mental illness
2. Illegal drug users who are not in recovery
3. Obesity, pregnancy
4. Homosexuality, Bisexuality, Transvestitism

Answer: Numbers 2-4 are correct. Congress made a point of excluding certain conditions from being viewed as disabilities or being subject to protection under the ADA.

E) The ADA requires buildings to be physically accessible, but which ones?

1. All buildings
2. All new buildings
3. Buildings being renovated.
4. Only buildings open to the public.

Answer: Number two and three are correct. All new construction must comply with specific federal and state access/building codes. Areas of existing buildings being renovated must also be made accessible with an accessible path of travel to reach those areas. Depending on the cost and scope of the renovation the whole building might be required to come into compliance with access codes.

F) Does the ADA require an individual with a disability to disclose his or her disability in order to get specific services or accommodations and is this information confidential?

1. Yes
2. No

Answer: The answer is yes to both parts of the question. Individuals needing accommodations or services from the College are required to disclose their disability, request services or accommodations in a timely manner, and provide documentation of their disability and accommodation needs as requested. The College then evaluates and determines accommodations through an interactive process with the disabled individual.

Disability information is kept confidential as required under federal and state statutes and is released only with permission of the individual with a disability.

G) How does the College meet its obligations under the ADA and Section 504 of the Rehabilitation Act to assure that students have equal opportunity to participate in our programs?

1. Modifying policies and practices of the college.
2. By providing auxiliary aids and services/accommodations.
3. Removing architectural barriers.
4. Establishing procedures for effective communication.

Answer: All of the above describe efforts the College makes to assure non-discrimination and facilitate equal access to Smith's many programs and activities.

H) Does the ADA require academic standards to be lowered to accommodate students with disabilities?

1. Yes
2. No
3. Sometimes

Answer: The same academic standards for admission and achievement apply to all students with disabilities.

I) Does the ADA require the College to provide or pay for personal items such as hearing aids, computers, or wheelchairs for personal use?

1. Yes
2. No
3. Sometimes

Answer: The college is not required to provide or pay for personal items that are for individual use.

J) Does the ADA ever allow disability to be the basis for preventing someone from participating in College programs or activities?

1. Yes
2. No
3. Sometimes

Answer: Sometimes is the correct answer. An individual can be prevented from participation in college programs or employment when they pose a direct threat to themselves or others. However, the presence of a threat must be evaluated based on

reliable and current information and efforts must first be made to eliminate the threat through reasonable accommodations.

K) Does the ADA allow individuals with disabilities to be offered separate but equal services or programs?

1. Yes
2. No
3. Sometimes

Answer: The answer is generally no. Both the intent and spirit of the ADA is one of inclusion. Segregated services or programs are generally not acceptable unless they are necessary to facilitate equal treatment, such as offering a private room to take an exam or a single room in a residence hall when necessitated by the individual's disability.

L) Do Smith College employees also have rights under the ADA?

1. Yes
2. No

Answer: Title I of the ADA prohibits discrimination in employment. Employees who are persons with disabilities under the definition of the ADA may be eligible for disability-related reasonable accommodations. Employees must be able to perform the essential functions of the job with or without accommodations and provide documentation of their disability and accommodation needs to be evaluated by the college through an interactive process.