



Just in Time for the Holidays – Does the ADA Require Braille on Gift Cards?

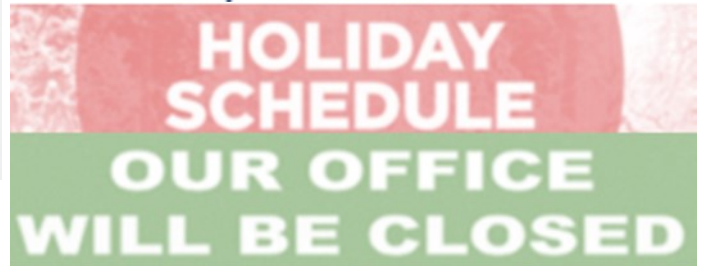
Between Oct. 24-27, 2019, 33 putative nationwide class action cases were filed in two U.S. District Courts against an array of retailers and restaurants alleging that they do not offer gift cards that include Braille. The complaints assert that failure to do so violates Title III of the ADA. Neither the federal courts nor the U.S. Department of Justice (DOJ), which enforces Title III of the ADA, have previously addressed the issue of whether the ADA requires that physical gift cards be offered with Braille.

Neither the federal courts nor the U.S. Department of Justice (DOJ), which enforces Title III of the ADA, have previously addressed the issue of whether the ADA requires that physical gift cards be offered with Braille. The plaintiffs contend that failure to provide Braille on gift cards denies individuals with vision impairments (defined in the complaints as those who are legally blind) equal access to the products and services offered by the place of public accommodation, as the gift cards are not “fully accessible to and independently usable by” individuals with vision impairments.

The plaintiffs in these numerous cases are seeking injunctive relief requiring the respective defendants to make the gift cards readily accessible to and usable by persons who are blind; declaratory judgment that the defendants market, distribute and sell their gift cards in a manner that discriminates against persons who are blind; compensatory damages for plaintiffs and proposed class members; and attorney’s fees.

Source: <https://strategic-hrsolutions.com/2019/11/just-in-time-for-the-holidays-does-the-ada-require-braille-on-gift-cards/>

'Tis the Season



**DECEMBER 24TH AND 25TH
DECEMBER 31ST**

How State AT Programs Can Help You

The AbleData project has published a guide, “How State Assistive Technology (AT) Programs Can Help You,” which explains what state AT Programs are and who they serve. The guide discusses the kinds of programs and services that these state programs provide and how they can assist consumers in obtaining the AT devices that they need to carry out their daily activities with greater ease, efficiency, and independence.

Get the guide: https://abledata.acl.gov/sites/default/files/How%20State%20AT%20Programs%20Can%20Help%20You_1.pdf



HOW STATE AT PROGRAMS CAN HELP YOU



REMOVING BARRIERS

New Resource: Disability Nondiscrimination Law Advisor

The Office of Disability Employment Policy (ODEP) at the Department of Labor (DOL) has provided a new resource, the Disability Nondiscrimination Law Advisor, designed to help employers determine which federal disability nondiscrimination laws apply to their business or organization. The Advisor also helps recipients of federal financial assistance understand their responsibilities under these laws. The Advisor guides users through a series of questions to target the specific laws that may apply to their situation.



Employees, job applicants, applicants for or participants in programs that receive federal financial assistance, and individuals receiving services from public entities, may also find this Advisor helpful to learn more about their rights under these federal disability nondiscrimination laws.

To read more, go to: <https://webapps.dol.gov/elaws/odep/>

Myths and Facts About Disability Employment: Q&A with a Vocational Rehabilitation Specialist

Diane Winiarski, the director of vocational rehabilitation at Allsup Employment Services, provides insight on the current state of disability employment in the country. In doing so, she debunks various myths that employers have about workers with disabilities, provides best practices on hiring and accommodating disabled workers, and explains the work Allsup is doing to promote financial stability among people with disabilities.

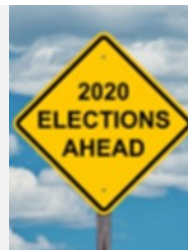
For more info: <https://www.forbes.com/sites/sarahkim/2019/10/25/allsup-winiarski-ndeam/#6745c29812a8>



Job Accommodation Network Low Cost, High Impact Report

The Job Accommodation Network (JAN) posted the annual update of its Accommodation and Compliance: Low Cost, High Impact report on the cost and benefits of providing workplace accommodations to employees with disabilities. Employers who participated in the JAN survey reported that 58% of accommodations cost nothing to make. Providing accommodations resulted in such benefits as retaining valuable employees, improving productivity and morale, reducing workers' compensation and training costs, and improving company diversity.

To read more: <https://askjan.org/topics/costs.cfm>



Online Course: Accessible Voting Places

The Rocky Mountain ADA Regional Center has published a new course, Accessible Voting Places, to its catalog of free training courses. The course provides an overview of many of the laws covering accessible voting, common barriers to voting, and physical requirements for accessible voting places. This course also offers effective solutions that can be used to make polling places accessible on voting day. Registration is free and required to view and complete the course.

Source: <http://www.advocacymonitor.com/for-immediate-release-one-in-ten-elected-officials-has-a-disability/>

New Poll: Majority of Voters Have Disability Connections

This report from RespectAbility and Greenberg Quinlan Rosner (GQR) provides the results of a study on voters and disability. Key findings show that the disability community represents half the country; the disability community is politically contested; and, this community's agenda has not been sufficiently addressed by candidates for public office.

Get the survey: <https://www.respectability.org/wp-content/uploads/2019/10/RespectAbility-survey-memo-FQ-100119.pdf>



FIGHTING STIGMAS. ADVANCING OPPORTUNITIES.

October 8, 2019

Disability Community is Large, Engaged and Contested

Survey Findings

FOR MORE
INFO

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