

American Disabilities Act

[Safety Home](#)>American Disabilities Act

UMCES ADA Policy

The Horn Point Laboratory is committed to creating a workplace accessible to all individuals, regardless of physical or mental disabilities, and will accommodate all workers to remove any barriers which interfere with their ability to perform their job duties.

ADA WEBSITES:

A Guide to Disability Rights Laws can be found at:

<http://www.usdoj.gov/crt/ada/publicat.htm>.

It states the following:

- The ADA prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications.
- To be protected by the ADA, one must have a disability or have a relationship or association with an individual with a disability.
- An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such impairment, or a person who is perceived by others as having such impairment.
- The ADA does not specifically name all of the impairments that are covered.

REGULATORY STANDARD: Public Law 101-336, The Americans with Disabilities Act of 1990

ADA Accessibility Guidelines for Buildings and Facilities

The ADA establishes uniform requirements to make sure those work places are evaluated, and that the ADA improvements are implemented so that proper work conditions can be instituted. The following elements will be considered when facility and departmental reviews and inspections are conducted. Each element contains specific considerations for ADA compliance.

- Worksite Analysis
- Workstation Design
- Space Allowance and Reach Ranges
- Protruding Objects
- Head Room
- Ground and Floor Surfaces
- Parking and Passenger Loading

- Curb Ramps
- Access Ramps
- Landings
- Handrails
- Elevators
- Doors and Doorways
- Entrances
- Alarms and Warning Devices
- Detectable Warnings for Visually Impaired
- Signage

To the greatest degree possible, HPL will provide all mechanical and physical facilities required for the personal well-being, ADA, and health of our employee's in keeping with the highest standards.

For more information and/or suggestions contact the Environmental Safety Compliance Officer (ESCO) at Ext. 8441 or Email hpl-safety@hpl.umces.edu

[Safety Home](#) | [HPL Home Page](#)