

## The ADA Policy of the Municipality is:

No qualified individual with a disability shall be excluded, by reason of such disability, from participation in or be denied the benefits of the service, programs, or activities of a municipal agency; or be subjected to discrimination by any such agency.

Each agency shall operate each of its services, programs, and activities so that a service, program, or activity, when viewed in its entirety, is readily accessible to and usable by individuals with disabilities.

No agency shall discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and any other term, condition, and privilege of employment.

### Contact Information:

**Paul Deery, ADA Coordinator**

#### Physical:

632 W 6<sup>th</sup> Avenue, Suite 610,  
Anchorage,  
AK 99501

#### Mailing:

PO Box 196650  
Anchorage  
AK 99519

#### Telephone:

(907) 343-4480

#### Confidential Fax:

(907) 249-7962

#### Cell:

(907) 538-8830

#### E-mail:

ADA@muni.org

#### Muniverse Website:

<http://www.muniverse.net/erd/ADA/>

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# ADA

**Quick reference to  
the Americans  
with Disabilities  
Act of 1990.**





President George H. W. Bush signing the ADA into law.

## What is the ADA?

**The Americans with Disabilities Act (ADA)** became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities.

The original ADA has also been amended over the years, most recently in 2008.

“Disability is a matter of perception. If you can do just one thing well, you’re needed by someone.” - Martina Navratilova

## How ADA may look to you:

- An applicant is interviewing for a Computer Programmer position. Although disclosure wasn’t required, because of questions about a particular job requirement for which she may need an accommodation, the applicant tells the employer she has diabetes.
- The new Food Service Manager is a person who has multiple sclerosis. She uses a cane for mobility assistance.
- A patron at the library complains that the accessible door is no longer working when the button is pushed.
- An employee calls to complain that the accessible parking space he uses has been blocked and is unavailable.
- An employee is injured on the job and is confined to a wheelchair for 2 months.
- An employee with PTSD may be having difficulty attending meetings with large groups of attendees.

**Remember, the ADA Coordinator is there to help! Questions, comments, concerns, complaints, reach out at any time you feel you may be facing an ADA situation.**

**ADA Public Complaint forms are also available on the MOA HR website and may be handed out to members of the public when needed.**

“It was ability that mattered, not disability, which is a word I’m not crazy about using.” - Marlee Matlin

## ADA vs. FMLA/AFLA:

A quick note, although there are some similarities ADA and FMLA/AFLA are separate and distinct programs. They offer different protections and different types of coverage to employees.

While some employee’s situations may be covered under both ADA and FMLA/AFLA, not all will be. It is important that employees pursue both options if they feel they may have a qualifying condition.

Symetra administers the FMLA/AFLA program for the Municipality and can be reached at **1-877-377-6773** or [www.symetra.com/myGO](http://www.symetra.com/myGO)