



# PACIFIC UPDATE

DBTAC - PACIFIC ADA CENTER

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FALL 2008

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The U.S. Senate unanimously passed the ADA Amendments Act on September 11th, and President Bush signed it into law September 25, 2008.

An individual with a disability is defined under the ADA (Americans with Disabilities Act) as a person having a physical or mental impairment that substantially limits one or more major life activities; a person having a record of such an impairment; or, a person regarded as having such an impairment. However, over the past ten years, U.S. Supreme Court decisions have

narrowed the definition of disability to such a degree that some people with serious conditions such as cancer, diabetes, and epilepsy were not considered to have disabilities under the law as it stood. The ADA Amendments Act (ADAAA) rejects the Court's restrictive interpretation of the definition of disability, and clarifies that the Americans with Disabilities Act is intended to provide broad protection to people facing discrimination on the basis of disability.

In assessing whether an impairment substantially limits a major life activity (and, therefore, rises to the level of an ADA disability), the new legislation defines the term "substantially limits" to mean "materially restricts" a person's functional ability. The amendments also eliminate the Court's interpretation that a person would not be covered if their condition could be mitigated (such as through taking medication or using medical devices). The amendments also broaden the ADA's coverage to include episodic conditions and conditions in remission such as cancer and epilepsy. It also explicitly lists examples of major life activities affected by impairments, and expands these activities to include major bodily functions, including processes of the immune, respiratory, digestive, circulatory, endocrine, reproductive, and neurological systems.

Furthermore, the "regarded as" prong of the definition of disability is refined under the ADA Amendments Act: an individual meets the requirement of "being regarded as having such an impairment" if the individual establishes that he or she has been subjected to discrimination based upon the perception that a disability exists, whether or not the perceived impairment limits a major life activity.

The ADAAA engendered an unprecedented show of cooperation. Civil rights, disability rights, and employer groups all worked together to develop language that eventually became part of the Act; this cooperation enabled both chambers of Congress to vote quickly on the bill. The U.S. House of Representatives passed its own version of the bill 402 to 17 on June 25, 2008.

## October is National Disability Awareness Month



'America's People, America's Talent... America's Strength!' is the 2008 National Disability Employment Awareness Month theme, which will be observed in October nationwide. The 2008 theme captures the accomplishments highlighted in the 2007 progress report on President Bush's New Freedom Initiative for people with disabilities. "Full access to community life for Americans with disabilities is an imperative and this year's theme conveys the tremendous contributions that these Americans can make in the workplace," said U.S. Secretary of Labor Elaine L. Chao.

Each October is National Disability Employment Awareness Month by congressional designation. The Labor Department's Office of Disability Employment Policy (ODEP) promotes activities and produces materials to increase the public's awareness of the contributions and skills of American workers with disabilities nationally. Typically, private sector; federal, state and local government; and advocacy organizations piggyback on the same theme to plan events and programs that showcase the abilities of employees and job candidates with disabilities.

"It is important to note that having people with disabilities in the workplace is valuable to the individual and to businesses," said Neil Romano, Assistant secretary for the Labor Department's Office of Disability Employment Policy. "People with disabilities are the next great wave of diversity, and diversity fosters innovation to drive our economy and our nation into the future.

"ODEP is leading a 21st century federal response to the historic underemployment of people with disabilities. In collaboration with other government agencies, public and private employers, and additional stakeholders, ODEP facilitates the development and implementation of innovative policies and practices necessary to achieve a fully inclusive workplace. ODEP's work primarily falls into three categories: employers and the workplace; workforce systems; and employment-related supports, which include education and training, health care, reliable transportation, affordable housing and assistive technology. For more information, visit [www.dol.gov/odep](http://www.dol.gov/odep).

## LITIGATION

## NFB and

## Target Enter Agreement

As part of a class action settlement with the National Federation of the Blind (NFB); Target agrees to pay \$6 million in damages to plaintiffs with disabilities in California unable to use its online site. In addition to the \$6 million settlement Target has agreed to implement internal guidelines to make its site more accessible to the blind by Feb. 28, 2009, with assistance from the NFB.

Target voluntarily entered the agreement with no admission of liability. However, the retailer and the NFB have agreed to a three-year relationship during which the advocacy group will keep testing the site to make sure it is accessible to the blind who use technologies such as screen-reading software. NFB said it will certify the site through its own certification program once the improvements are completed.

"We feel that it is a wake-up call to companies that have Web sites that are selling goods and services," said Christopher S. Danielsen, a spokesman at the NFB. "They need to pay attention to accessibility. It is the right thing to do." He also pointed out that the benefits of attracting new users far outweigh the costs of making changes to the site.

Steve Eastman, president of Target.com said in a statement that "as the company's online business has evolved, we have made significant enhancements in order to provide an accessible shopping experience." He added that the company will work with the NFB on future refinements to the Web site.

Danielsen said that currently there are many retail sites that are "at least somewhat accessible" to the blind, but there's more work to be done. He noted that NFB is working with Amazon.com as part of an agreement to make the site more user friendly for the blind, but he does have some concerns. "We are hopeful that we can resolve issues without litigation," he said.

Amazon officials could not be reached immediately for comment.

The NFB filed a lawsuit against Target in California's superior court in February 2006. In September of 2006, a federal judge in California allowed the NFB's case to proceed, rejecting Target's argument that its Web site wasn't subject to the Americans with Disabilities Act. The case was converted into a class action suit in October 2007.

For more information visit [www.nfbtargetlawsuit.com](http://www.nfbtargetlawsuit.com)



## The Pacific ADA Center Incorporates User Suggestions

# Mervyn's Ordered to Make Merchandise Accessible to Shoppers with Disabilities

Mervyns, the department store chain that on July 29 filed for bankruptcy, on July 30 lost a round in a long-running legal dispute when the California Court of Appeal ruled it must find ways to make all merchandise available to disabled consumers.

A three-judge panel, ruling unanimously in a case filed in 2002 by Californians for Disability Rights reversed a 2004 judgment by an Alameda County Superior Court judge and told the company to produce a remedy for access problems for disabled consumers.

That is not expected to be coming forthwith, however, said Sid Wolinsky, a lawyer with the Berkeley nonprofit advocacy group, because of Mervyns' bankruptcy filing.

"What it means in the case of Mervyns remains to be seen because of its financial woes," Wolinsky said. "If the whole business collapses, it does not mean much."

The ruling is specific to the troubled Mervyns, but it is significant, if it stands, because it could have broad implications for retailers statewide. It will establish a precedent in California for how retailers will have to accommodate disabled consumers, Wolinsky said.

The suit claimed that Mervyns denied access to people with mobility disabilities by failing to provide adequate pathways between merchandise displays. The nonprofit said the Hayward company violated the state's Unruh Civil Rights Act and Disabled Persons Act.

The Court of Appeal ruled that Mervyns discriminated against people with disabilities by blocking aisles with removable fixtures without providing effective means for making merchandise available.

"It means that every retail establishment that is newly built or substantially remodeled in the last 15 years - from 1993 on, the date of the Americans with Disability Act - must comply with regular building standards," said Wolinsky. "They have to provide accessible aisles."

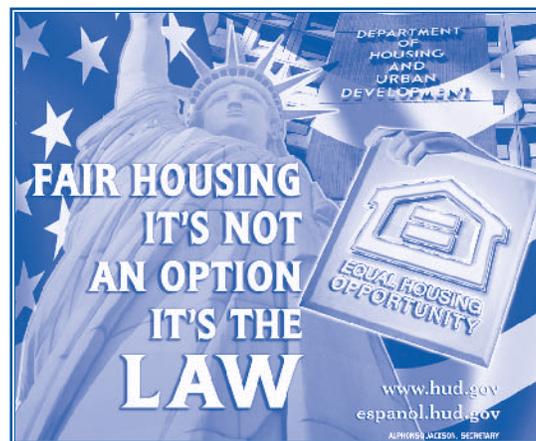
The Pacific ADA Center would like to thank those who have filled out our online survey and contributed suggestions for improvement to our website. We are in the process of incorporating these suggestions and hope that they improve your experience with our website. Please continue to provide your feedback and make suggestions as we strive to improve your online experience.

Our commemorative ADA hat incentive program continues to be a success as we receive entries. We still have supplies left so go online, fill out the survey, enter your contact information, and you too may be a future awardee of a hat commemorating the ADA.

[www.adapacific.org/survey.htm](http://www.adapacific.org/survey.htm)

# Statute of Limitations for Fair Housing Violations

The Fair Housing Amendments Act (FHAA) of 1988 prohibits the discrimination of individuals with disabilities in the sale and rental of residential housing. In addition, the FHAA requires covered multifamily housing be designed and constructed to meet minimum requirements to ensure such units are accessible or adaptable to individuals with disabilities. A recent decision in the Ninth Circuit held that under the Fair Housing Act (FHA), a claim based on the design or construction of multifamily housing must be brought within two years of the issuance of a certificate of occupancy. *Garcia v. Brockway*, --- F.3d ---, 2008 WL 2024996 (9th Cir. May 13, 2008) (Nos. 05-35647, 06-15042).



The FHA requires that a civil action be brought within two years of the alleged discriminatory act. The court came together to clarify the interpretation of a discriminatory housing practice in the design and construction of a covered multifamily dwelling unit. In other words, to clarify the application of the two year window for which to file a suit against a defendant for failing to meet the physical design requirements outlined in the FHA.

Disability advocates argued that as long as a dwelling is noncompliant with the Fair Housing Act, the statute of limitations should not begin. However, proponents of the statute indicate that the lack of a clearly defined date would be exposed current and past owners of multifamily projects, as well as architects, engineers and contractors, to perpetual liability.

In a 9-2 decision, the court held that in housing design cases, the "discriminatory housing practice" is the design and construction of the dwelling – not the sale or rental, or discovery of the defect by the plaintiff. Further, the court majority stated "If Congress had wanted to leave developers on the hook years after they cease having any association with a building, it could have phrased the statute to say so explicitly."

# DOJ Reaches Settlement with University of Michigan

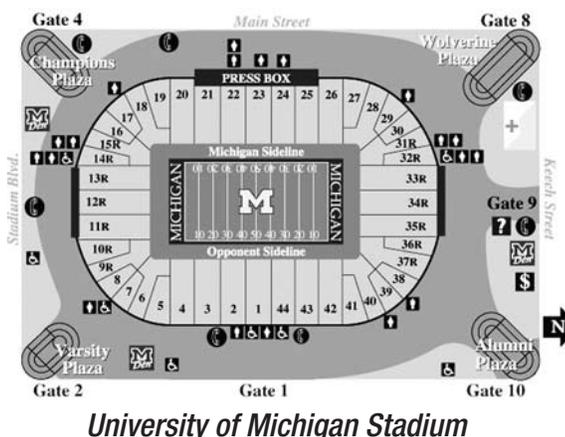
The United States Department of Justice (DOJ) announced that it resolved a lawsuit against the University of Michigan under the Americans with Disabilities Act (ADA). The DOJ and the Michigan Paralyzed Veterans Association brought suit to challenge the lack of accessible seating in the university's football stadium. Today, the federal district court in Detroit entered a consent decree resolving the lawsuit.

Under the settlement agreement, the university – which is currently in the midst of a \$226 million expansion of the stadium – will add over 200 wheelchair and companion seats to the stadium during the next two years. By the 2010 football season, the university will have over 300 pairs of wheelchair and companion seats dispersed throughout the stadium as a result of this consent decree.

The university also agreed to significantly modify its ticketing policies for wheelchair and companion seats for a two-year

period following the time that each seating area becomes available. The university will also add accessible parking, improve inaccessible toilet rooms, and provide accessible routes to and throughout the stadium.

“The Justice Department is committed to continued vigorous enforcement of the Americans with Disabilities Act. This agreement will ensure that the university's football stadium, which is the largest college football stadium in the United States, has the accessible seating and amenities that federal law requires,” said Grace Chung Becker, Acting Assistant Attorney General for the Civil Rights Division. “I commend the University of Michigan and the Michigan Paralyzed Veterans Association for working cooperatively to ensure that the rights of individuals with disabilities are protected.”



# Marriott to Make Golf Carts Accessible

A federal court in San Francisco ruled that Marriott International, Inc. must make accessible golf carts available to individuals with disabilities on its golf courses. Marriott, which owns, operates, or contracts with over 70 golf courses in the United States, rejected this position, claiming that it bore no responsibility for providing such carts to ensure that seniors and golfers with disabilities can access its greens and fairways.

Federal Judge Phyllis J. Hamilton disagreed with Marriott's position, and, in granting summary judgment to the plaintiffs, stated, “The Court declares that Marriott violated the ADA, and for those courses which Marriott owns and operates in California, the California Disabled Persons Act, and the Unruh Act as well, by failing to provide accessible golf carts as a reasonable accommodation for plaintiffs' mobility impairments.

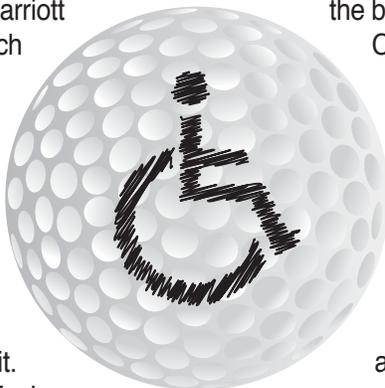
“Disability Rights Advocates, a nonprofit advocacy organization, and Chavez & Gertler, a leading class action law firm, both located in California's Bay Area, filed the lawsuit. The summary judgment favoring the plaintiffs is considered a major victory for golfers with disabilities. The plaintiffs repeatedly asked Marriott to provide them with an accessible golf cart as a reasonable accommodation for their disability, but each time Marriott refused. Richard Thesing is Director of Mobility Golf, a non-profit dedicated to enhancing

opportunities for golfers with disabilities, and one of the plaintiffs in the lawsuit. He commented, “It is particularly short-sighted for a corporation such as Marriott, with billions in annual revenue, to refuse to spend such a minimal amount to allow people with disabilities to enjoy a round of golf on its courses.”

Accessible golf carts cost slightly more than standard carts, use hand controls to drive and steer, and have seats that rotate to allow a golfer to swing a golf club and strike the ball from a tee without having to leave the cart.

Currently, golfers with mobility impairments employ such carts to access over 400 golf courses throughout the United States, ranging from exclusive private courses such as Pebble Beach to affordable city or county golfing greens.

Sid Wolinsky, Director of Litigation at Disability Rights Advocates, commented, “This suit is not only about providing an accommodation that allows a person to play a game, it is also about providing access to the unique social, economic and professional opportunities that golf provides.” He further explained, “Everybody knows that business deals are formed and nurtured on the golf course. People with disabilities should have an equal chance to initiate these types of professional relationships.”



## DFEH Automates Right-to-Sue Letters via the Internet

The California Department of Fair Employment and Housing (DFEH), the largest state civil rights agency in the nation, has initiated a new automated system for issuing right-to-sue letters over the internet.

Prior to filing a discrimination lawsuit under California's Fair Employment and Housing Act, complainants or their attorneys must exhaust administrative remedies by obtaining a right-to-sue letter from DFEH. The process includes filing an application for the right-to-sue letter, and then waiting for the document to be manually processed and mailed back. Now that the new system is in place, however, complainants may access the internet at any time, obtain a right-to-sue letter, and immediately "exhaust their administrative remedies.

"Complainants are cautioned, however, not to download right-to-sue letters without thought or deliberation. Phyllis W. Cheng, DFEH Director, stated that complainants "should first seek the advice of legal counsel before taking that step. By obtaining a right-to-sue letter, they are giving up their right to have their complaints investigated by DFEH, even if they decide later not to file a lawsuit.

"The right-to-sue letter form and instructions can be accessed through the following URL:

<http://www.dfeh.ca.gov/OnlineRTS/>

## McDonald's Employee Files Disability Discrimination Complaint

Lisa Craib, a long-time McDonald's worker in Berkeley, California, filed a disability discrimination complaint under the Americans with Disabilities Act after she was fired by the restaurant's new management. Craib has Asperger's Syndrome, a condition which affects individuals' abilities to interact socially and perceive non-verbal communication.

Two days after the Berkeley McDonald's franchise was sold to a new owner, Craib, along with two other employees with disabilities, was dismissed. Craib said that the former restaurant owner, Mike Maddy, had been sympathetic to her condition. "It was an interesting, supportive place," Craib said. According to Maddy, he had dealt with Craib's performance issues by contacting the California Employment Development Department, and the Department responded by hiring and paying for a job coach for Craib. Prior to her dismissal, Craib had worked for the Berkeley McDonald's restaurant for 21 years.

With support of the Legal Aid Society's Employment Law Center, a non-profit organization in San Francisco, Craib subsequently filed a complaint with the U.S. Equal Employment Opportunity Commission: the Commission will investigate the charge, and decide whether the case should be judged in federal court.

After learning about the complaint, the new owner, Nick Vargis, who manages several Bay Area McDonald's restaurants, issued a statement saying, "I have a strict policy prohibiting any form of discrimination in hiring, termination, or any other aspect of employment... I comply with all applicable laws-including the Americans Disabilities Act."

## NEW MATERIALS AVAILABLE FROM THE PACIFIC ADA CENTER

### DEPARTMENT OF JUSTICE

New ADA TA CD - this CD-ROM contains a complete collection of the Department's ADA materials. It includes the Department's regulations, architectural design standards, and technical assistance publications. Designed for easy use on laptop computers in the field, or other computers that lack high speed Internet access, the CD-ROM will make searching documents and identifying appropriate ADA information easier and more efficient.

### EEOC GUIDANCE

EEOC Addresses Performance and Conduct Issues Under the ADA  
Veterans with Service-Connected Disabilities in the Workplace and the ADA  
Veterans with Service-Connected Disabilities in the Workplace and the ADA; A Guide for Employers

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## Arizona Disability Suit Against Harkins Struck Down

In a lawsuit filed in 2006 Attorney General Terry Goddard demanded that Harkins Theatres install closed caption and descriptive narration equipment to aid theatergoers with hearing or visual impairments. Judge Roslyn Silver recently has ruled that this demand stretches the logical intent of the Americans with disabilities Act (ADA). The judge said nothing in federal or state laws supports the Goddard's assertion.

Silver acknowledged that without this technology, there are people who will not have access to many of the popular movies. And the judge said anti-discrimination laws

are generally designed to ensure that people are not excluded from places of public accommodation.

But Silver said Harkins is not excluding anyone. She said what Goddard is asking is that the theater chain actually offer entirely different services to those with hearing and vision problems, something she said the law does not require. "Simply stated, equal access does not mean equal enjoyment," the judge wrote. Andrea Esquer, spokeswoman for the Attorney General's Office, said an appeal is being filed to the 9th U.S. Circuit Court of Appeals.



## Access Board Hold Meeting on Beach Access

On July 23 the U.S. Access Board (ATACB) held a meeting to gather additional information on beach access routes for its use in finalizing guidelines covering access to outdoor sites. In addition to beach access routes, these guidelines, which the Board proposed for public comment last year, provide specifications for trails, camp sites, and picnic areas at national parks and other Federal lands.

The Board presented leading questions and issues it has identified from its review of comments on the proposed guidelines and visits to beaches where access routes have been provided. It sought information on the types of projects and the degree of development that should trigger the provision of beach access routes, the experiences agencies and officials have had providing access to beaches, and environmental impacts, route maintenance, and other considerations that could affect compliance.

State and county officials from Delaware and Florida, an architect from California, and representatives from the Army Corps of Engineers shared their experiences providing access routes to ocean and lake beaches. Beach officials noted that route products, including mat systems, have been very popular

with the public, not only among people with disabilities, but other beach goers as well, including those with baby strollers or wheeled totes.

Concerns were expressed about the amount of maintenance that may be required for routes at ocean beaches and the impact on budgets and staffing. It was pointed out that certain conditions will likely require routes to be temporarily moved or stored, including storm surges, extreme tides, beach maintenance and replenishment efforts.



The Board also received information on environmental impacts, including threats to endangered plant and animal species. The Board previously heard concerns about harm beach routes may pose to endangered species, such as sea turtles, and protections implemented at certain beaches to protect nesting environments.

A representative from the U.S. Fish and Wildlife Service briefed the Board on responsibilities Federal agencies have under the Endangered Species Act and noted that Service field offices are available to help local entities assess Impacts on a case-by-case basis since potential threats vary by location and solutions are more effective when tailored to local conditions.

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## Proposed Updates to Federal Section 508 and 255

The Telecommunications and Electronic and Information Technology Advisory Committee (TEITAC) presented a report to the U.S. Access Board on updating accessibility criteria for information and communication technologies (such as websites, telephones, copiers, and other information and communication technologies). The report recommends revisions and updates to section 508 of the Rehabilitation Act and section 255 of the Telecommunication Act. In general, section 508 of the Rehabilitation Act applies to U.S. Federal departments and agencies and states that when a Federal agency develops, maintain, or use electronic and information technology, it must ensure that it is accessible to people with disabilities, absent an undue burden. Section 255 of the Telecommunications Act requires telecommunications equipment manufacturers and service providers to make their products and services accessible to people with disabilities.

The recommended changes are to address market trends and technological innovations that are used for communication, computing, storage, duplication, and production, among others.

Access is addressed for all types of disabilities, including those that are sensory, physical, speech-related, or cognitive in nature.

Rather than establishing detailed guidelines of what makes a product accessible, the Committee sought to balance the need for an approach that accommodates the dynamic and ever-evolving nature of the technologies covered. The committee determined that product-specific criteria will not keep pace with innovative trends and market forces which enhance the capabilities of products and blur their categorization. Convergent technologies, for example, support the growing demand for all-in-one products, such as mobile devices that offer voice and text communication, web browsing, and media players.

The Board will propose updates to the section 508 standards and telecommunications guidelines based on its review of the Committee's report. The Board's proposal will be made available for public comment. Additional information is available on the Board's Section 508 Update webpage at [www.access-board.gov](http://www.access-board.gov) and the Committee's website at <http://teitac.org>.

## California Senate Bill 1608 to Help Ensure Compliance with Disability Access Laws

In August 2008 Assemblywoman Lois Wolk (D-Davis) presented legislation in California to promote and increase compliance with laws providing public access to individuals with disabilities. Senate Bill 1608 made it off the floor with a 67-0 bipartisan vote.

SB 1608 promotes compliance with disability access laws while protecting the civil rights of people with disabilities, by educating businesses of their rights and obligations under access laws. The bill establishes ongoing education requirements on disability access laws for building inspectors and architects. It also encourages owners of existing buildings to use state-certified access specialists (CASps) to ensure compliance with the Americans With Disabilities Act by creating an expedited process for resolution of litigation on alleged violations of construction-related accessibility for businesses that have hired CASps to review their plans.

“This expedited process will help to lower the cost of attorney fees for businesses who have utilized a CASp certified inspector, without affecting the right of people with disabilities to obtain damages for a violation,” said Wolk, who is also authoring Assembly Bill 2529, relating to the voluntary CASp program.

“I have been working on ADA issues since my first term in the Legislature, meeting in my district with groups like the Vacaville Chamber of Commerce, which has worked for years to ensure ADA compliance through education and training for both the local business community and city building inspectors,” Wolk said. “I am pleased that we are finally making significant progress on what has been a very contentious issue.” Further, to promote ADA compliance, SB 1608 would require the Division of State Architect to prepare and submit to the United States Department of Justice for certification proposed amendments to California’s disability access laws that would make the California standards consistent with federal regulations.

The bill also creates an independent state commission on disability access that will serve as an advisory body and information center on disability access issues.

SB 1608 is supported by a broad coalition including the California Chamber of Commerce, the Consumer Attorneys, California Restaurant Association, and the California Foundation of Independent Living Centers. The Senate voted to approve the amendments to the bill and Governor Schwarzenegger signed SB1608 into law.

## FCC—Internet Based TRS Must Be Accessible

In June the Federal Communications Commission (FCC) took important steps toward providing Americans with hearing and speech disabilities with access to the telephone network that is “functionally equivalent” to voice telephone services.

Telecommunications Relay Service (TRS), and newer, Internet-based forms of TRS, including Video Relay Service (VRS) and Internet Protocol (IP) Relay, allow persons with hearing and speech disabilities to communicate with hearing users of voice services. Prior to this order, there was no uniform, consistent way for voice telephone users to call Internet-based TRS users. Further, TRS typically has not provided the same access to emergency services as compared to traditional telephone services.

The Order adopts a system for assigning traditional ten-digit telephone numbers to Internet-based TRS users. This means that Internet-based TRS users will be able to reach and be reached by both hearing users of the traditional telephone network and other Internet-based TRS users by doing something most Americans take for granted – dialing a ten-digit phone number. Internet-based TRS users will also be able to port their numbers from one provider to another, and users will be able to use any Internet-based TRS provider they choose.

In addition, to ensure that Internet-based TRS users have functionally equivalent access to emergency services, the Order requires providers to obtain and maintain the physical location of their users – the same obligation the FCC has imposed on interconnected voice over IP providers – and to automatically route emergency calls from Internet-based TRS users to the appropriate emergency services authorities using such information. The Order also directs Internet-based TRS providers to notify their users of these changes. Providers of Internet-based TRS must comply with the Order’s requirements no later than December 31, 2008.

## BEST PRACTICES AND ACCESS IMPROVEMENTS

### DOJ Improves Access for Inmates

Some of the most egregious conditions faced by people with disabilities are faced by those who are incarcerated in prisons and jails. Like all other facilities covered by Title II of the ADA, correction and detention facilities are required to make their programs, services, and activities accessible. Yearly, the Department receives more than 1,600 complaints from inmates in state and local facilities alleging discrimination on the basis of disability. The “Justice Project” is an initiative created in 2004 to investigate and resolve these complaints.

Inmates with disabilities allege a wide variety of ADA violations at state and local correction and detention facilities. The three most common types of allegations involve: (1) denial of access or unequal access to the facility’s programs and activities; (2) lack of effective communication for inmates who are deaf or hard of hearing and those who are blind or have low vision; and (3) denial of access to disability-related medical services and devices.

The Justice Project conducts investigations ranging from individual complaints from an inmate to more comprehensive ADA compliance reviews of all prisons and prison programs in a state. In addition to getting broad relief affecting large numbers of inmates in a jail or prison the Justice Project has obtained relief for many individual inmates.

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## ED ROBERTS CAMPUS BREAKS GROUND IN BERKELEY, CA

The mission of the Ed Roberts Campus is to ensure that people with disabilities can live independently and without discrimination.

Construction of the Ed Roberts Campus is scheduled to start mid-August 2008 and is planned to open 18-months later in Spring 2010.

Located at a fully accessible transit hub in the San Francisco Bay Area, the Ed Roberts Campus will be a national and international model dedicated to disability rights and universal access.

The Ed Roberts Campus will commemorate the life and work of Edward V. Roberts, an early leader in the independent living movement of persons with disabilities. Ed believed in the strength of collaborative efforts: He called it "working toward our preferred future." Partner agencies include:

- Bay Area Outreach and Recreation Program (BORP)
- Center for Accessible Technology (CforAT) • Center for Independent Living (CIL)
- Computer Technologies Program (CTP) • Disability Rights Education and Defense Fund (DREDF) • Through the Looking Glass (TLG) • World Institute on Disability (WID)

**DBTAC - Pacific ADA Center is funded by a grant from the National Institute on Disability and Rehabilitation Research (NIDRR). Pacific ADA Center is authorized to provide information materials and assistance to individuals and entities covered by the Americans with Disabilities Act. However, you should be aware that NIDRR is not responsible for the enforcement of the ADA. The information, materials and technical assistance, including information contained in this newsletter, are intended solely as informational guidance and are neither a determination of your legal rights or responsibilities under the Act, nor binding on any agency with enforcement responsibility under the ADA.**



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