

DISABILITY IS NOT INABILITY

July is disability pride month! July was chosen to commemorate the passing of the Americans with Disabilities Act (ADA) in July 1990. What started as a one-day celebration has evolved to include the entire month.

On March 12, 1990, over 1,000 people marched from the White House to the United States Capitol to show support in passing the ADA. Once at the Capitol, 60 activists, many in wheelchairs, brought light to the inaccessibility of public buildings by getting out of their wheelchairs to crawl up the steps. It would later be called the “Capitol Crawl.”

On July 26, 1990, former president George H.W. Bush passed the Americans with Disabilities Act (ADA). The ADA is an important civil rights law that prohibits discrimination against those with disabilities in employment, transportation, public accommodations, communications, and access to state and local government programs and services.

Title I of the ADA requires employers (with 15 or more employees) to provide reasonable accommodations to workers with disabilities, along with meeting facility accessibility requirements.

The ADA recognizes all disabilities that encompass both physical and mental conditions that substantially limit one or more major life activities. It also includes persons with a history of a physical or mental impairment or persons being regarded as having an impairment. Many people experience invisible disabilities, such as neurodiversity or certain health conditions.

This month is not just about recognizing the challenges faced by the disability community but also about promoting a society that values diversity, inclusion, and accessibility. Let’s celebrate everyone as they are!



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Americans with Disabilities Act
Celebrate the ADA! July 26, 2024

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