

Cultural News



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What is the Americans with Disabilities Act (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 similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications. The ADA is divided into five titles (or sections) that relate to different areas of public life.

In 2008, the Americans with Disabilities Act Amendments Act (ADAAA) was signed into law and became effective on January 1, 2009. The ADAAA made a number of significant changes to the definition of "disability." The changes in the definition of disability in the ADAAA apply to all titles of the ADA, including Title I (employment practices of private employers with 15 or more employees, state and local governments, employment agencies, labor unions, agents of the employer and joint management labor committees); Title II (programs and activities of state and local government entities); and Title III (private entities that are considered places of public accommodation).

Title I (Employment)

This title is designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities. Employers must provide reasonable accommodations to qualified applicants or employees. A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions.

This portion of the law is regulated and enforced by the U.S. Equal Employment Opportunity Commission (link is external). Employers with 15 or more employees must comply with this law. The regulations for Title I define disability, establish guidelines for the reasonable accommodation process, address medical examinations and inquiries, and define "direct threat" when there is significant risk of substantial harm to the health or

safety of the individual employee with a disability or others.

Title II (State and Local Government)

Title II of the ADA prohibits discrimination against qualified individuals with disabilities in all programs, activities, and services of public entities. It applies to all state and local governments, their departments and agencies, and any other instrumentalities or special purpose districts of state or local governments. It clarifies the requirements of section 504 of the Rehabilitation Act of 1973, as amended, for public transportation systems that receive federal financial assistance, and extends coverage to all public entities that provide public transportation, whether or not they receive federal financial assistance. It establishes detailed standards for the operation of public transit systems, including commuter and intercity rail (e.g., AMTRAK).

This title outlines the administrative processes to be followed, including requirements for self-evaluation and planning; requirements for making reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination; architectural barriers to be identified; and the need for effective communication with people with hearing, vision and speech disabilities. This title is regulated and enforced by the U.S. Department of Justice.

Title III (Public Accommodations)

This title prohibits private places of public accommodation from discriminating against individuals with disabilities. Examples of public accommodations include privately-owned, leased or operated facilities like hotels, restaurants, retail merchants, doctor's offices, golf courses, private schools, day care centers, health clubs, sports stadiums, movie theaters, and so on. This title sets the minimum standards for accessibility for alterations and new construction of facilities. It also requires public accommodations to remove barriers in existing buildings where it is easy to do so without much difficulty or expense. This title directs businesses to make "reasonable modifications" to their usual ways of doing things when serving people with disabilities. It also requires that they take steps necessary to communicate effectively with customers with vision, hearing, and speech disabilities. This title is regulated and enforced by the U.S. Department of Justice.

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THE AMERICANS WITH DISABILITIES ACT



Equality through Accommodations & Accessibility

JULY 2018 CALENDAR

NATIONAL BLACK FAMILY MONTH
NATIONAL HIV AWARENESS MONTH
SOCIAL WELLNESS MONTH

- 1- Canada Day (US)
- 4- Independence Day (US)
- 6-8- Roswell UFO Days (US)
- 7- Global Forgiveness Day (US)
- 9- Martyrdom of the Bab (Baha'i)
- 11- St. Benedict Day (Catholic Christian)
- 13-15- Obon (Buddhist-Shinto)
- 14- Ratha Vatra Day (Hindu)
- 17- Disneyland Day (US)
- 18-21- National Baby Food Week (US)
- 22- Tish'a B'av (Jewish)
- 24- Pioneer Day (Mormon Christian)
- 25- St. James the Great Day (Christian)
- 26- Americans with Disabilities Day
- 27- Asalha Puja Day (Buddhist)
- 30- Health Care Now- Medicare's Day (US)

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Title IV (Telecommunications)

This title requires telephone and Internet companies to provide a nationwide system of interstate and intrastate telecommunications relay services that allows individuals with hearing and speech disabilities to communicate over the telephone. This title also requires closed captioning of federally funded public service announcements. This title is regulated by the Federal Communication Commission.

Title V (Miscellaneous Provisions)

The final title contains a variety of provisions relating to the ADA as a whole, including its relationship to other laws, state immunity, its impact on insurance providers and benefits, prohibition against retaliation and coercion, illegal use of drugs, and attorney's fees. This title also provides a list of certain conditions that are not to be considered as disabilities.

<https://adata.org/learn-about-ada>

Twenty Interesting Things About the 4th of July



The Fourth of July marks our country's birthday. On this day in 1776, the members of the Second Continental Congress met in Philadelphia, adopting the final draft of the Declaration of Independence, proclaiming our sovereignty from Great Britain.

There are a myriad of ways Americans commonly choose to celebrate this holiday – from family-friendly festivals, fireworks and parades to feasting on traditional foods like hot dogs and barbecue.

Here are 20 interesting things you may or may not already know about the 4th of July:

1. Initially adopted by Congress on July 2, 1776, the revised version of the Declaration of Independence was not adopted until two days later.
2. The oldest, continuous Independence Day celebration in the United States is the 4th of July Parade in Bristol, Rhode Island; it began in 1785.
3. The Declaration of Independence was penned by Thomas Jefferson and signed by 56 men representing 13 colonies.
4. One of the United States' patriotic songs, "Yankee Doodle" was originally sung by British military officers prior to the Revolution as a means to mock the disorganized American colonists who fought alongside them during the French and Indian Wars.
5. France, Greece, Poland, Russia and several countries in South America used the Declaration of Independence as a beacon in their own struggles for freedom.
6. The "Star Spangled Banner" was written by Francis Scott Key during the War of 1812 and not decreed the official national anthem of the United States until 1931.
7. Three U.S. Presidents, John Adams, Thomas Jefferson and James Monroe, died on July 4th; Adams and Jefferson died within hours of each other in 1826 while Monroe died in 1831.
8. In July 1776, the estimated number of people living in the newly independent

nation was 2.5 million. According to the U.S. and World Population Clock, the nation's estimated population in July 2013 will be 316.2 million.

9. The Pennsylvania Evening Post was the first newspaper to print the Declaration of Independence.
10. Both the Philippines and Rwanda celebrate July 4th as a day of liberation. In Southeast Asia, it is known as "Republic Day" and Rwandans celebrate "Liberation Day."
11. The country's 30th president, Calvin Coolidge, was born on Independence Day in 1872.
12. Americans consume about 155 million hot dogs on Independence Day alone; it is the biggest hot dog holiday of the year
13. In 1870 Congress made Independence Day an official unpaid holiday; in 1938, it was changed to a paid federal holiday.
14. Americans began observing the Fourth of July as early as 1777, when the first-ever major celebration in Philadelphia included a parade and a thirteen-shot cannon salute and fireworks.
15. To avoid cracking it, the Liberty Bell has not been rung since 1846. To mark the quintessential day, every fourth of July it is symbolically tapped 13 times.
16. John Adams and Thomas Jefferson are responsible for the bald eagle as the national bird; Benjamin Franklin wanted it to be the turkey.
17. Eight of the 56 signers of the Declaration of Independence were born in Britain.
18. The American Pyrotechnics Association (APA) estimates that more than 14,000 professional firework displays light up the skies in the United States each 4th of July.
19. Two of our nation's great national symbols were made overseas. The Liberty Bell was cast in England, and the Statue of Liberty in France.
20. The average age of the Signers of the Declaration of Independence was 45. Benjamin Franklin was the oldest at age 70, and Edward Rutledge was the youngest at age 26.

<http://thepioneerwoman.com/fun-and-learning/twenty-interesting-things-about4th-of-july/>

New Staff Interpreter Profile: Atefa Hakimi

Atefa is the latest addition to the Medical Interpreting Services team and is our first on-staff Farsi, Dari and Pashto speaking interpreter. She was born in a Pashto speaking family in Kabul, Afghanistan. Pashto and Dari are the dominant languages in Afghanistan, and she was able to master both of them. She was a medical student in Kabul Medical University before moving to the United States in 2011.

Atefa studied medicine and was a health newscaster in her country. Then, she received a US visa through the Diversity Visa Lottery program and moved with her family to the United States. Within five years here in the United States, she was able to learn English and obtained an AS degree in Vocational Nursing program from Sacramento City College. In her new role as a Medical Interpreter with UC Davis Health and Liaison Officer in Sacramento FoodBank's Parent Education program, Atefa is so pleased to provide her professional services to the community and help patients and health professionals by facilitating effective communication between the parties.

During Atefa's spare time, she enjoys listening to music, watching movies on Netflix, going to bowling, and spending time with family and friends. She loves writing poems and still has some samples in her collection diary. She also loves reading Dale Carnegie's books. Here is one of his quotes that she like the most:

"Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all."

We asked Atefa how does she feel about joining the UCDMC Medical Interpreting department? In her own words, "I am very honored to be a part of MIS at UC Davis Health. I am pleased with the friendly and supportive work environment.

I especially appreciate the great management of MIS. I love UC Davis Medical Center because it is a teaching facility. There are many opportunities to increase your knowledge."

Welcome aboard, Atefa! We are happy to have you as part of the UC Davis Medical Center's Interpreting Team.

