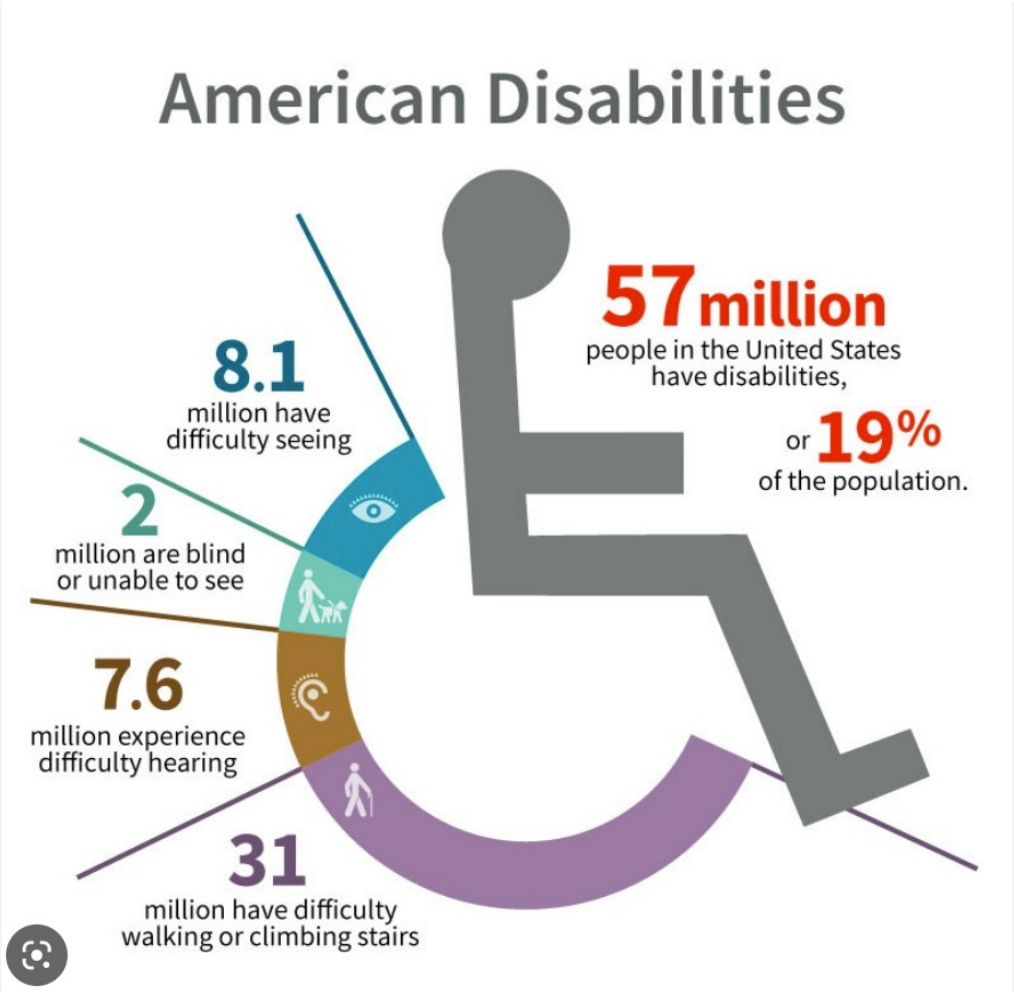




Americans with Disabilities Act and Realtors

Cheryl Davis
Director of Education
Cross Streets Academy

Breakdown of Disabled Americans



Not All Disabilities are Visible

20% of adults suffer from a mental illness

10.8% suffer from intellectual disability

24% of US population has some sort of disabilities and this number is rising.



Each day, 10,000 baby boomers retire and begin receiving Medicare and Social Security benefits.



Affordable, accessible, and well-located housing is central to quality of life for people of all ages

- Harvard Joint Center for Housing Studies and the AARP Foundation

Americans with Disabilities Act

Prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications.

The ADA does not specifically name all of the impairments that are covered.

Americans with Disabilities Amendment Act

- ▶ Passed in 2009
- ▶ Gave formal definitions of a disability and reasonable accommodation
- ▶ Changes the way some terms are used under ADA Law
- ▶ Gives the courts strong terms to support individuals with disabilities
- ▶ Reversed several Supreme Court decisions (Sutton & Toyota)

Definitions

- ▶ Disability
- ▶ Major Life Function
- ▶ Reasonable Accommodations

What is a Disability?

A person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. The ADA also makes it unlawful to discriminate against a person based on that person's association with a person with a disability.

Major Life Function

Defined

Major life activities include a wide variety of daily activities, such as the following: **caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.**

What is a Reasonable Accommodation?

A reasonable accommodation is an adjustment made in a system to accommodate or make fair the same system for an individual based on a proven need.

Needs can vary.

Major Bodily Function

Major life activities also include the operation of major bodily functions such as **brain, immune system, respiratory, neurological, digestive, and circulatory functions.**

Universal Design

- Universal design is the creation of products and environments so that they are usable by all people to the greatest extent possible.
- Barrier Free Concept
- Architect Ronald Mace

Universal Design

“ Only 1% of the American home supply meets at least 5 of the seven principles of Universal Design.”

7 Universal Design Principles

1. Equitable Use
2. Flexible Use
3. Simple and Intuitive
4. Perceptible Information
5. Tolerance for error
6. Low Physical effort
7. Size and space for approach and use regardless of body size, posture, or mobility

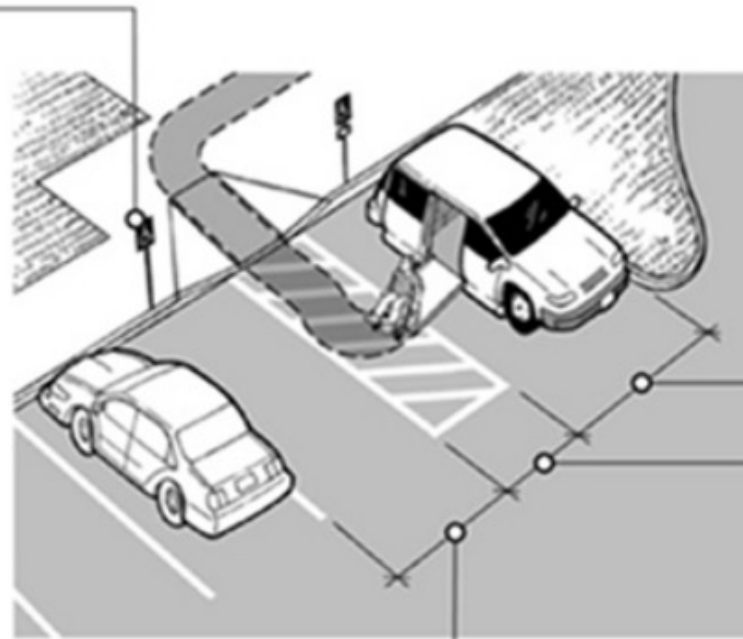
Areas Brokers Should Be Knowledgeable

- ▶ Parking
- ▶ Ramps
- ▶ Meeting Areas
- ▶ Doors
- ▶ Bathrooms

Parking Requirements

Signage: international symbol of accessibility placed in front of the parking space mounted at least five feet above the ground, measured to the bottom of the sign. Van accessible spaces include the designation "van accessible".

Van Accessible Spaces: 2010 Standards—one for every six accessible spaces (1991 Standards required one for every eight)



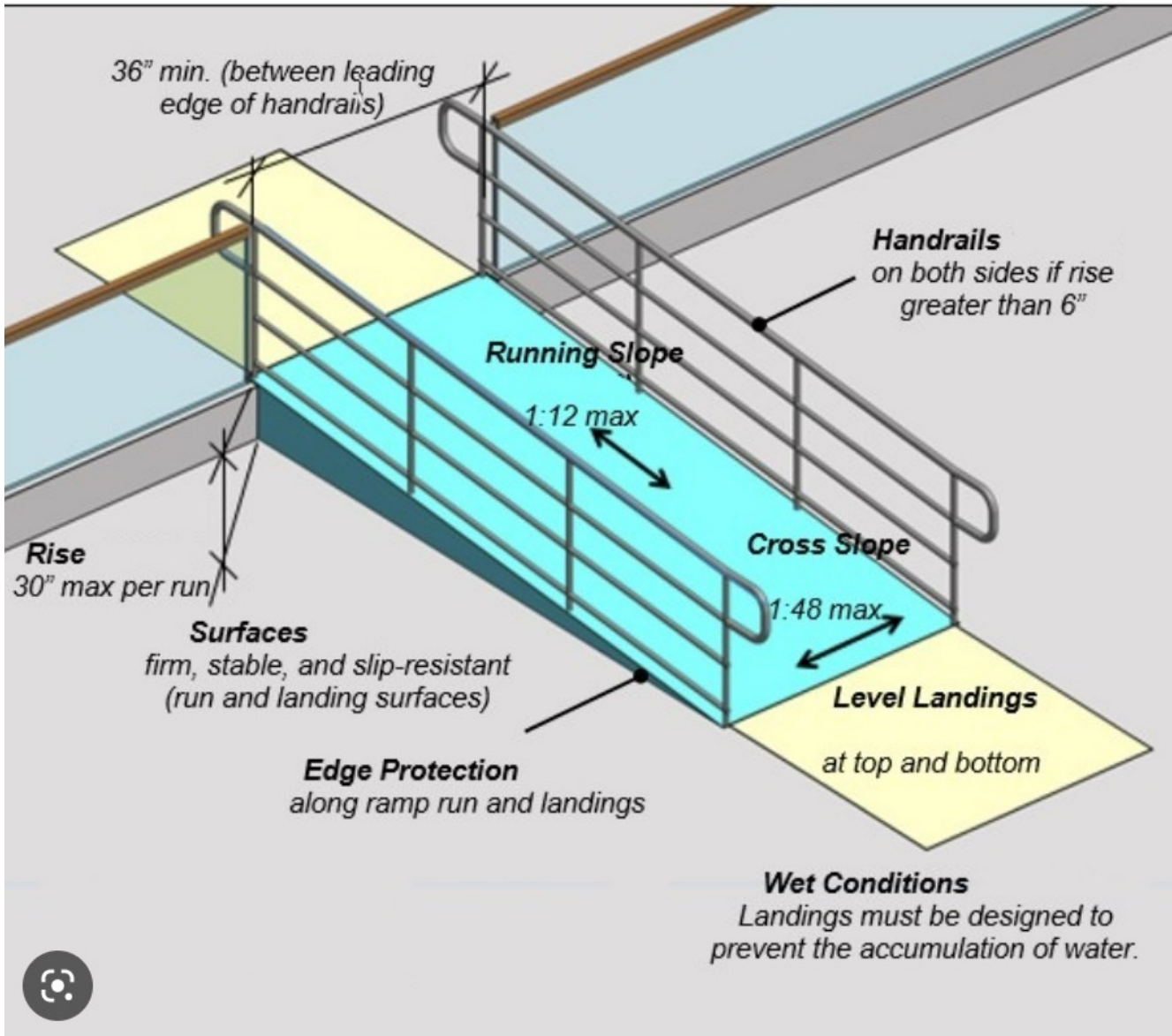
Space width for van:
11 feet (although it may
be eight feet wide if its
access aisle is eight
feet wide)

Access aisle:
Width: five feet (if aisle
serves car and van
spaces)

Length: full length of
parking space

Space width for car:
eight feet

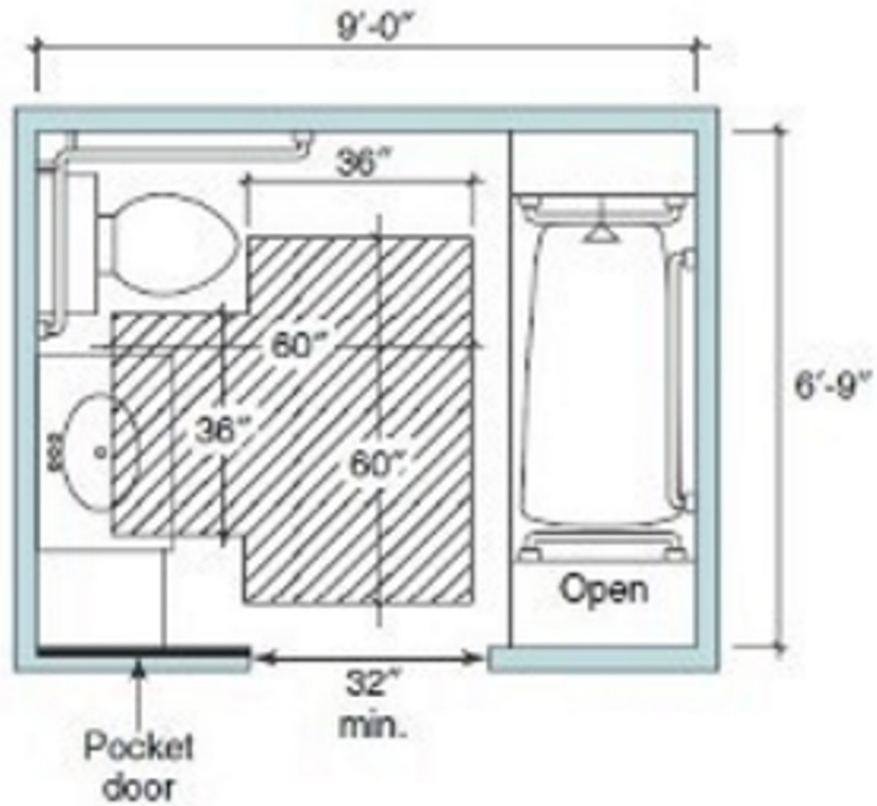
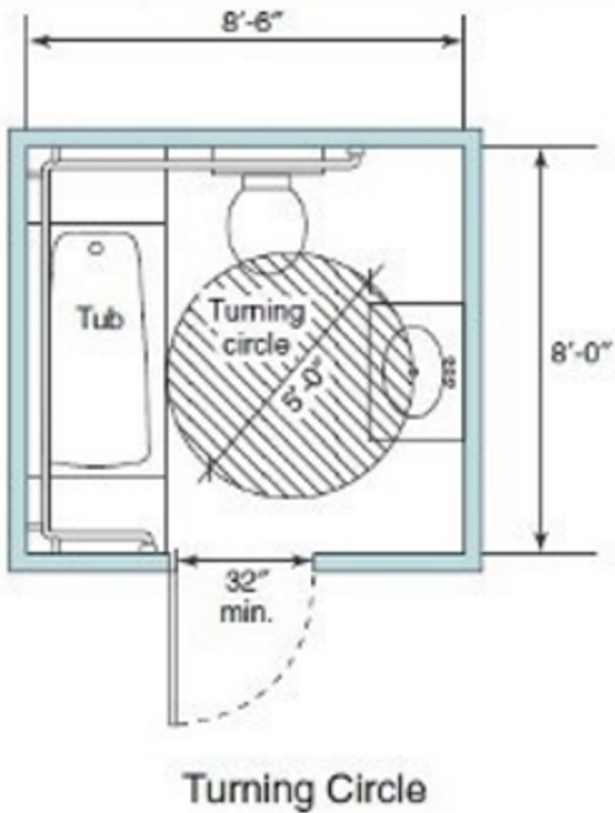
Ramps

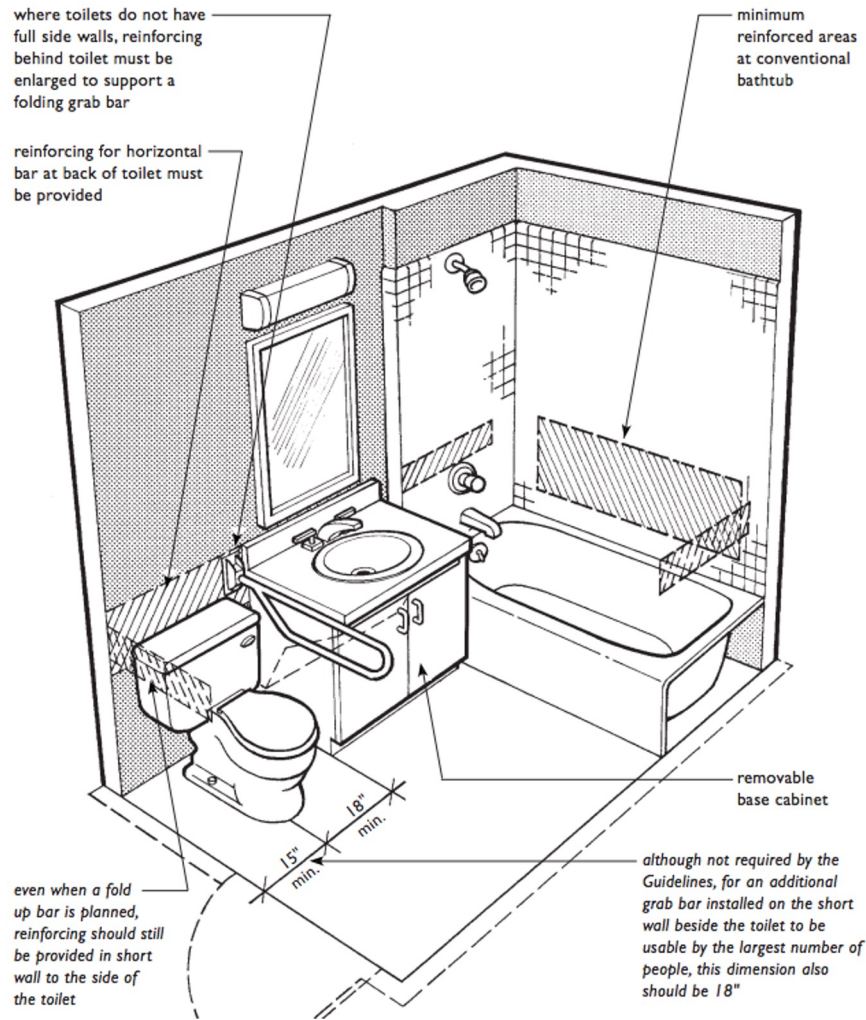


Ramps -Protect Your Independence



Can you get into and maneuver within the bathroom?





Reinforced Walls For Grab Bars



Bathroom Safety & Function

- Curbless roll-in shower
- Support bars & handrails
- Adjustable height showerhead
- Shower seating
- Lever handle faucet
- Non-slip tile
- Additional lighting



Bathroom Safety & Function

- Accessible lavatory
- Tilt mirror
- Lever faucet

Visitability: Everyone benefits

3 basic requirements:

- A zero-step entrance
- Doors with 36 inches of clear passage space
- One bathroom on the main floor where you can get into in a wheelchair



**Only 1% of housing units in the country have basic accessibility features
(2011 American Housing Survey)**

Can you get through the doorway?



→ **Wide Doorways (32" width)**



Spacious Layout

→ hallways and doorways free from clutter and at least 48" wide

Doors & Entrances



Why Do You Need An ADA Compliant Website?



- > To ensure legal compliance.
- > To make site content accessible to all.
- > To improve the visitor experience.
- > To give you a competitive advantage.
- > To boost your SEO efforts.



**ADA
COMPLIANT
WEBSITE** ✓

The Americans with Disabilities Act



✓
ACCESSIBLE
BY KEYBOARD



✓
ZOOM-ABLE
ACTIVATED



✓
TEXT SIZE
INCREASE



✓
COLOR
CONTRAST



✓
AUDIBLE

Accessible Websites

Additions to Policy Manuals

Reasonable Accommodations
Procedures

Service Animal Policy &
Procedures

MLS & Advertising

PowerPoint & Zoom Closed
Captioning

Sign Interpreter

Disability Etiquette

- ▶ Don't make decisions for the person.
- ▶ Don't decide what they can and cannot do.
- ▶ Always ask, never assume.
- ▶ Every person is different, so is every disability
- ▶ Give the person their **DIGNITY.**
- ▶ Treat as an **INDIVIDUAL.**

Service Animals



Service Animals

- ▶ Difference between Service Animals & Emotional Support Animals
- ▶ ESA allowed in “No Animals” complexes and rentals
- ▶ Allowed to ask for letter from Mental Health Professional
- ▶ Check website to see if the MHP is on the con-website
- ▶ Service Animals - “what services do they provide?”
- ▶ 2nd Degree Misdemeanor - \$500 fine and/or 60 days in jail

Questions & Answers

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Resources

- **Americans with Disabilities Act:**
www.ada.gov
- **Disability government site:**
www.disability.gov
- **Universal Design Living Laboratory**
www.udll.com
- **Concrete Change**
www.visitability.org
- **National Association of Home Builders**
www.NAHB.org
Certified Aging-In-Place Specialist (CAPS)
- **American Association of Retired Persons (AARP):** www.aarp.org

