



Lawrence Township Celebrates Disability Independence Day 2022

Disability Independence Day is celebrated on July 26th, the anniversary of the passing of the Americans with Disabilities Act (ADA). This day celebrates and recognizes the millions of Americans with a disability and the struggles they have continually faced even since the passing of the ADA. Although the ADA was important for increasing accessibility for Americans with disabilities, many barriers remain in housing, education, and employment. Thus, while Disability Independence Day celebrates those with a disability and the challenges they have overcome, it is also meant to bring attention to ongoing issues regarding accessibility and equity.

The ADA prevented discriminatory practices by creating guidelines and requirements for schools, organizations and businesses. This Act ensures equal employment opportunity for those individuals with disabilities. Furthermore, this Act also ensures employers must provide reasonable accommodations in the workplace to disabled employees. Title II of the ADA also prevents discrimination in state and local government services, such as public transit systems. Additionally, the ADA requires businesses to make reasonable modifications to allow for better accessibility and instituted a number of other requirements for public accommodations. For example, hotels, restaurants and movie theaters are covered entities under the ADA and must follow certain requirements regarding accessibility. Finally, the ADA requires intrastate telecommunications services to accommodate individuals with hearing or speech disabilities. It also requires closed captioning of federally funded public service announcements.

Landmark civil rights legislation such as the ADA deserves to be celebrated and remembered for the progress that has been made towards equity and inclusion. Since its signing in 1990, the ADA has undergone changes to align with current day issues and challenges faced by the disabled population. This day of remembrance serves as a reminder of how much more progress there is to be made when providing equal opportunities to all individuals. This event serves an important reminder that we should all be mindful of how one should accommodate others in our day-to-day lives through empathy and inclusivity.

EDUCATIONAL RESOURCES

For information on New Jersey organizations supporting the disabled community, please visit the below websites:

Disability Rights New Jersey:

[NJ's Designated Protection & Advocacy Agency | Disability Rights New Jersey \(disabilityrightsnewjersey.org\)](https://www.disabilityrightsnewjersey.org/)

[Upcoming Events \(disabilityrightsnewjersey.org\)](https://www.disabilityrightsnewjersey.org/events)

Alliance Center for Independence:

[Alliance Center for Independence \(adacil.org\)](https://www.adacil.org/)

[Upcoming Events - Alliance Center for Independence \(adacil.org\)](https://www.adacil.org/events)

ADA National Network

<https://www.adaanniversary.org/>

ADA Webinar

<https://www.civicplus.com/civicengage/webinar/national-disability-independence>

Introduction to the ADA

<https://www.civicplus.com/civicengage/webinar/national-disability-independence>

Disability and work: Let's stop wasting talent | Hannah Barham-Brown | TEDx Exeter

<https://www.youtube.com/watch?v=twaKuhvYpss>