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Principles: Disability Discrimination

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Background

Historically society has tended to isolate and segregate individuals with disabilities,¹ and despite some improvements, such forms of discrimination against individuals with disabilities continue to be a serious and pervasive social problem.

Discrimination against individuals with disabilities persists in such critical areas as employment, housing, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting and access to public services.

Individuals with disabilities continually encounter various forms of discrimination; including: outright intentional exclusion; the discriminatory effects of architectural, transportation, and communication barriers; overprotective rules and policies; failure to make modifications to existing facilities and practices; exclusionary qualifications, standards and criteria;

¹ People with disabilities means individuals who have a disability as defined by the Americans with Disabilities Act and California statues, Unruh Civil Rights Act, including physical, learning, psychiatric, intellectual, and developmental disabilities. [“Return to Main Document”](#)

segregation; and relegation to lesser services, programs and activities, benefits, jobs, and other opportunities.²

People with disabilities are entitled to be free from discrimination.

Principles

Disability Rights California is committed to the elimination of discrimination against individuals with disabilities in all aspects of their daily lives.

Disability Rights California is committed to strengthening of civil rights protections for individuals with disabilities and to preventing the repeal or weakening of such laws.

Access: All governmental, public and private commercial buildings must be accessible to and useable by individuals with disabilities. Websites and other web-based information must be fully accessible to people with disabilities.

Compliance with Federal and State Laws: Disability Rights California is committed to ensuring compliance with Federal and State civil rights laws and ensuring disability access features are maintained.

Employment: Public and private employers must treat qualified individuals with disabilities the same as they treat non-disabled individuals in hiring, advancement and all other terms, conditions and privileges of employment, and provide reasonable accommodations when necessary.

Government: Policies and practices of state and local governmental agencies must ensure equality of opportunity, full participation, independent living, and economic self-sufficiency for individuals with disabilities who want to take advantage of state and local governmental programs and services, including higher education programs.

Housing: Individuals with disabilities are entitled to equal opportunities to both public and private housing in the community of their choice, including housing that is physically accessible to people with mobility and sensory

² The three paragraphs in the Background are from the Findings and Purposes of the Americans with Disabilities Act, 42 USC § 12101. [“Return to Main Document”](#)

disabilities and housing with supportive services, and to reasonable accommodations and modifications in housing when necessary.

Modifications, Aids, & Services: Public and private entities, (such as schools, universities, municipal recreation programs, health care providers, courts, jails, criminal justice facilities, etc.) must provide program modifications, aids and services to individuals with disabilities who need them to participate in the programs and services offered or provided by the entity or necessary to enable persons with disabilities to take advantage of any other privileges offered by the entity.

Public Accommodations and Facilities: Public accommodations, facilities, places of business, and services must ensure that individuals with disabilities receive equal treatment in the provision of goods, services and all other privileges equal to that provided to the general public.

Transportation: Public and private transportation agencies must ensure that transportation services are accessible to and usable by individuals with disabilities.