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Race and Ethnic Diversity

American’s with Disabilities Act

The American’s with Disabilities Act, also known as ADA, is defined through the Wisconsin Department of Health Services as a person who has a physical or mental impairment that substantially limits one or more major life activities, or has a record of such impairment or is regarded as having such impairment. President George W. Bush stated, “Let the shameful wall of exclusion finally come tumbling down”, as he signed the Americans with Disabilities Act of 1990, which took effect in 1992.

The ADA prohibits all private employers that have more than 25 employees from discriminating against qualified individuals with disabilities in the job application procedures, hiring, firing, advancement, compensation, job training and other terms, conditions, and privileges of employment.

Working at a daycare facility, I have come across the ADA multiple times. We had a child attending the center with multiple disabilities, his mother was in complete denial of it all and refused to get him checked out, due to the fact that she couldn’t afford to pay more money for extra care. I personally found her multiple sources of information on the American’s with Disabilities Act stating that being that he is only three she can get help for the funding so that he can receive the help that he needs.

Some people believe that disabled people are helpless victims, which is not true. Too many people make simplistic assumptions about that one physical characteristic and ignore the totality of each complex human being. Only focusing on one characteristic of a person and disregarding all others is a typical element of prejudice.

It is against the law to not hire someone due to a disabled factor that that person may have. Our cleaning crew at the day care is a group of disabled adults who work hard and get the job done. They are supervised to make sure that they are getting everything done that needs to get done. They are the friendliest people I have ever come across and know how to make you smile! I believe passing the ADA was a great decision the United States Government has made, not discriminating against any individual. Everyone deserves an equal opportunity in our country.