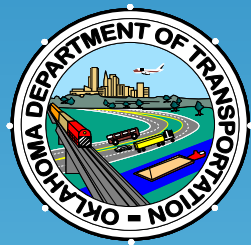
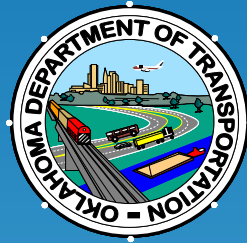


# Oklahoma Transit Association Winter Conference



ADA-Title II, Sections 504 and 508  
of the Rehabilitation Act

# Introduction



Trinia Mullins, ADA/504 Coordinator  
Oklahoma Department of Transportation

Civil Rights Division

200 NE 21<sup>st</sup> Street, RM 1-C1

Oklahoma City, OK. 73105

405-521-4140

[ADA-504-508@odot.org](mailto:ADA-504-508@odot.org)

# Agenda

- ❖ Overview
- ❖ Sub-Recipient Obligations
- ❖ Helpful Resources
- ❖ Questions



# What is the Americans with Disabilities Act of 1990?



"No qualified handicapped person shall, solely by reason of his disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity that receives Federal financial assistance administered by the Department of Transportation." (49 CFR Part 27)

# Section 504 of the Rehabilitation Act of 1973



Forbids organizations and employers from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. It defines the rights of individuals with disabilities to participate in, and have access to, program benefits and services.

# Section 508 of the Rehabilitation Act of 1973

Section 508 ensures that persons with disabilities have access to and use of information and data that is comparable to the access and use by individuals without disabilities.



# 508 Principles to Accessibility



Perceivable

Operable

Understandable

Robust

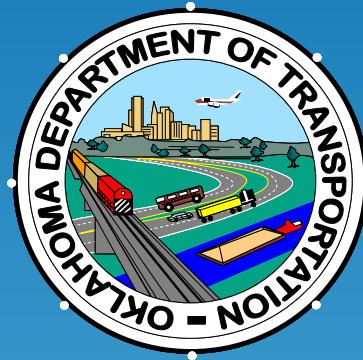
# FTA Oversight



The Federal Transit Administration works to ensure nondiscriminatory transportation in support of the mission to enhance the social and economic quality of life for all Americans. The FTA Office of Civil Rights is responsible for civil rights compliance and monitoring to ensure nondiscriminatory provision of transit services.



# ODOT Oversight



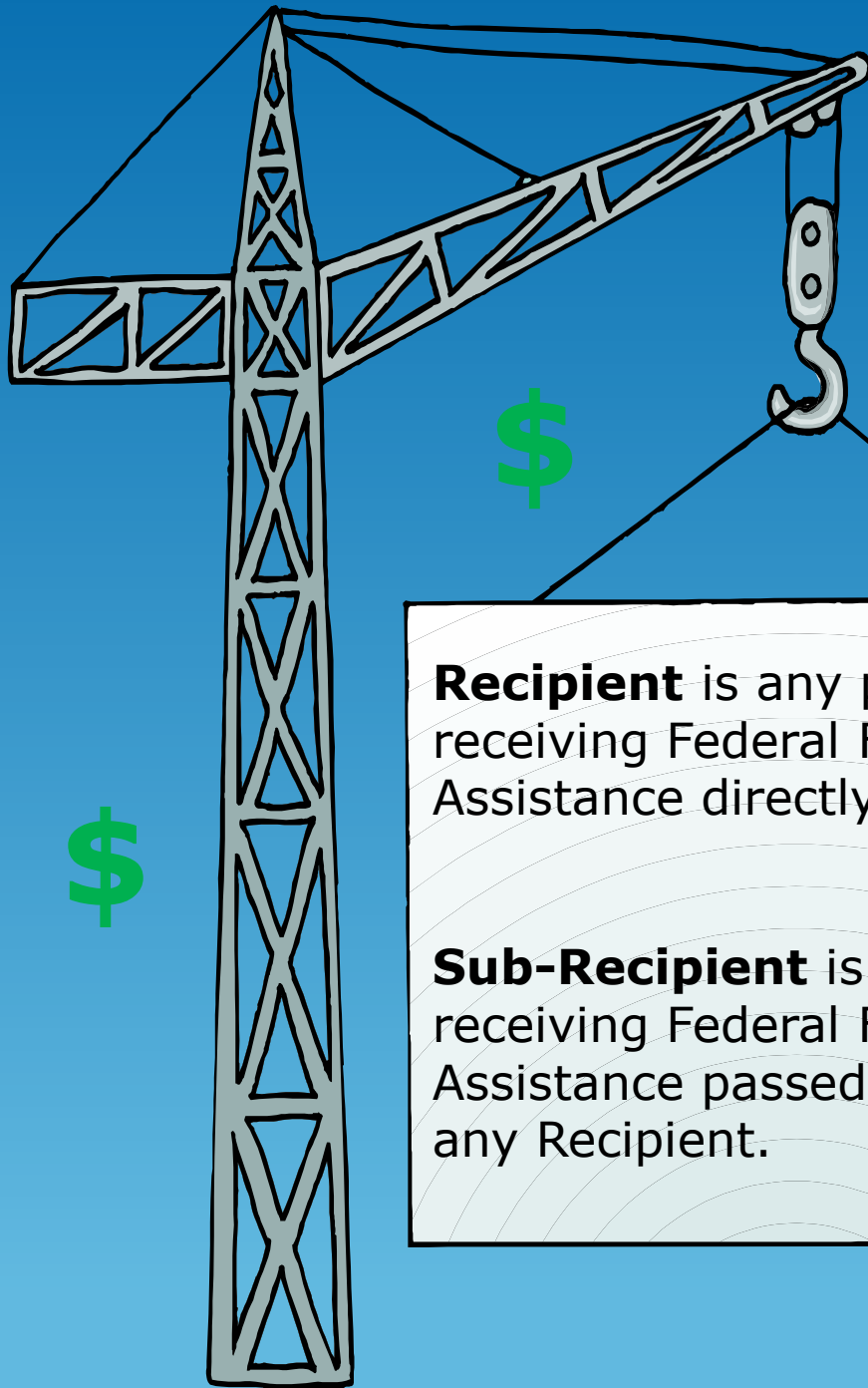
The purpose of the ODOT ADA program is to ensure that pedestrians with disabilities have the opportunity to use the transportation system in an accessible and safe manner.

ODOT ensures that sub-recipients responsible for the planning, design, and construction of roadways and pedestrian facilities do not discriminate on the basis of disability in any transportation program, activity, service, or benefit provided to the general public.

# Recipient Obligations

- ❖ Self Evaluation
- ❖ Public Notice
- ❖ Policies and Procedures
- ❖ Designate an ADA/504/508 Coordinator
- ❖ Assurances
- ❖ Training





**Recipient** is any public entity receiving Federal Financial Assistance directly

**Sub-Recipient** is any entity receiving Federal Financial Assistance passed through any Recipient.

# Self Evaluations



A public entity shall evaluate its current services, policies and practices for compliance to determine if any modifications are required.

- ❖ Policies and Procedures
- ❖ Signage shall be provided at all inaccessible entrances to each of its facilities, directing users to an accessible entrance or to a location at which they can obtain information about accessible facilities.



- ❖ The international symbol for accessibility shall be used at each accessible entrance of a facility.
- ❖ Evaluate vehicles in the fleet to determine the ratio of ADA compliant vehicles to non-compliant vehicles.
- ❖ Are all ADA-compliant vehicles marked with the international accessibility symbol?



# Public Notice

Recipients and Public Entities must notify the public that the entity does not discriminate on the basis of a disability in its program, services or activities.

- ❖ Have brochures, posters, rider handbooks and bulletins available in alternative formats with TDD numbers included.
- ❖ Must have notifications available in alternate formats, upon request. (Large Type, audio-tapes, Interpreter, Braille, etc...)





# Public Notice Example

*The Oklahoma Department of Transportation (ODOT) ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients, and contractors.*

# NOTICE

## NOTICE OF INTERPRETER SERVICES



### NOTICE OF INTERPRETER SERVICES [ENGLISH]

If you do not speak the English language or are hearing impaired, you may ask for an interpreter to assist you. Please tell one of the workers that you need an interpreter and help them in identifying the language you speak. If you are unable to get the workers to provide you with an interpreter or are not satisfied with the interpreter services that is provided to you, please contact the person listed below for assistance:

Name: Jenny Chong, Title VI Coordinator  
Telephone Number: (405) 521-2072

Name: Trinia Mullins, Americans with Disabilities Act Coordinator  
Telephone Number: (405) 521-4140

### AVISO DE SERVICIOS DE INTERPRETE [SPANISH]

Si no hablan inglés o tienen problemas de audición, puede pedir un intérprete para ayudarle. Por favor dígame a uno de los trabajadores que necesita un intérprete y ayúdelos a identificar el idioma que habla. Si no se ha podido obtener los trabajadores para proporcionarle un intérprete o no está satisfecho con los servicios de intérprete que es proporcionado a usted, por favor comuníquese con:

Jenny Chong al  
Número de teléfono (405) 521-2072

O

Trinia Mullins al  
Número de teléfono (405) 521-4140

**\*Other Non-English Languages are available upon request**

The Oklahoma Department of Transportation (ODOT) ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients, and contractors.



# Policies and Procedures

- ❖ Create policies and procedures ADA, Sections 504 and 508 of the Rehabilitation Act.
- ❖ Include policies and procedures for service animals, personal care attendants and the requirement of certification or ID.





A Public Entity that sells tickets must modify its policies, practices or procedures to ensure that individuals with disabilities have an equal opportunity to purchase tickets for accessible seating.

**BUY YOUR  
TICKETS  
NOW!**



- ❖ If a fixed route is provided you must have a policy governing all stop announcements.

- ❖ The ADA requires complementary paratransit due to the fact that there will always be some people with disabilities who are unable to navigate fixed route buses and train systems on their own.

#### Examples:

- Person with a cognitive disability who doesn't know where to get off the bus.
- Person with a vision impairment who cannot travel in an unfamiliar location or cannot navigate complex transfers.
- Person who is unable to stand and hang on due to the lack of manual dexterity and balance. This person would always need a seat, which cannot be guaranteed.



# ADA/504/508 Coordinator



The Coordinator will be required to:

- ❖ Collaborate and coordinate compliance.
- ❖ Service as the point of contact to the public.
- ❖ Establish relationships with stakeholders, such as government agencies
- ❖ Monitor policies, procedures, practices and processes for compliance.
- ❖ Identify compliance needs and develop remedies.
- ❖ Investigates and resolves complaints filed under grievance procedures.
- ❖ Coordinates or provides requested auxiliary aides and reasonable accommodations.
- ❖ Performs program, process or compliance review and inspects facilities for accessibility.



- ❖ Any recipient that receives federal funds passed down from the Oklahoma Department of Transportation is required to submit a signed assurance.
- ❖ This assurance states that the program or activity will be conducted or the facility operated, in compliance with federal requirements.



- ❖ Training in passenger assistance, passenger sensitivity and the use of accessibility equipment must be provided for all drivers.
- ❖ Vehicle operators are required to provide assistance with the use of accessibility equipment on the vehicle, such as lifts, ramps, securement devices, and so forth.

# Helpful Resources

## ADA Regulations:

- ❖ [www.access-board.gov](http://www.access-board.gov)
- ❖ [www.fta.dot.gov/civilrights/12876\\_3882.html](http://www.fta.dot.gov/civilrights/12876_3882.html)
- ❖ [www.ada.gov](http://www.ada.gov)

## Federal Transit Administration

- ❖ [www.fta.dot.gov](http://www.fta.dot.gov)

## U.S. Department of Justice:

- ❖ [www.justice.gov](http://www.justice.gov)

## Service Dogs of Oklahoma

- ❖ <http://www.therapetics.org/index.html>



## Section 504:

- ❖ [www.askjan.org](http://www.askjan.org)
- ❖ [www.eeoc.gov/policy/docs/accommodation.html](http://www.eeoc.gov/policy/docs/accommodation.html)

## Section 508:

- ❖ [www.section508.gov](http://www.section508.gov)
- ❖ [www.ok.gov/webaim/index.php](http://www.ok.gov/webaim/index.php)
- ❖ [www.access-board.gov/sec508/guide/index.htm](http://www.access-board.gov/sec508/guide/index.htm)
- ❖ [www.webaim.org](http://www.webaim.org)
- ❖ [www.w3.org/TR/WCAG/](http://www.w3.org/TR/WCAG/)

## Code of Federal Regulations:

- ❖ [www.access.gpo.gov/nara/cfr/cfr-table-search.html#page1](http://www.access.gpo.gov/nara/cfr/cfr-table-search.html#page1)

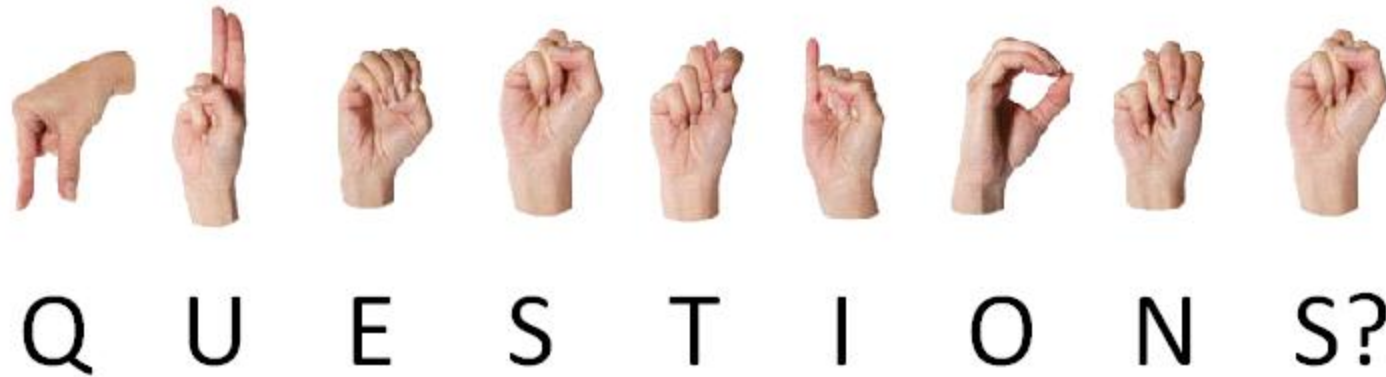
## ODOT – Civil Rights Division

- ❖ [www.okladot.state.ok.us/civil-rights/index.htm](http://www.okladot.state.ok.us/civil-rights/index.htm)

## Federal Transit Act Chapter 53

- ❖ [http://www.fta.dot.gov/legislation\\_law/12316\\_1097.html](http://www.fta.dot.gov/legislation_law/12316_1097.html)





Q U E S T I O N S?

Randy Hogan, Transit Programs Division  
(405) 521-2584  
[Rhogan@odot.org](mailto:Rhogan@odot.org)

Sue Clark, Federal Transit Administration  
(202) 493-0511  
[Sue.Clark@dot.gov](mailto:Sue.Clark@dot.gov)

Trinia Mullins, Civil Rights Division  
(405) 521-4140  
[ADA-504-508@odot.org](mailto:ADA-504-508@odot.org)

*The Oklahoma Department of Transportation (ODOT) ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients, and contractors.*