Americans with Disabilities Act (ADA)
New Mexico

What is the ADA?
The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

What is the Purpose of the ADA?
The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA is divided into five titles (or sections) that relate to different areas of public life.

The Five Titles of the ADA
Title I Employment- Designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities.
Title II Public Services- Prohibits discrimination on the basis of disability by “public entities,” which are programs, services and activities operated by state and local governments. Requires public entities to make their programs, services and activities accessible to individuals with disabilities
Title III Public Accommodations - Prohibits places of public accommodation from discriminating against individuals with disabilities. Public accommodations include privately-owned, leased or operated facilities like hotels, restaurants, retail merchants, doctor’s offices, golf courses, private schools, day care centers, health clubs, sports stadiums, movie theaters, and so on.
Title IV Telecommunications - Requires telephone and Internet companies to provide a nationwide system of interstate and intrastate telecommunications relay services that allows individuals with hearing and speech disabilities to communicate over the telephone. Requires closed captioning of federally funded public service announcements.
Title V Miscellaneous Provisions - Contains a variety of provisions relating to the ADA as a whole, including its relationship to other laws, state immunity, its impact on insurance providers and benefits, prohibition against retaliation and coercion, illegal use of drugs, and attorney’s fees. Provides a list of certain conditions that are not to be considered as disabilities.

Some Examples of How the ADA has Helped People with Disabilities
- Curb cuts on sidewalks have become more common, allowing individuals who use a wheelchair or have mobility issues easier access on and off the sidewalk.
- Braille and lifted letters are required in elevators, this has allowed individuals who are blind or have low vision to be more independent.
- Hand rails are required on both sides of public stair cases, making it safer for individuals to walk up and down both sides.

The information contained in this document is for general purposes only. This is not intended to provide medical or legal advice.

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