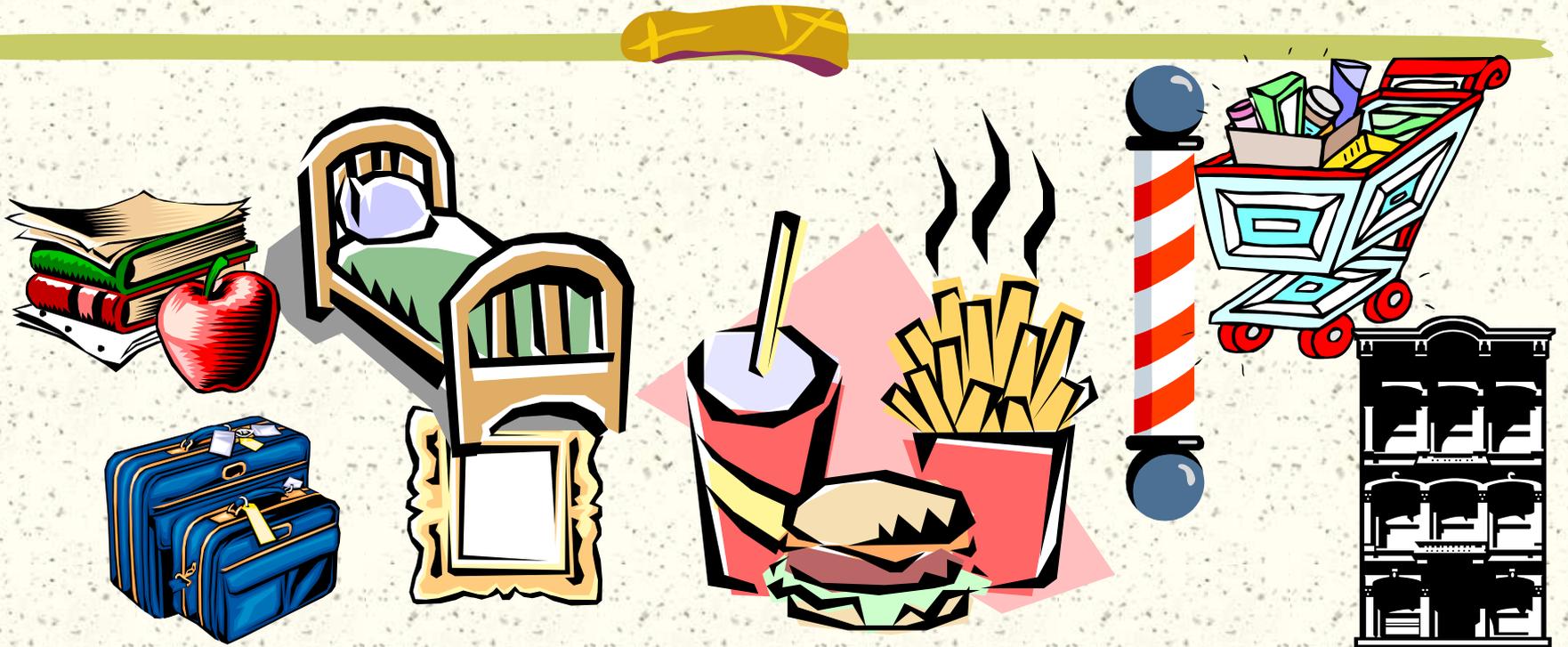


Small Business Accessibility Requirements



What is the Law?

Local

- Any municipal ordinances or laws

State

- IL Human Rights Law
- Illinois Environmental Barriers Act
 - Illinois Accessibility Code

Federal

- Americans with Disabilities Act of 1990
 - Americans with Disabilities Act Accessibility Standards (ADAAG)

Why Should I care?

ADA IS GOOD FOR BUSINESS!!

- Increased customer base
 - People with disabilities have money to spend
 - Friends/family of People with disabilities may not patronize your facility due to inaccessibility
- Accessibility features benefit more than people with disabilities
 - Mothers/Fathers with strollers
 - Elderly customers
 - Delivery staff

10 Mistakes Businesses Make Regarding the ADA



US Department of Justice

Structural Access

- # Existing Facilities - January 26, 1992
- # Alterations/renovations of existing buildings- January 26, 1992
 - Primary function area
 - Path of travel requirement
- # New construction -January 26, 1993



Existing Facilities – Buildings that existed before the ADA

Readily Achievable Barrier Removal*

- *Removal with little effort and little expense dependent upon resources of the entity and what is needed*

Alternatives to barrier removal only if it is not readily achievable

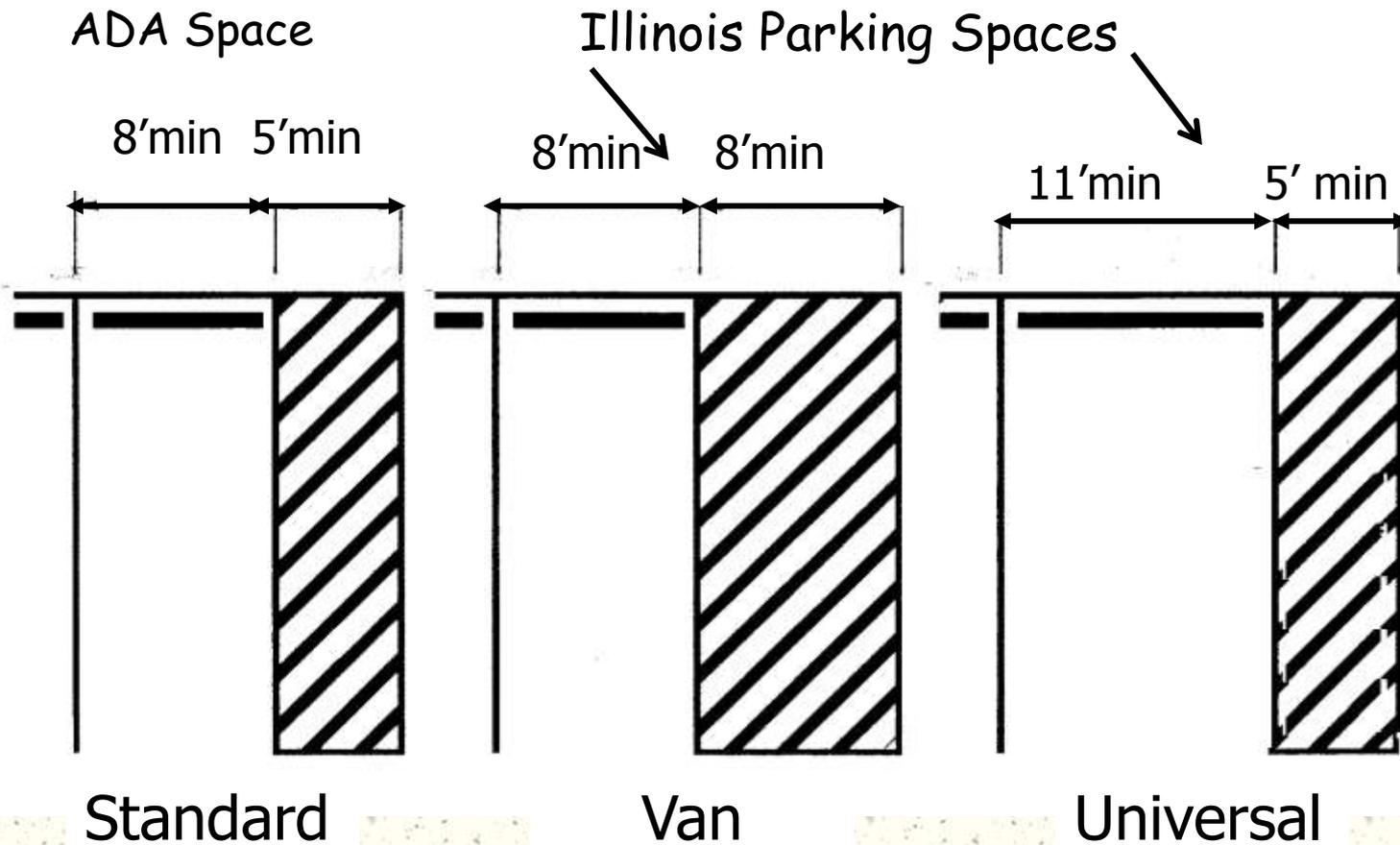


#1 - Access into the building

Parking Lot

- # Accessible Parking Spaces
 - # Located closest to the accessible entrance
 - # 1 in every 25 spaces must be accessible
 - # 1 in every 8 accessible spaces must be van accessible

Illinois Parking Space Dimensions





Sidewalks and pathways leading from parking or other public access points to the entrance of the facility

- Curb cuts
- Slope not to exceed 1:20 or it becomes a ramp and must have features of a ramp
- Level surface without broken concrete, level changes, etc.



Entrances



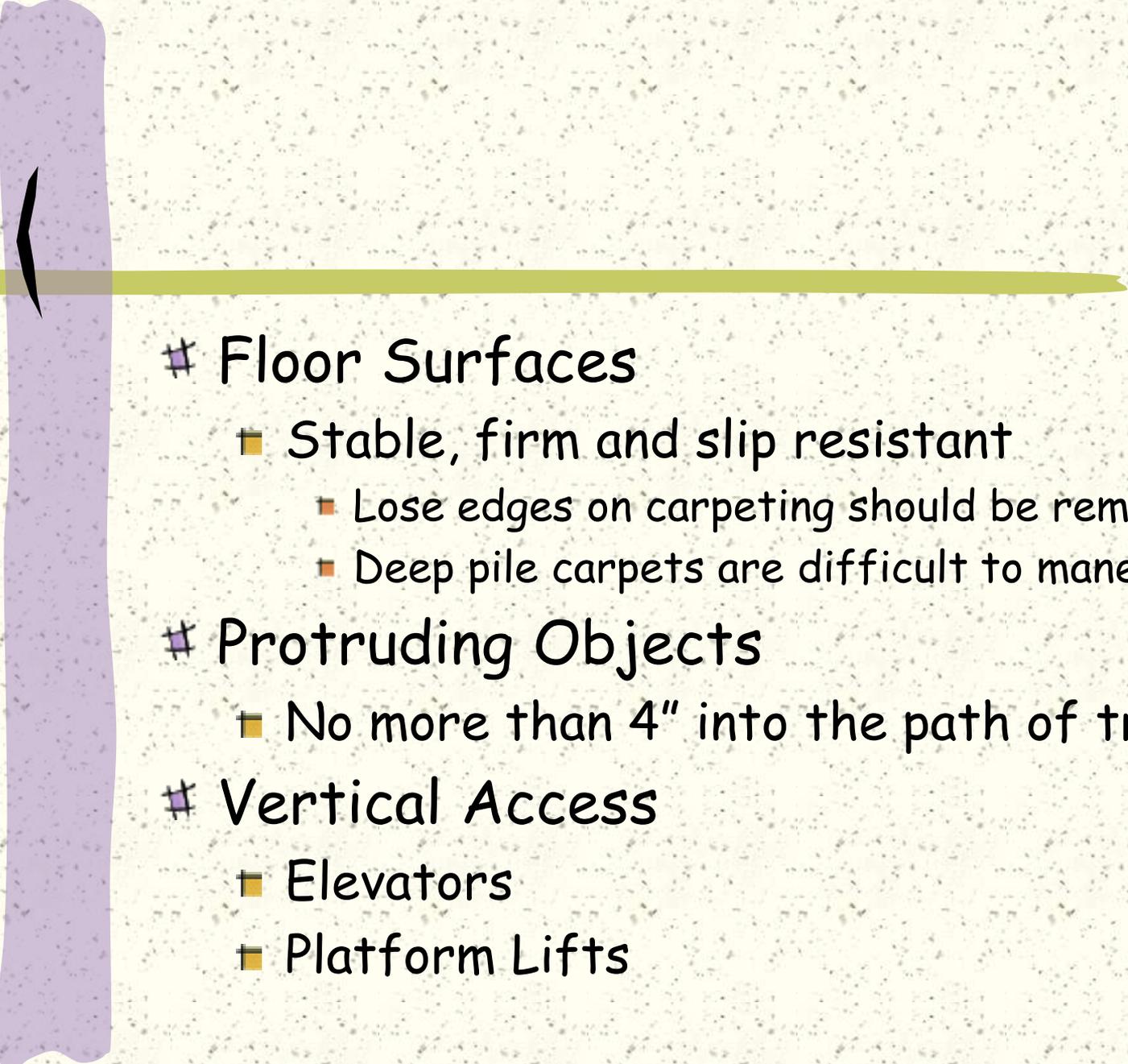
#2 Access to services within the facility

Interior Door Width

- Minimum 32" clear opening
- 5lb maximum force to open the door
- Accessible Hardware (able to be operated with a closed fist)

Maneuvering Clearances

- Remove obstructions to allow approach and maneuvering at displays, counters, tables, aisles, etc.



Floor Surfaces

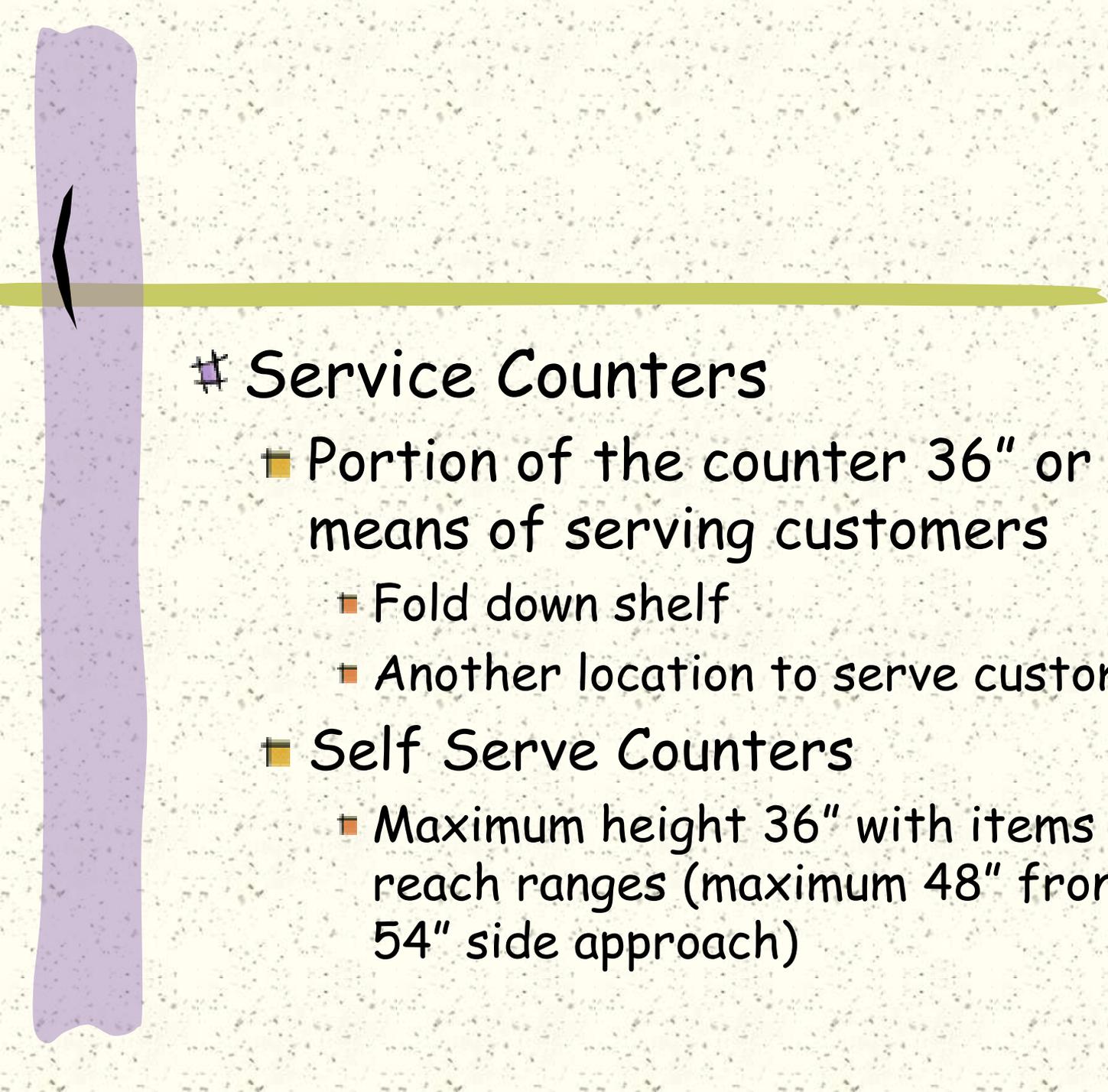
- Stable, firm and slip resistant
 - Lose edges on carpeting should be removed
 - Deep pile carpets are difficult to maneuver on

Protruding Objects

- No more than 4" into the path of travel

Vertical Access

- Elevators
- Platform Lifts



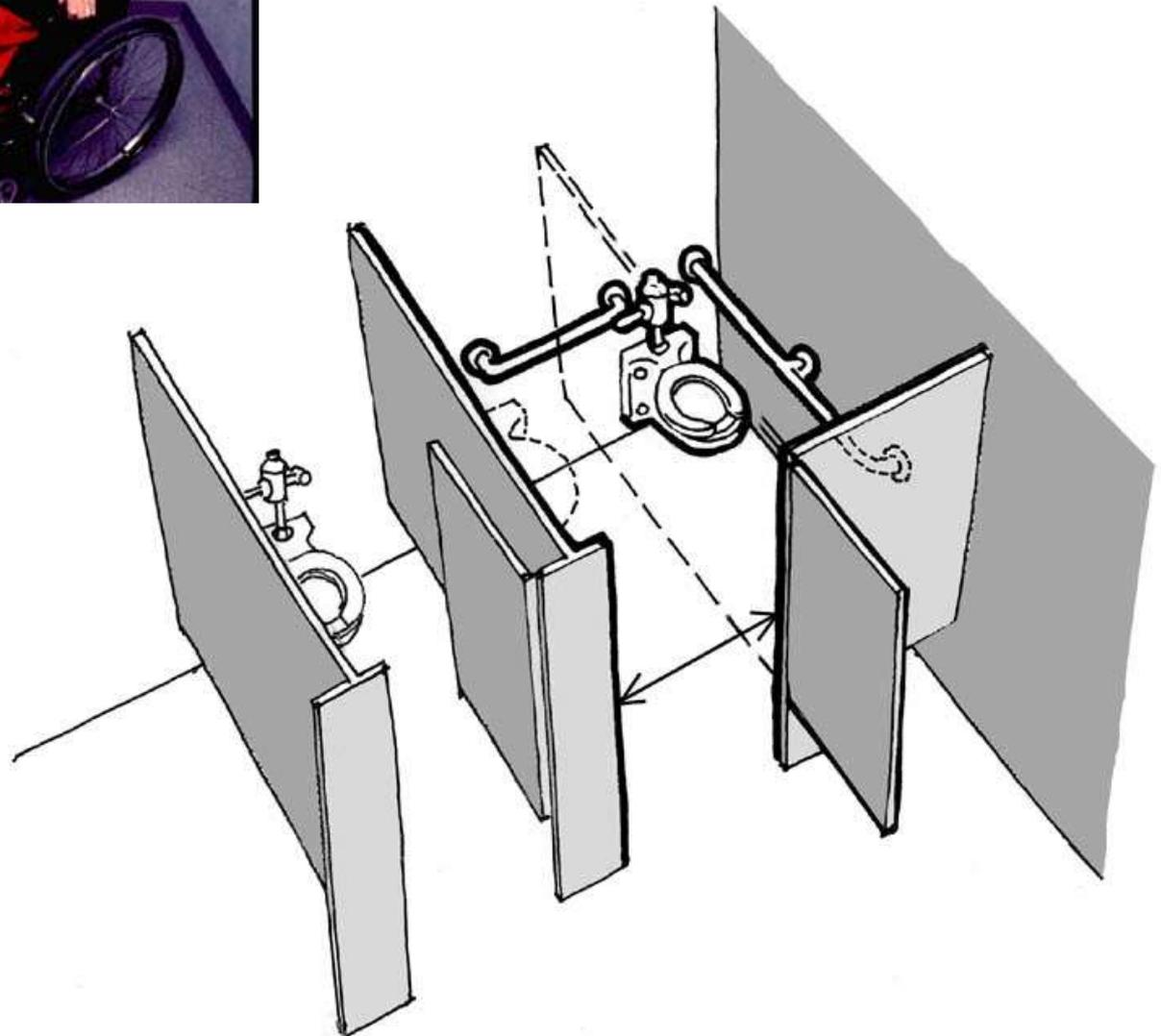
Service Counters

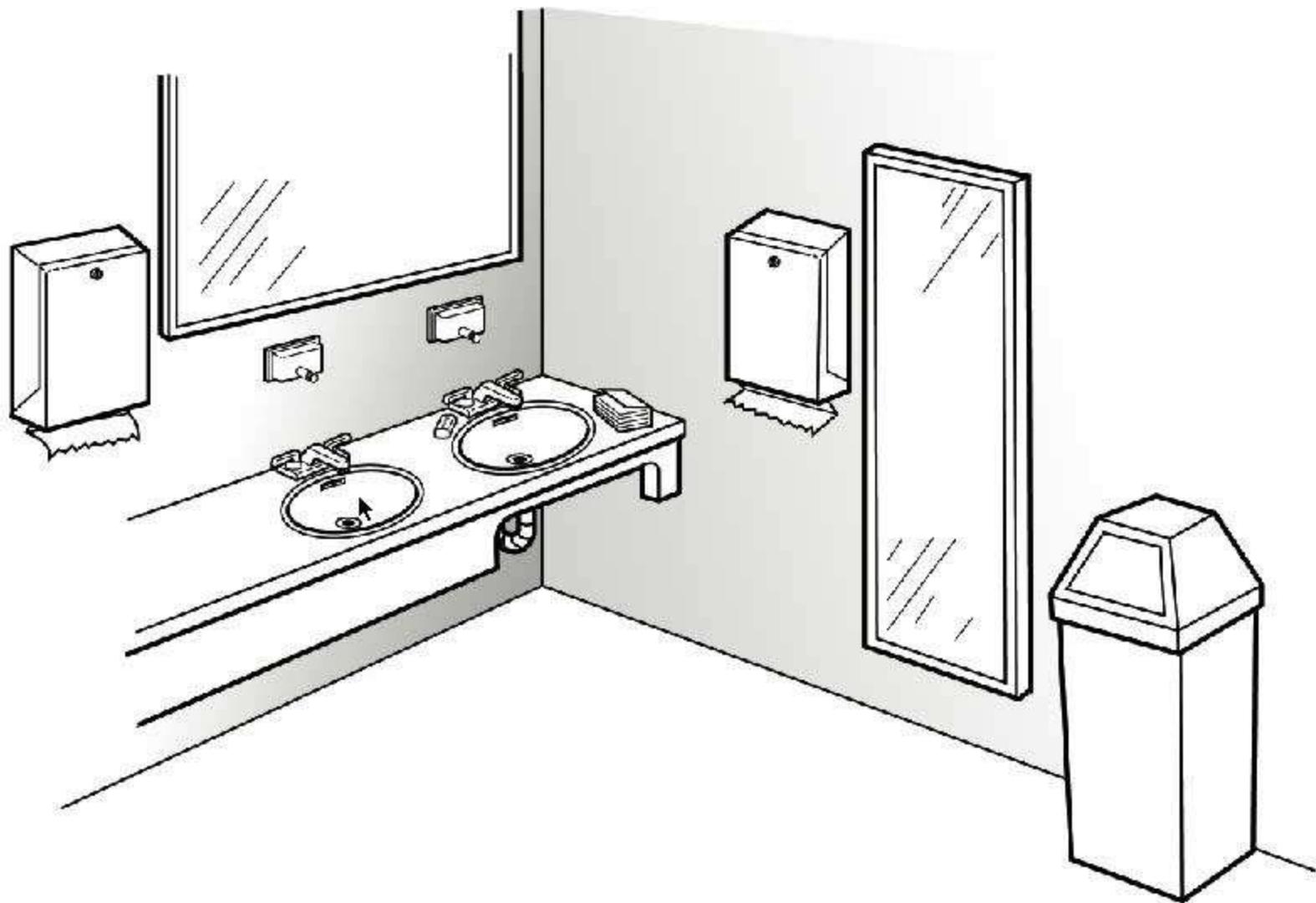
- Portion of the counter 36" or alternative means of serving customers
 - Fold down shelf
 - Another location to serve customer near by
- Self Serve Counters
 - Maximum height 36" with items located in reach ranges (maximum 48" front approach, 54" side approach)

#3 Access to the Restrooms

- # In existing facility, at least one accessible restroom for each sex should be provided
 - Unisex, single user restroom can be used if allowed by local/state plumbing and health codes

4.16 Water Closets





#4 Access to Auxiliary Services



Signage

- Directional signage to location of accessible features
- Tactile signage to designate restrooms, exits and rooms with numbers

Telephones

- Public telephone should allow for accessible reach height and maneuvering clearance
- Volume control and hearing aid compatible
- Depending on the total # of public phones, may require a public TTY

Water Fountains

- # If available to the public, should be at an accessible height and have maneuvering clearance
- # Alternative: Consider installation of paper cup dispenser

Emergency Notification Systems

- # If available, should be both audible and visual alarm



Alternatives to Barrier Removal*

- # Providing curbside service or home delivery
- # Retrieving merchandise from inaccessible shelves or racks
- # Relocating activities to accessible locations

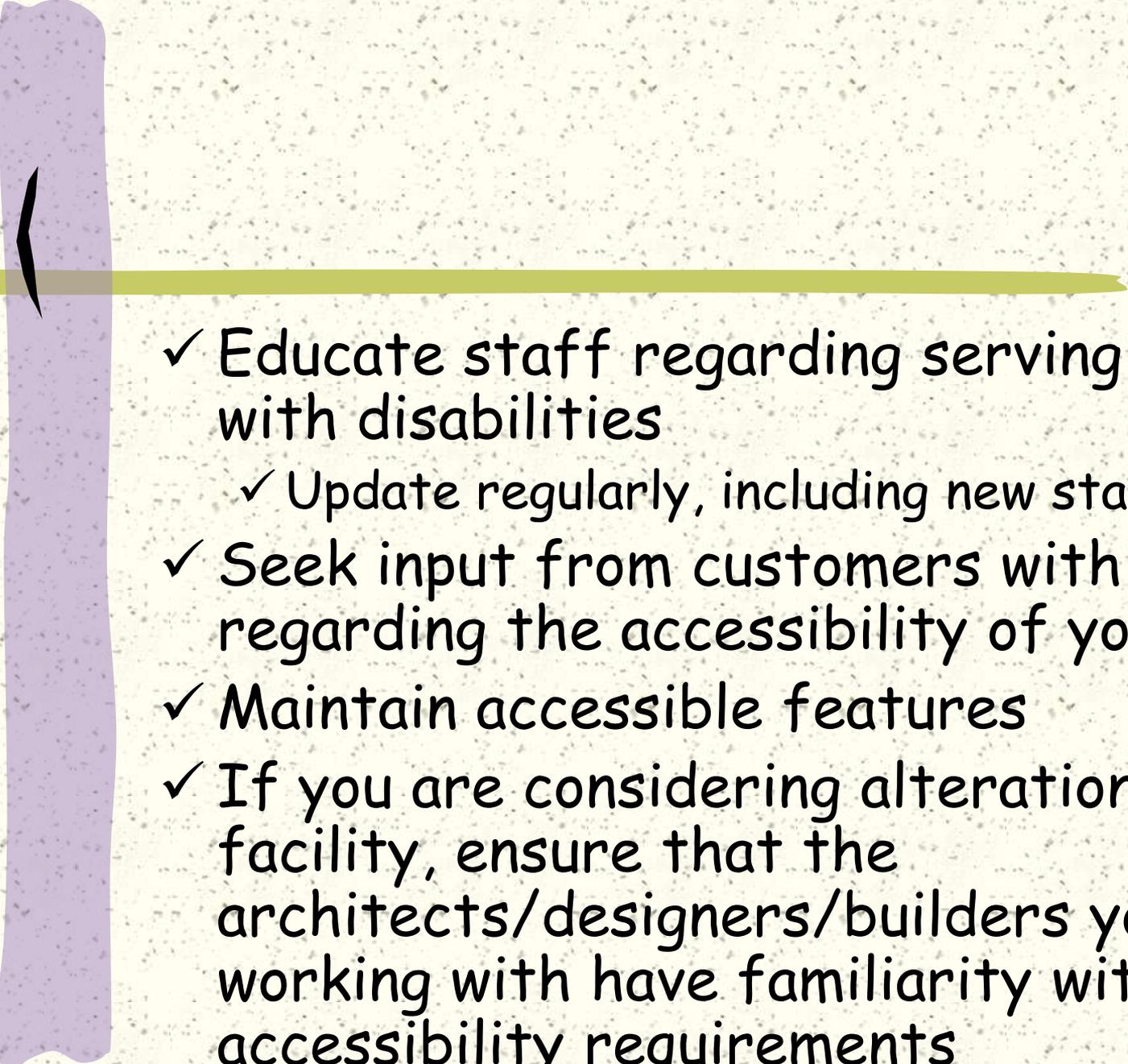
*Removal of barrier 1st priority, only to be done when barrier can not be removed

Historic properties

- # No exemptions or grandfather clause!!
- # Must meet ADAAG unless alteration would destroy or alter the historic significance of the building or feature being altered
- # Must be listed on local, state or national registry of historic places to argue "exemption"
- # Even if historic, changes may be able to be made that do not destroy or alter the historic elements

Strategies for Business

- ✓ If you have not already, review your facilities using one of the available checklists or bring in someone who is qualified to review your facility in order to identify any barriers within your facility.
- ✓ Develop a plan to remove barriers or identify alternatives to ensure access to goods and services
 - ✓ On-going process
 - ✓ Demonstrates "Good Faith Effort"

- 
- ✓ Educate staff regarding serving customers with disabilities
 - ✓ Update regularly, including new staff
 - ✓ Seek input from customers with disabilities regarding the accessibility of your facility
 - ✓ Maintain accessible features
 - ✓ If you are considering alterations to your facility, ensure that the architects/designers/builders you are working with have familiarity with accessibility requirements

Defenses - Undue Hardship



- # Significant difficulty or expense (consider resources of the entire entity...not just one location)
- # Poses significant financial difficulty (consider tax benefits)
- # Is unduly extensive, substantial, or disruptive
- # Would fundamentally alter the nature or operation of the business



Tax Credits - IRS Code 44

- # Applies to any costs incurred by complying with the ADA
- # Any business with annual gross receipts of less than \$1M or 30 employees or less
- # 50% of expenditures that exceed \$250, but do not exceed \$10,250 Examples include:
 - Architectural Changes
 - Communication costs (interpreters, etc.)
 - Specialized equipment, etc.



Tax Deduction - IRS Code 190

- # Applies to removal of architectural and communications barriers only
- # Any business
- # \$15,000 per year



Resources - Regional/National

Great Lakes ADA Center

■ 800-949-4232

■ www.adagreatlakes.org

US Department of Justice

■ 800-514-0301

■ www.ada.gov

US Access Board

■ 800-872-2253

■ www.access-board.gov

