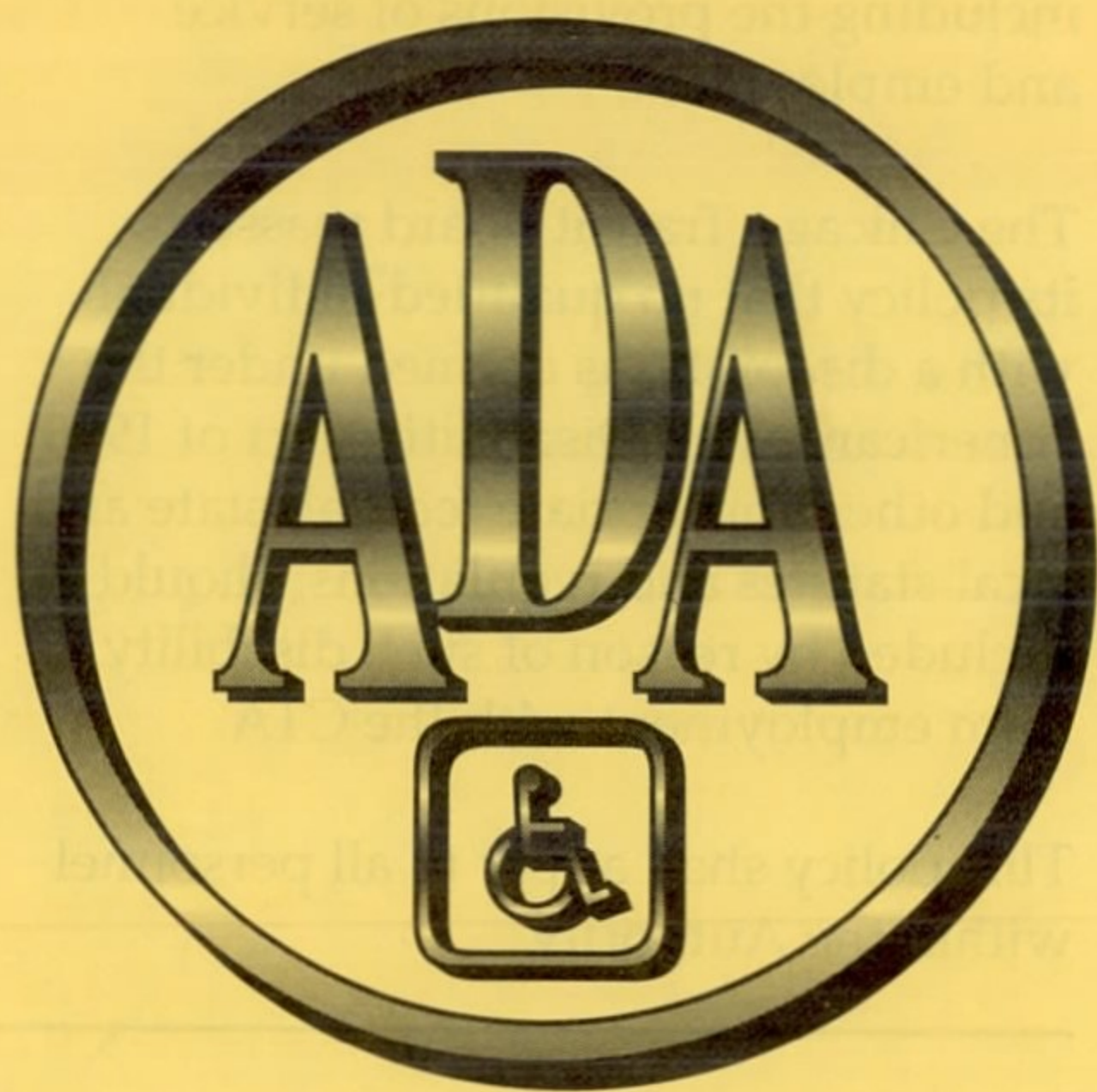

Americans With Disabilities Act of 1990



Affirmative Action Unit



Policy Statement on Americans with Disabilities Act Of 1990

To All CTA Employees:

The Chicago Transit Authority is committed to equal employment opportunity and nondiscrimination in all aspects of its business activities, including the provisions of service and employment.

The Chicago Transit Board reasserts its policy that no qualified individual with a disability, as defined under the Americans with Disabilities Act of 1990 and other appropriate federal, state and local statutes and regulations, should be excluded by reason of such disability from employment with the CTA.

This policy shall apply to all personnel within the Authority.

What Is The ADA?

The ADA extends federal civil rights protection to disabled persons. The ADA seeks to assure equality of opportunity, full participation, and economic self-sufficiency for persons with disabilities. The ADA also provides for reasonable accommodation for applicants and employees in performing the essential functions of a job, where appropriate.

ADA Rights

The ADA makes it illegal to discriminate against anyone with a mental or physical impairment. It ensures that disabled persons have the same basic rights, including access to public transportation and employment that all Americans share.

When Is A Person Disabled?

An individual is classified as disabled when (1) he or she has a physical or mental impairment, and the impairment substantially limits one or more of the individual's major life activities; (2) the individual has a record or history of such impairment; or (3) is perceived as having such an impairment.

Examples of Physical/Mental Impairments Include:

- Vision Impairment
- Heart Disease
- Epilepsy
- Dyslexia
- Hearing Impairment
- Mobility Impairment
- Aids
- Diabetes
- Tuberculosis
- Learning Disability

***(Current Alcohol and Drug Users
are not protected)***

For Help, Contact:

The ADA Review Board:

G.E. Tapling, Chairperson

Merchandise Mart Plaza, Room 742

P.O. Box 3555, Chicago, Illinois 60654

Telephone Number: 664-7200 x3544

Affirmative Action Unit

Merchandise Mart Plaza, Room 790

P.O. Box 3555, Chicago, Illinois 60654

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The ADA Review Board provides a systematic approach for evaluating and effectively administering all phases of legislation relative to ADA personnel issues. The ADA Review Board will review all requests for accommodation, determine their reasonableness, and oversee the accommodation implementation process, where appropriate.