

The following list contains telephone numbers, addresses and websites of Agencies that are responsible for providing information to the public about the Americans with Disabilities Act. The agencies and organizations listed are sources for obtaining information about the requirements and informal guidance in understanding and complying with the ADA:

U.S. Department of Justice

Civil Rights Division
950 Pennsylvania Avenue, N.W.
Disability Rights Section—NYAV
Washington, DC 20530
(800) 514-0301 (800) 514-0383 - TTY
www.ada.gov

**Equal Employment Opportunity
Commission**

Newark Office
One Newark Center, 21st Floor
Newark, NJ 07201
(800) 669-4000
(800) 669-6820 - TTY
www.eeoc.gov

**Division of Vocational Rehabilitation
Services District – Bergen County**

60 State Street
Hackensack, NJ 07601
(201) 487-7890 (201) 996-8881 - TTD

Disability Rights - New Jersey

210 South Broad Street, 3rd Floor
Trenton, New Jersey 08608
(609) 292-9742 or (800) 922-7233
(609) 633-7106 - TTY
www.drnj.org

**FAIR LAWN
BOROUGH COUNCIL**

Mayor Jeanne Baratta
Deputy Mayor Ed Trawinski
Deputy Mayor John Cosgrove
Councilmember Lisa Swain
Councilmember Kurt Peluso

Thomas Metzler, Borough Manager



E-MAIL THE COMMITTEE

adacommittee@fairlawn.org

or

Call 201-794-5314

“Together, we must remove the physical barriers we have created and the social barriers that we have accepted. For ours will never be a truly prosperous nation until all within it prosper.”

President George Bush

Americans with Disabilities Act

July 26, 1990

**Borough of Fair Lawn
Americans with Disabilities
Advisory Committee**



Committee Members:

Lisa Swain – Council Liaison
Suann Aitchison
Michael Albarella
Lisa Castoria
Cristina Cutrone
Krisann Guy
David Jordan
Bettina Kaplan
Ed Kinderman
Howard Mark
Martin Perlman
Marianne Pettineo
Olga Podolsky
Katherine Squillante
Daria Voskoboynikov
Laura Wagner
Steven Weinstein

**Our objective is to assist
borough residents with
disabilities overcome
obstacles within Fair Lawn
that prevent them from
conducting everyday life
activities.**

WHAT IS THE AMERICANS WITH DISABILITIES ACT?

On July 26, 1990, President George Bush signed into law the Americans with Disabilities Act (ADA). This significant legislation extends civil rights to an estimated 43 million Americans with disabilities in much the same way that individuals are protected on the basis of race, color, sex, national origin and religion. The ADA makes it illegal to discriminate on the basis of disability in the areas of employment, public services, public accommodations, transportation and telecommunications.

WHAT AND WHO DOES THE ADA COVER?

People with disabilities can no longer be denied employment just because they are disabled. In addition, the ADA requires that restaurants, movie theaters, libraries, doctors' offices, parks and millions of other public accommodations be accessible to people with disabilities. The services provided by state and local governments must also conform to ADA requirements.

The ADA applies to all people with physical or mental impairments that substantially limit one or more major life activities. Such activities include walking, talking, hearing, seeing, breathing, learning, performing manual tasks and caring for oneself. Other kinds of major life activities contained in the Equal Employment Opportunity Commission's Interpretive Guidelines include sitting, standing, lifting and reaching. The law also applies to

individuals who have a history of such impairment, as well as those who are perceived as having such impairment.

WHAT CAN OUR LOCAL ADA COMMITTEE DO FOR YOU?

Our committee will provide a forum for residents to report and discuss disability access issues within Fair Lawn, suggest improvements of borough facilities, engage in projects that improve overall handicapped accessibility within the Borough and disseminate information that can be of assistance to people with disabilities.

WHAT DOES THE ADA SAY ABOUT EMPLOYMENT?

The ADA prohibits discrimination against qualified individuals with disabilities with regard to job application procedures, hiring, advancement, compensation, training and other terms, conditions and privileges of employment.

Applicants and employees are not protected from personnel actions based on their use of illegal drugs. However, recovered or recovering drug users have rights under the act under specified conditions.

WHAT IF SOMEONE FINDS IT DIFFICULT TO PERFORM CERTAIN JOB TASKS?

If an individual with a disability can perform the essential job functions with reasonable accommodation, that

individual may not be denied employment simply because of the disability. Employers must provide reasonable accommodation for qualified applicants and employees with disabilities unless it would result in an undue hardship.

In summary, the ADA requires an employer to hire a worker with a disability if that worker otherwise is best qualified for the job.

ARE YOU A RESIDENT WITH SPECIAL NEEDS?

The Borough of Fair Lawn Office of Emergency Management has established a Residential Special Needs Registry for residents who may require special attention during times of emergency. If you, or someone you know, is using oxygen in their home, requires a walker to get around, is hearing or sight impaired or has any form of physical or mental disability, please register with our Office of Emergency Management.

Please be assured that all information is kept *confidential* and is distributed to police, fire, rescue, EMS, health and the public works department for use during emergencies.

If you would like to register, please feel free to contact Emergency Management at 201-794-5390.