**ADA Title II and the role of an ADA Coordinator**

As Human Resource professionals most of us are versed in the Americans with Disabilities Act (ADA) as it pertains to employment. However, employment ADA only covers Title I. As state government agencies, the state is also required to follow ADA Title II which requires us to give people with disabilities an equal opportunity to benefit from all state programs, services, and activities. According to the [US Department of Justice](https://www.ada.gov/topics/title-ii/), the ADA includes specific requirements to which a state/local government must comply, those include:

* Communicate with people with disabilities as effectively as you communicate with others (examples: ASL interpreters, captioning, websites, ensuring documents are compatible with screen reader technology).
* Make reasonable modifications to policies, practices, and procedures where needed to make sure that a person with a disability can access the state/local government’s programs, services, or activities (example: allowing someone to have food in a no food/drink conference room).
* Allow [service animals](https://www.ada.gov/topics/service-animals) to be with their person even if you have a no pets policy.
* Provide *program access* by ensuring that individuals with disabilities are not excluded from programs because existing buildings or facilities are inaccessible to them.
* Follow specific standards for physical accessibility when building or altering a building or facility.
* Follow specific requirements for ticket sales and testing accommodations.

Additionally, as a public entity with more than 50 employees, we are required to appoint at least one person as the ADA Coordinator for the state and have a published Grievance Procedure. Janelle McDonald is currently the statewide ADA Coordinator, however, additional ADA Coordinators and contacts are also in many agencies. One way HR Professionals can assist with compliance in this area is to ensure the State of Idaho’s [ADA Public Notice](https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:13e1c50e-c4df-3327-9f73-8a2a4a4cdc60) is visible to employees and the public. For more information, please visit our ADA Coordinator webpage [https://dhr.idaho.gov/ada/.](https://dhr.idaho.gov/ada/)