

Deaf & Hard of Hearing Service Center (DHHSC)  
wants you to...

# KNOW YOUR RIGHTS!

**ADA Title I:** Equal access to employment based on skill and experience, not differences in hearing. Reasonable accommodations must be provided for effective communication.

**ADA Title II:** Equal access to services provided by City, County, and State government agencies, including law enforcement. They should use your preferred method of communication as their guideline in providing effective communication.

**ADA Title III:** Equal access to services provided by public accommodations (e.g., private businesses, for-profit and nonprofit organizations, and medical service providers).

**Section 501 of the Rehabilitation Act of 1973:** Equal access to employment by federal and federally funded employers.

**Section 504 of the Rehabilitation Act of 1973:** Provides for equal access to federal and federally funded agencies and services.

**Unruh Civil Rights Act:** A violation of the ADA is also a violation of the Unruh Civil Rights Act.

**California's Fair Employment and Housing Act:** Protects the Deaf and Hard of Hearing against discrimination in employment and housing. Offers stronger protection than ADA and Section 501 in most cases.

**California Government Code § 11135:** When applicable, violations of ADA are violations of § 11135 by State and State-funded agencies and services.