

AMERICANS WITH DISABILITIES ACT IN YOUR COMMUNITY

The ADA provides legal protection to those with hearing loss from systematic discrimination

10%

OF PEOPLE WORLD-WIDE ARE EXPECTED TO HAVE A DISABLING HEARING LOSS BY 2051 (ACCORDING TO THE WHO)



EXAMPLES OF The ADA in Action:



Protects employees from being fired on the basis of a hearing loss. Employers cannot ask about a hearing loss during a job interview to determine if one is hireable.



Requires that interpreters are provided for the Deaf when requested in public spaces such as hospitals or community centers. Further, alerting sounds in public places must be accompanied by flashing lights.



Requires reasonable accommodations be provided at work, such as assistive listening technology, telephones with captioning, and physical placement away from background noise that complicates communication.



Requires public transportation to offer technology such as telecoil loops and electronic signs that update the rider on their location. Captioning or personal listening headsets are also required at public theaters.



For those with hearing loss, the barriers they may face is highly dependent on environmental restrictions



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As a community, we can support and advocate for people with hearing loss



Always ask individuals with hearing loss how they identify. If you are unsure, refer to them as “person who is hard-of-hearing” until you can clarify their preferences.



Support accessible space design that facilitates visual communication. Add sound treatment to community buildings.



Get someone’s attention before speaking to them. Try gently waiving in their line of sight before speaking. Ask them their preferences on how to get their attention.



Deliver school and work announcements visually by using email, text, or social media.



Reduce unnecessary background noise. Turn off televisions and music when having a conversation, especially in a group setting. Keep work spaces quiet.



Ask in advance if someone needs accommodations to participate equally in meetings or events. Provide the requested accommodations, such as CART or ASL. Use A.I. captioning as a last resort.



Speak clearly at a normal rate. Ask for feedback whether the person can understand you. If someone asks for repetition, kindly repeat yourself first. If it is still unclear, try rewording your sentence.



Utilize the Office of Vocational Rehabilitation to help you or employees who are hard-of-hearing obtain assistive technology for the workplace or college settings.



Establish a system within the community to point out inaccessible places for individuals who are Deaf/Hard-of-Hearing, then act to make them more accessible.



Because telephones distort speech, install captioned phones in public spaces. There are several companies that sell captioned phones, which can help people communicate over the phone.