



San Diego County

SHERIFF

Kelly A. Martinez
Sheriff

Americans with Disabilities Act (ADA) Unit
[REDACTED]

July 18, 2023

TRAINING BULLETIN

Americans with Disabilities Act (ADA) Unit

What is the Americans with Disabilities Act?

The Americans with Disabilities Act (ADA) is a federal civil rights law first signed into law in 1990. The ADA prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the public. Title II of the ADA covers state and local government, including law enforcement agencies, courts, jails, and correctional facilities. The ADA prohibits that any qualified individual with a disability, by reason of such disability, be excluded from participation in or be denied benefits of the services, programs, or activities of a public entity or be subjected to discrimination by any such entity.

It is important to recognize that while some disabilities are visible, many are invisible. According to the Centers for Disease Control and Prevention, up to 1 in 4 adults in the United States have some disability.¹

What disabilities are covered under the ADA?

To be regarded as having a disability under the ADA, a person must have a physical or mental impairment that substantially limits one or more major life activities, have a history or a record of such impairment, or be perceived by others as having such an impairment.

Major life activities include but are not limited to caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. A major life activity also includes the operation of a major bodily function, including but not limited to functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

Some examples of disabilities that may substantially limit one or more major life activities include but are not limited to diabetes, epilepsy, blindness, hard of hearing, HIV/AIDS, paralysis, depression, Autism, dementia, schizophrenia, post-traumatic stress disorder, or alcoholism.

¹ <https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html#:~:text=Up%20to%201%20in%204,have%20some%20type%20of%20disability>



San Diego County Sheriff's Department Americans with Disabilities Act (ADA) Unit

What does that mean for the Department?

The San Diego Sheriff's Department (SDSD) recognizes the need to ensure disabled persons have access to the same rights, privileges, programs, and services as non-disabled persons. SDSD must make reasonable accommodations when necessary to avoid discrimination in providing goods and services to a person with a disability.

Meeting all ADA requirements affects all aspects of public service and every bureau in our department. From recruiting and retaining employees, to public and community interactions, to the arrest, transportation, booking, medical care, housing of incarcerated persons, and court processes, everyone is responsible for upholding the ADA and related state laws.

To ensure compliance with the ADA, SDSD created an Americans with Disabilities Act (ADA) Unit. The unit members listed below are tasked with overseeing and assessing all policies, procedures, processes, training, and required modifications related to the ADA for the Department. Please contact any members of the team with questions or concerns related to the ADA and our Department. Ongoing ADA training will be provided to the Department as policies, procedures, and processes change.

ADA Unit

Staff:

Captain Carl Darnell
Lieutenant Livian Cole
Sergeant Dane Wiesner
Corporal Kimberly Wilson

Corporal Paola Rendon-Aguilera
Legal Advisor Amanda Kamphoefner
Supervising Nurse Brandy Rafail

Location:

[REDACTED]

Contact Information:

[REDACTED]

For further information and resources about the ADA and what it encompasses, visit ADA.gov.

This Training Bulletin was prepared by the Americans with Disabilities Act (ADA) Unit. If you have expertise in a particular subject and would like to write a training bulletin, please contact the Ada Unit at [REDACTED]