



Fully Access Where You Live

Navigating Accommodations in the City Where You Live

Little People of America
October 2025
Dwarfism Awareness Month

Kori Allen

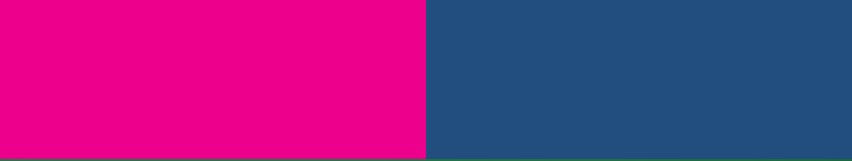
- Little People of America
 - District 8, Chapter 2 (Dallas/Fort Worth) Treasurer
 - Universal Design Committee Chair
- Vice Chair of the Texas Governor's Committee on People with Disabilities
- ADA & Capital Programs Coordinator for the City of Coppell, Texas
- Grew up in Florida, moved to Texas in 2004
- I am the only "biological" Little Person in my family
- My husband (Mike Allen) and I met at an LPA event!



Olivia Acuff

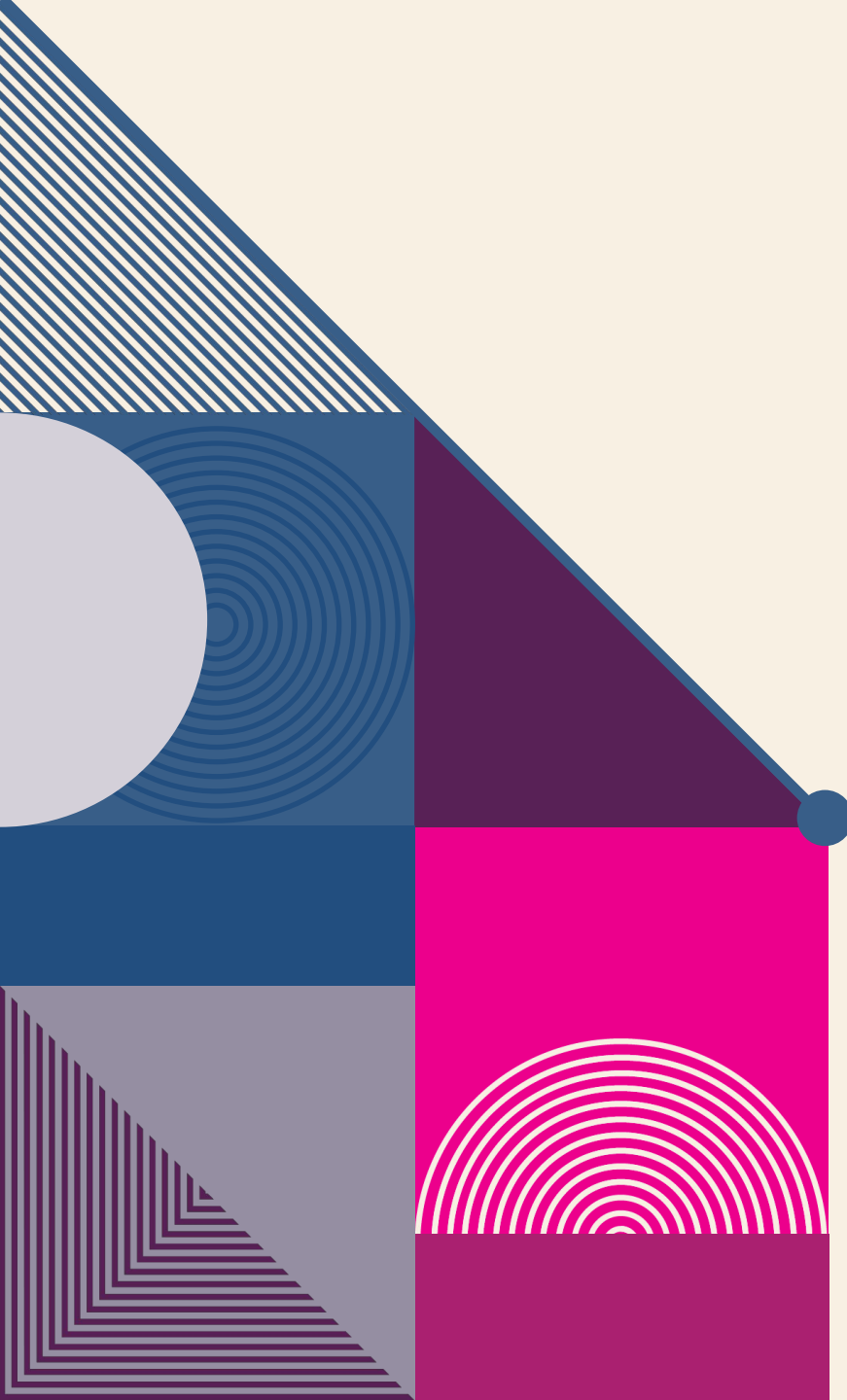


- Access Coordinator at the University of Washington in Seattle
 - Disability Resources for Students (DRS)
- Q Center
 - Peer Mentor at LGBT+ Center on Campus.
- Little People of America
 - District 11, Puget Sound Chapter
 - Born & raised in Washington State.



Amy Dinofrio

- Chair of the LPA Employment Committee
- Director of People & Culture, Borealis Philanthropy
- Over 20 years of HR & Org Development Experience

A decorative graphic on the left side of the slide, composed of several overlapping geometric shapes and patterns. It includes a blue triangle with white diagonal lines, a light purple circle, a dark blue square with concentric circles, a dark purple triangle, a bright pink square with white concentric circles, and a grey square with a dark purple diagonal line pattern.

AGENDA

Definition of a person with a disability

Americans with Disabilities Act (ADA)

Five Titles of the ADA

ADA Coordinator/ADA Transition Plan

How to request an accommodation

How to file a complaint

Questions

Who is an individual with a disability?

A person that has a physical or mental impairment that substantially limits one or more major life activities.



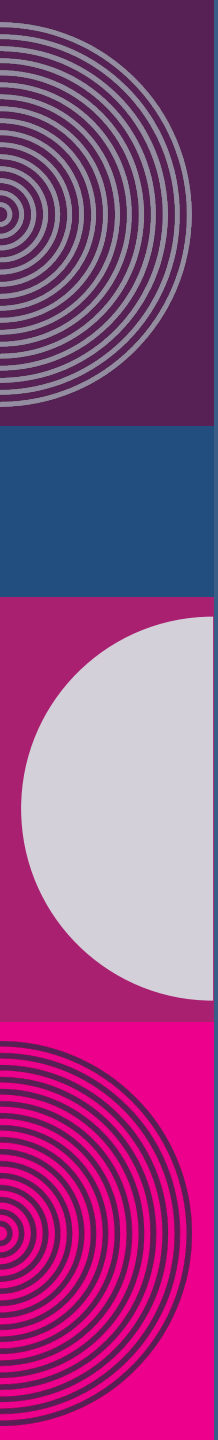
What is the AMERICANS WITH DISABILITIES ACT?

- Civil Rights law that was signed by President George H. W. Bush in 1990
- Requires private (McDonald's) and public (City of Austin Texas) entities to be accessible
- "Accessibility" within the ADA includes being able to maneuver the physical facility AND experiencing the services/programs that the facility offers (reading the menu at a restaurant, communicating with the waiter/waitress to order food, enjoying a workout class at a fitness center, participating in a book club at a library, etc.)
- 5 Titles within the ADA that apply to different topics
- Department of Justice and the Department of Transportation are the entities that update and enforce the ADA



The Five Titles of the ADA

Title I	Employment
Title II	State and Local Government (if the University is publicly funded)
Title III	Public Accommodations (if the University is privately funded)
Title IV	Telecommunications
Title V	Miscellaneous Provisions

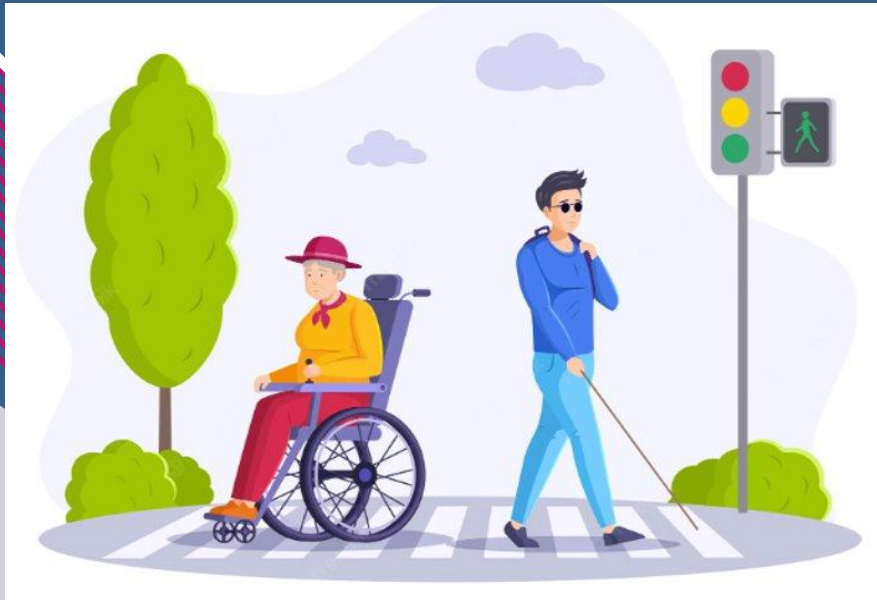


Let's zoom into THE CITY WHERE YOU LIVE

- State and Local Government (Title II of the ADA)
 - Department of Justice
 - Designed to make sure that qualified individuals with disabilities have access to all programs, activities, and services of public entities and public transit systems
 - Applies to all state and local governments, their departments and agencies, and any other instrumentalities or special purpose districts of state or local governments
 - Title II outlines:
 - Administrative processes to be followed, including ADA Transition Plans
 - Requirements for making reasonable modifications to policies, practices, and procedures
 - Architectural barriers to be identified
 - Need for effective communication with people with hearing, vision, and speech impairments

Requirements of State and Local Governments

- ADA Coordinator appointed
- ADA Transition Plan in place (if over 50 employees)
 - City Facilities
 - City Parks
 - Public Right-of-Way
 - Programs/Services/Activities
 - Policies/Procedures
 - Meetings
 - Website/Technology



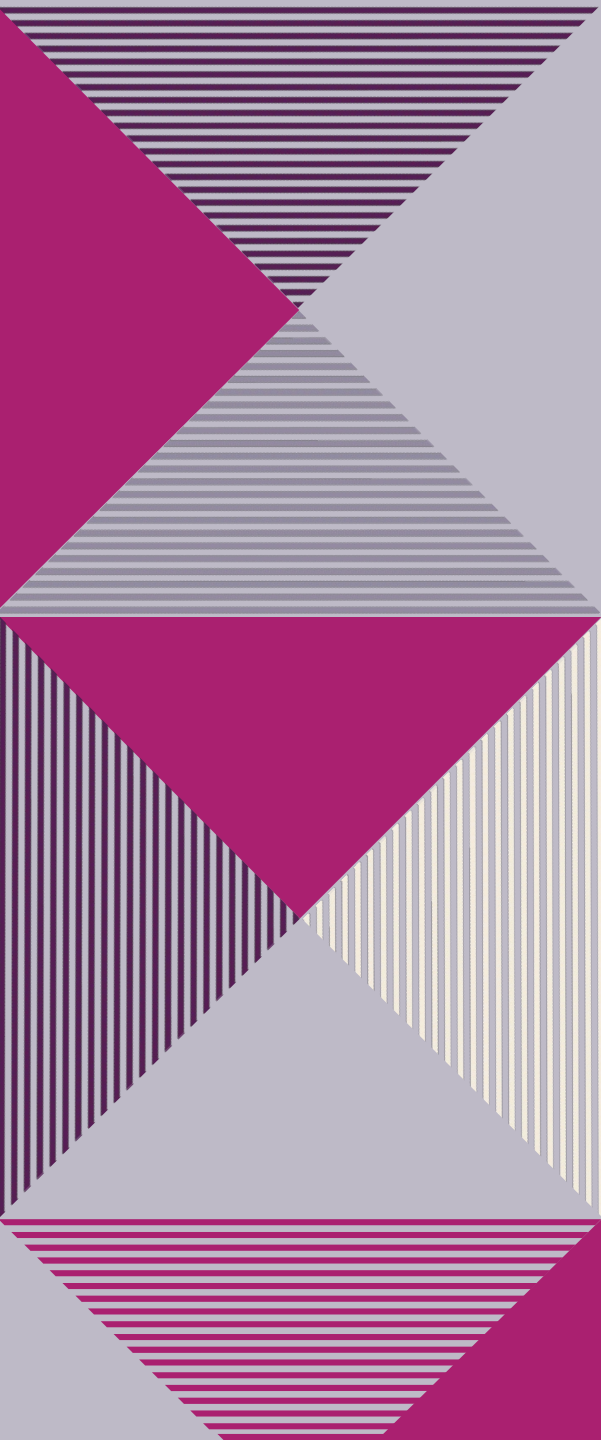
State/Local government accommodation request EXAMPLES

- Sign Language Interpreter provided for a City Council Meeting
- Alternative Formats available for brochures/calendars/newsletters
- ADA compliant ramps at all street corners
- Adjustable height at public desks/computers
- Accessible Seating at City Events

Asking for accommodations at your LOCAL/STATE GOVERNMENT

- Reach out to the ADA Coordinator or City Administration
 - The earlier you reach out to them, the better your chances are of having the accommodation in time for the activity/event you are wanting to attend
- Follow whatever procedure/Grievance Process they have in place
- Be very detailed in your request
 - This includes vendors that you prefer or brands that you would choose
- Make sure that the accommodation they offer you is effective
 - If it is not, communicate with them about WHY it's not effective
- Enjoy the city you live in and all of the programs it has to offer!





How to file a complaint with the DEPARTMENT OF JUSTICE

- Online
- Email
- Mail
- Phone
- Resources:
 - <https://adata.org/faq/how-can-i-file-ada-complaint-us-department-justice>



QUESTIONS?

Send questions to advocacy@lpaonline.org to forward to the presenters!

Presenters: Olivia Acuff, Amy Dinofrio, & Kori Allen