



## An individual with a disability is one who has: (A) a physical or mental impairment which substantially limits one or more of the major life activities of such individual; (B) a record of such impairment; OR (C) is regarded as having such an impairment.

## Tennessee v. Lane (2004) "The unequal treatment of disabled persons in the administration of judicial services has a long history, and has persisted despite several legislative efforts to remedy the problem of disability discrimination." The duty to accommodate people with disabilities "is perfectly consistent with the well-established due process principle that, 'within the limits of practicability, a State must afford to all individuals a meaningful opportunity to be heard' in its courts."

Courts may NOT exclude individuals with disabilities from participating it its services, or deny the benefits of its services, programs or activities, because its facilities are inaccessible or unusable by individuals with disabilities.

28 C.F.R. 35.149

## \* Accessibility is reviewed holistically; all areas and all facilities need not be accessible. \* Head of agency may assert that actions taken would fundamentally alter nature of service or result in an undue burden. \* Compliance can be achieved by reassigning services to accessible buildings. Structural changes not required in existing facilities where "other methods are effective in achieving compliance." 28 C.F.R. 35.150

## GEORGIA STATE LAW New Construction, and any facility or part of a facility altered in a way that affects its usability shall, to the maximum extent feasible, be altered so that it is readily accessible and usable by individuals with disabilities. 28 C.F.R. 35.151 GEORGIA STATE LAW Courts must make reasonable modifications to policies and procedures where doing so does not fundamentally alter the nature of the goods or services being provided. 28 C.F.R. 35.130 GEORGIA STATE LAW Courts must provide auxiliary aids and services where necessary to enable people with disabilities to communicate effectively. 28 C.F.R. 35.160



