

Americans with Disabilities Act (ADA)



What is the ADA?

- ▶ In 1990, President George H.W. Bush signed the Americans with Disabilities Act (ADA).
- ▶ The ADA is a civil rights law that 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.
- ▶ The ADA is comprised of 5 different titles that set out the requirements for different areas of public life.
- ▶ According to the Center for Disease Control and Prevention, 1 in 4 (27%) adults in the United States have some type of disability ([CDC.gov](https://www.cdc.gov))

5 Titles of the ADA

- ▶ **Title I** - Employers must provide qualified individuals with disabilities an equal opportunity to benefit from employment-related opportunities
- ▶ **Title II - State and local governments must provide qualified individuals with disabilities an equal opportunity to benefit from all of their programs, services, and activities**
- ▶ **Title III** - Businesses must provide people with disabilities an equal opportunity to access the goods or services that they offer
- ▶ **Title IV** - Telephone companies must provide services to allow callers with hearing and speech disabilities to communicate
- ▶ **Title V** - Miscellaneous section covering a variety of topics, including prohibition against retaliation and coercion and that a person with a disability is not required to accept accommodations

San Diego Sheriff's Office

ADA Unit

- ▶ Unit formed in July of 2023
- ▶ Commander, Captain, Lieutenant, Sergeant, 3 Deputies, SRN, RN and Legal Advisor.
- ▶ Started in DSB – Currently expanding to auxiliary aids in LESB & CSB
- ▶ Policies and Procedures - June 1st, 2024
- ▶ Daily audits of “ADA Mobility”, “Orthopedic Device-Wheelchair”, Intermittent Wheelchair, “Lower/Bunk, Lower/ Tier” and Grievances.
- ▶ Interviews for those with ADA Mobility, ADA Hearing, or ADA Vision
 - ▶ 7 days, 60 days and every 6 months.
- ▶ ADA Unit has conducted over 2,100 interviews since July 2023.
- ▶ ADA Notice of Non-Discrimination posted in housing and public areas.
- ▶ Construction being conducted to expand ADA Accessibility.

Auxiliary Aids and Services Available



Currently, all detention facilities are equipped with designated tablets that have the InterpretManager app by Lionbridge Technologies and Language Line installed to provide **Video Remote Interpreting (VRI)** services for those who are deaf or hard of hearing and communicate in American Sign Language (ASL).

The InterpretManager and Language Line app are also available on all department issued iPhones.



The UbiDuo3 is a wireless communication device that enables incarcerated persons who are deaf, hard of hearing, or have difficulty speaking, to communicate with another person via typed text.

Auxiliary Aids and Services Available

All detention facilities are equipped with three types of telecommunications services:

- **Teletypewriter (TTY) or Telecommunications Device for the Deaf (TDD)** - relays typed text
- **Captioned Telephones** – Application in our IP phone system that allows users to read what the called party is saying while listening to their voice.
- **Video Relay Services (VRS)** by Purple Communications - enables incarcerated persons to use sign language to communicate with voice telephone users (via an interpreter) or others who communicate in sign language (“point-to-point”), via a video call.

These devices allow incarcerated persons who are deaf or hard of hearing to make telephone calls.




Identifying Incarcerated Persons with Effective Communication needs

- Incarcerated persons with Effective Communication needs will be offered optional safety vests (ADA VEST) that identify their disability on the back of the vest.
- Participation is voluntary.



Grievance Procedures for Incarcerated Persons

- Grievances about conditions of confinement may also relate to Title II of the Americans with Disabilities Act (ADA), regarding procedures and/or accommodations.
- The sworn or professional staff that receives the grievance shall identify if there is an ADA issue.
- If it is an ADA-related grievance, the box to address the primary complaint on the Incarcerated Person Grievance Form (J-22) will be checked AND the box titled "Other" will also be checked and "ADA" will be written in the space provided.



San Diego County
SHERIFF'S DEPARTMENT

INCARCERATED PERSON GRIEVANCE/APPEAL

Instructions listed on the back of the duplicate copy

SDCJ
 GBDF
 EMRF
 SBDF
 VDF
 LCDRF
 RMDP

From: _____

Name (Last, First, Middle)
Booking Number
Housing Unit

Grievance of: *(Single complaints per form. Multiple, unrelated issues will be rejected and returned)*

Medical/Mental Health Care
 Classification Actions
 Disciplinary Actions
 Program Participation
 Risk of Sexual Abuse
 Telephone, Mail, and Visitation Procedures
 Food, Clothing, and Bedding
 Other: ADA

Appeal of: Discipline (JIMS Incident # _____) Mail Rejection (Item Rejected: _____)

Date and Time of Incident: _____

Staff will scan a copy of the Grievance to the ADA Unit
ADA.Notification@sdsheriff.gov
 and place a copy in the incarcerated person's booking jacket

Complaint Procedures

- Members of the public or Incarcerated Persons with requests for reasonable accommodations, questions regarding access to programs, facilities, or services may be made to the SDSO ADA Unit.
- Complaints or grievances regarding accessibility or discrimination against people with disabilities can file via the San Diego County Sheriff's Office ADA Unit.

ADA Unit

Address: 5530 Overland Dr., Ste. 370
San Diego, CA 92123

Phone #: (858) 974- 5841

Email: ADA.Unit@sdsheriff.gov

The SDSO's ADA Coordinator is Captain Derek Williamson.

Sheriff's ADA Unit

Captain Derek Williamson

Lieutenant Livian Cole

Sergeant Kyle Pike

Corporal Paola Rendon

Corporal Jacob Hernandez

Deputy Matthew Chavez

Travis Anderson, SRN

Carrie Romero, RN

Mandy Kamphoefner, Legal Advisor

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