



Disability Resources

Introduction

Welcome to BOMA San Francisco's Disability Resources Page, an initiative by our Diversity, Equity, and Inclusion (DEI) Committee aimed at fostering an inclusive and accessible environment for all members of our community. We believe that embracing diversity and recognizing the value of individuals with diverse abilities not only enriches our organization but also creates a more compassionate and resilient society.

In line with our commitment to promoting diversity and equity, this dedicated resource page serves as a hub for valuable information, support, and guidance on disability-related matters. We understand that each individual's journey is unique, and we are dedicated to providing resources that empower and uplift individuals with disabilities, as well as their allies and advocates.

We invite you to explore the myriad of resources available here and join us on this journey towards creating a more inclusive and accessible San Francisco. We encourage active participation and engagement from all members of the BOMA SF community.

Disability Resources

Employment Protection

Disabled employees in the United States are protected from discrimination and provided with reasonable accommodations in the workplace under the Americans with Disabilities Act (ADA). The ADA is a federal civil rights law that prohibits discrimination against individuals with disabilities in various aspects of employment, including hiring, firing, promotions, training, and compensation.

Here are some key protections provided to disabled employees under the ADA:

1. Non-Discrimination

Employers are prohibited from discriminating against qualified individuals with disabilities in all employment practices, including recruitment, hiring, advancement, and termination. Disability cannot be used as a basis for making employment-related decisions.

2. Reasonable Accommodations

Employers are required to provide reasonable accommodations to qualified employees with disabilities to enable them to perform essential job functions. Reasonable accommodations may include modifications to workspaces, job duties, schedules, or providing assistive devices, as long as the accommodation does not impose undue hardship on the employer.

3. Job Application and Hiring

Employers cannot ask disability-related questions or require medical examinations before making a job offer. However, they can ask about an applicant's ability to perform specific job functions.

4. Medical Information Confidentiality

Employers must keep medical information about employees with disabilities confidential, except when necessary to provide accommodations or when required by law.

5. Harassment and Retaliation

Disability-based harassment or retaliation against individuals who assert their rights under the ADA is prohibited.

6. Equal Benefits and Privileges

Employees with disabilities must have equal access to benefits and privileges offered to all other employees, including training, company programs, and social activities.

Disability Resources

Employment Protection (continued)

7. Accessible Facilities

Employers are required to make their workplaces and facilities accessible to individuals with disabilities, including providing accessible restrooms, ramps, and accessible entrances.

The ADA applies to private employers with 15 or more employees, state and local governments, employment agencies, and labor unions. It covers individuals with physical or mental impairments that substantially limit one or more major life activities, individuals with a history of such impairments, and individuals perceived to have disabilities.

If an employee believes their rights under the ADA have been violated, they may file a complaint with the [Equal Employment Opportunity Commission](#) (EEOC) or their state's fair employment practices agency. The ADA ensures that disabled employees have legal protections to promote equal opportunities and full participation in the workforce.

Disability Resources

Ten ADA Compliance Recommendations for High-Rise Office Buildings

1. Accessible Entrances

Ensure that at least one building entrance is fully accessible to the building, with appropriate signage indicating its accessibility. The entrance should have accessible routes to the building, including ramps or elevators. San Francisco has an [accessible business entrance program](#).

2. Elevator Accessibility

Install elevators that meet ADA requirements, including sufficient size, clear floor indicators, and access controls with braille and tactile buttons. The elevators should have audible signals and should be designed to accommodate wheelchair users and individuals with mobility impairments.

3. Accessible Restrooms

Designate accessible restrooms on each floor, ensuring they meet ADA specifications for size, layout, grab bars, sinks, toilets, and other accessibility features. Provide clear signage indicating the location of accessible restrooms.

4. Accessible Parking

Designate accessible parking spaces near the building's entrances, ensuring they meet ADA requirements in terms of size, signage, and access aisles. Ensure accessible routes from the parking areas to the building are provided.

5. Accessible Public Areas

Design public areas within the high-rise building, such as lobbies, corridors, and common spaces, to be accessible to individuals with disabilities. This includes providing sufficient maneuvering space, accessible seating, and ensuring that objects such as furniture and fixtures do not obstruct pathways.

6. Visual and Auditory Accessibility

Install visual and auditory accessibility features such as visual alarms, visual notification systems, and audible announcements in elevators, public areas, and emergency systems. These features help individuals with hearing or visual impairments navigate the building safely.

7. Signage

Install ADA-compliant signage throughout the building, including room identification signs, directional signs, and accessibility signs. The signage should have raised characters, braille, and appropriate contrast for easy visibility.

Disability Resources

Ten ADA Compliance Recommendations for High-Rise Office Buildings (continued)

8. Communication

Train building staff to provide effective communication with individuals who have hearing, speech, or vision disabilities. This includes providing auxiliary aids and services such as sign language interpreters or assistive listening devices when requested.

9. Emergency Preparedness

Develop and implement emergency evacuation plans that account for the needs of individuals with disabilities. Ensure that evacuation routes, refuge areas, and emergency communication systems are accessible and well-marked.

10. Ongoing Maintenance

Regularly inspect and maintain accessibility features in the building to ensure they remain in good working condition. This includes addressing any issues promptly and conducting periodic accessibility audits.

Disability Resources

The Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) is a landmark piece of civil rights legislation enacted in the United States in 1990. This law aims to protect the rights of individuals with disabilities, prohibiting discrimination in various areas of public life. Under the ADA, it is illegal to discriminate against people with disabilities in employment, public accommodations, transportation, and governmental services.

The ADA promotes accessibility and inclusivity by mandating reasonable accommodations and modifications to ensure that individuals with disabilities have equal opportunities and access to services and facilities. This includes making public spaces, workplaces, and digital platforms more accessible to accommodate diverse needs.

Relevant ADA Links for CRE Professionals:

[Introduction to ADA](#)

[ADA Standards for Accessible Design](#)

[Effective Communication](#)

[Mobility Devices](#)

[Services Animals](#)

[Parking](#)

[Emergency Planning](#)