

Technical and legal guidelines for corporate training

[Law](#)



Apparently, the adoption of Americans with Disabilities Act led to the awareness of rights and equality among all citizens of America.

One evident case where ADA was implied is the Bates v. UPS case. According to the case and implication of ADA law, UPS was charged with \$5.8 million dollars. The reason behind it was UPS was not able to work to remove the barriers in terms of communication among deaf people. Secondly, the information regarding bonus and funds was not shared with the individuals having disabilities. With the help of ADA law, the workers with deaf and hearing problems took actions against the UPS (Shrock and Coscarelli).

Another case which makes the effects of ADA to be more effective was the case between Paralyzed Veterans of America (or "PVA") v. Ellerbe Becket Architects and Engineers where the Ellerbe Becket was not able to provide the wheelchair facilities to the event design (Preiser and Smith).