

Your Life, Your Rights

Chapter 3:

Antidiscrimination

Easy Read Guidebook



Rhode Island Department of Behavioral Healthcare, Developmental Disabilities & Hospitals

6 Harrington Rd, Cranston, RI 02920

Main Phone: 401.462.3421 Español: 401.462.3014 Website: www.bhddh.ri.gov

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How to Use This Guidebook



This Guidebook is about your right to antidiscrimination.



Antidiscrimination is treating all people fairly no matter who they are.



An important part to learning about these rights is understanding discrimination.



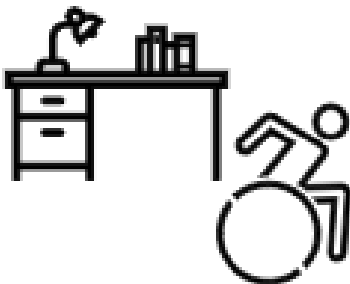
Discrimination is treating people different because of who they are, which is against the law.



Some of this information may make you sad or upset.



Stop reading this guidebook and ask for support if you start to feel upset.



You do not have to read this guidebook all at once.



It is okay to take breaks as you read this guidebook.

Part 1: Right to Antidiscrimination



You have the right to antidiscrimination.



Antidiscrimination is being treated fairly no matter who you are.



This includes fair treatment no matter what you look like, where you are from, or what you believe in.



There are many laws in place to protect your right to antidiscrimination.

Antidiscrimination laws include:



1. Civil Rights Act of 1964.



This act made it illegal to shut people out based on their race, religion, national origin, and sex.



Race is the color of your skin and your facial features.



Religion is what you believe in, worship, and practice.



National origin is the country you were born in or your accent and looks.



Sex includes your gender, gender identity, sexual orientation, or if you are pregnant.



Under this act, no one can be denied or excluded from:



- Businesses like hotels, eating places, stores, and more.



- Fair employment opportunities, like getting hired, a raise, or fired for nonwork reasons.



- Accessing government buildings and programs, like schools and courthouses.



- Voting.



The Civil Rights Act was one of the most important laws for equality or fair treatment.



2. Age Discrimination in Employment Act (ADEA) of 1967.



This act made it illegal to shut people out based on their age.



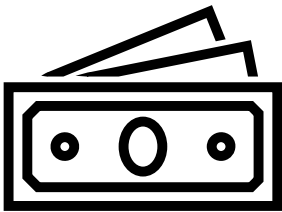
This act protects people aged 40 or older.



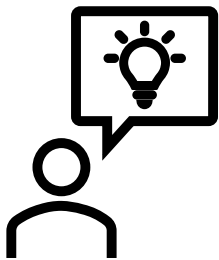
Under this act, no one can be denied or excluded from work activities, including:



- Fair employment opportunities, like getting hired, a raise, or fired for nonwork reasons.



- Earning a fair amount of money at work, or having work benefits just like co-workers, like insurance and time off.



- Having job activities and going to trainings that help you grow in your job.



The ADEA is the only law that protects against age discrimination in the workplace.



3. Rehabilitation Act of 1973.



This act made it illegal to shut people out based on their disability.



Disability is your physical health, mental health, or both.



Under this act, no one can be denied or excluded from:



- Being employed by a federal government agency.



- Accessing services and supports from, or funded by, the government.



- Accessing public government information online.



The Rehabilitation Act was the first law for equality, or fair treatment, for people with disabilities.



4. Americans with Disabilities Act (ADA) of 1990.



Like the Rehabilitation Act, the ADA made it illegal to shut people out based on their disability.



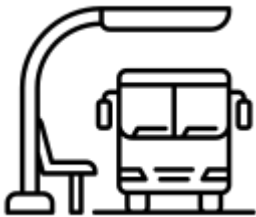
Under this act, no one can be denied or excluded from:



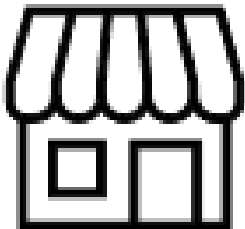
- Fair employment opportunities, like getting hired, a raise, or fired for nonwork reasons.



- Taking part in programs from the government like voting, public events, and more.



- Getting from one place to another using public services like buses.



- Businesses like eating places, stores, gyms, and more.



The ADA allows people with disabilities to have the same access to opportunities in life as people without disabilities.



5. Olmstead Decision of 1999.



The Olmstead Decision works with the ADA to protect people from being shut out based on their disability.



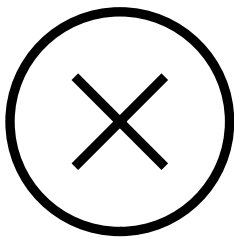
This decision made it illegal to segregate people with disabilities to institutions.



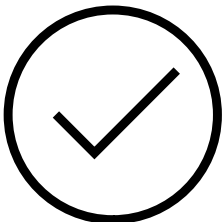
Segregate means to keep someone or something separate from others.



Institutions include hospitals, nursing homes, and similar places.



People living in institutions did not have choices.



Olmstead gave people with disabilities their choices back.



People with disabilities must have the chance to be active in the community.



People with disabilities must be able to choose if they want community services.



People with disabilities must have services and supports that have the least restrictions.



Restrictions are limits placed on activities.



The Olmstead Decision protected people's right to live the lives they choose in the community.

Part 2: Advocating For Fair Treatment



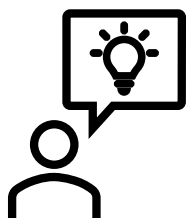
Knowing the laws that protect your rights to antidiscrimination is important.



Having this information is the first step to advocating for yourself.



Advocating for yourself means to stick up for yourself.



In this section you will learn examples of how you can advocate for your right to fair treatment.

Real world examples:



1. Your support staff does not let you make a family recipe because it is not American food.



This is disrespectful to your culture.



You have the right to eat the food that you want.



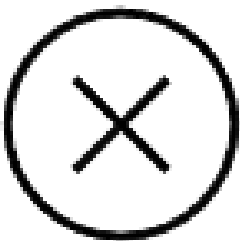
You can remind your staff they work for you and cannot decide the type of food you eat.



2. You tell your support staff you want to go to church but they don't take you to the church you want to go to.



Religion is a personal choice and you do not have to follow anyone else's religion.



You can thank them for their opinion but remind them they work for you and cannot make choices for you.



Your religion is not up for discussion.



3. You ask someone to call you by your preferred pronouns, but they don't.



Your **pronouns** are about how you want others to communicate with you, like he, she, or they.



People have the right to disagree with your pronouns, but they should respect them.



You can let the person know your pronouns are about your identify and not a risk to their beliefs.



4. Your boss is only offering training to coworkers under the age of 30.



Job trainings must be available to all staff no matter their age.



You can remind your boss of the Age Discrimination in Employment Act (ADEA).



If that doesn't help, you can report this to the [Department of Labor's Civil Rights Center \(CRC\)](#).



5. Someone talks to you like you are a child and pats you on the head.



This is not respectful or polite.



People should treat you like other adults and not touch you without asking.



You can remind the person you are an adult and do not appreciate how they are communicating with you.

Part 3: Protecting Your Rights



You are the best person to protect your right to antidiscrimination.



To report discrimination, contact the Rhode Island Commission for Human Rights by phone at (401) 222-2661 or by visiting their website at www.richr.ri.gov.

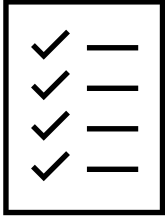


For legal help and training on your rights, contact Disability Rights Rhode Island by phone at (401) 831-3150 or by visiting their website at www.drri.org.

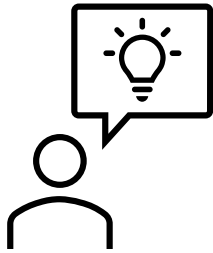


Remember, you have the right to fair treatment and to be active in your community.

Part 4: Resources



In this section you will find a list of websites that were visited to make this guidebook.



You can explore these websites to learn more about your rights to antidiscrimination.



You can do your own online search if you want to learn even more.



Websites you can trust to have the most up to date and correct information end with .org, .gov., or .edu.

U.S. Department of Justice, Civil Rights Division

- Website: [Guide to Disability Rights Laws](#)
- Explore this website for a summary of all the different civil rights laws that protect people with disabilities.

U.S. Department of Justice, Civil Rights Division

- Website: [Introduction to the Americans with Disabilities Act](#)
- Explore this website for a summary on the Americans with Disabilities Act (ADA).

U.S. Department of Justice, Civil Rights Division

- Website: [Olmstead: Community Integration for Everyone](#)
- Explore this website for a summary on the Olmstead Decision.

U.S. Department of Labor

- Website: [Legal Highlight: The Civil Rights Act of 1964](#)
- Explore this webpage for a summary of the Civil Rights Act.

U.S. Department of Labor

- Website: [What do I need to know about ... Age Discrimination](#)
- Explore this website for a summary on the Age Discrimination in Employment Act (ADEA).

U.S. National Archives and Records Administration

- Website: [Civil Rights Act \(1964\)](#)
- Explore this webpage for detailed information about the Civil Rights Act.