

## **YOUR RIGHTS UNDER SECTION 504 OF THE REHABILITATION ACT**

### **What Is Section 504?**

Section 504 of the Rehabilitation Act of 1973 is a national law that protects qualified individuals from discrimination based on their disability.

### **Who Is Protected from Discrimination?**

Section 504 protects **qualified individuals with disabilities**. Under this law, **individuals with disabilities** are defined as persons with a physical or mental impairment which substantially limits one or more major life activities. Some examples of impairments which may substantially limit major life activities, even with the help of medication or aids/devices, are: AIDS, alcoholism, blindness or visual impairment, cancer, deafness or hearing impairment, diabetes, drug addiction, heart disease, and mental illness).

**Reasonable accommodation** means an employer is required to take reasonable steps to accommodate your disability unless it would cause the employer undue hardship.

### **Prohibited Discriminatory Acts in Health Care and Human Services Settings**

Section 504 prohibitions against discrimination apply to service availability, accessibility, delivery, employment, and the administrative activities and responsibilities of organizations receiving Federal financial assistance. A recipient of Federal financial assistance may not, on the basis of disability:

- Deny qualified individuals the opportunity to participate in or benefit from federally funded programs, services, or other benefits.
- Deny access to programs, services, benefits or opportunities to participate as a result of physical barriers.
- Deny employment opportunities, including hiring, promotion, training, and fringe benefits, for which they are otherwise entitled or qualified. These and other prohibitions against discrimination based on disability can be found in the DHHS Section 504 regulation at 45 CFR Part 84.

Person(s) with disabilities have the right to request that the Housing Commission grant an exception to a policy or practice as a reasonable accommodation of their disability so that they may fully access and utilize the program.

For information on how to file a complaint of discrimination, or to obtain information of a civil rights nature, please contact us at: **Hotline: 1-800-368-1019 (Voice) 1-800-537-7697 (TDD)**  
**E-Mail: [ocrmail@hhs.gov](mailto:ocrmail@hhs.gov) Website: <http://www.hhs.gov/ocr>**