



Presented by the  
Administrative Office of the Courts

# ADA Accommodations in Courts

# AGENDA

- Meet Our Team
- Introduction
- Common Accommodations
- Examples
- Resource Take Away



# MEET OUR TEAM

## KATHERINE STOCKS

AOC Director and State Court  
Administrator

## JOHN MCCORMICK

Assistant Court Administrator

## EMILY KUHLMAN

Director of Human Resources and  
Payroll

## KIMBERLY WILLIAMS

Court Interpreter Program  
Coordinator

# INTRODUCTION

ADA (Americans with Disabilities Act) accommodations in courts are provisions and adjustments made to ensure that individuals with disabilities have equal access to court proceedings and facilities. The ADA prohibits discrimination based on disability and requires public entities, including courts, to provide reasonable accommodations to individuals with disabilities to ensure effective communication and participation.



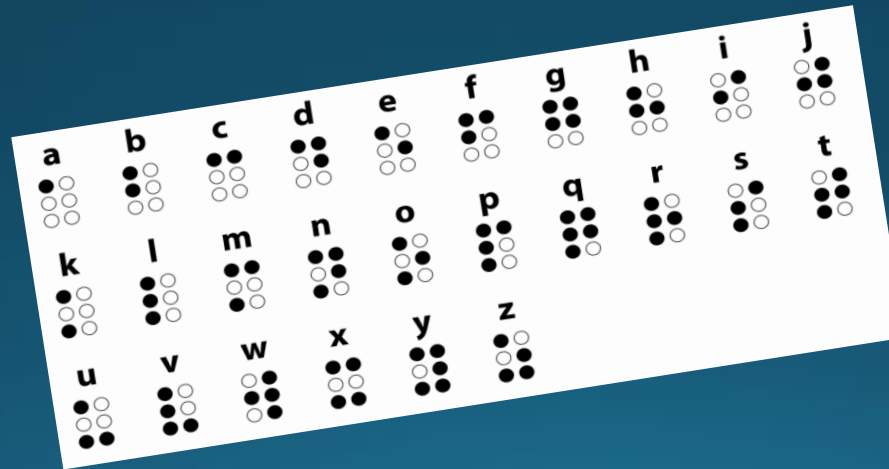
# UNDUE BURDEN



There are certain situations where a court is not required to provide accommodation. For example, the ADA does not require courts to take any action that would impose an undue financial or administrative burden. If it is believed that providing a requested accommodation would result in a fundamental change to the program or service, or that it would impose an undue hardship, the ADA Coordinator should be notified immediately. The decision about whether the accommodation request imposes an undue hardship on the court should be made by the presiding judge or his/her designee. The expense of making a program, service, or activity accessible or providing a reasonable modification or auxiliary aid may not be charged to a person with a disability requesting the accommodation.

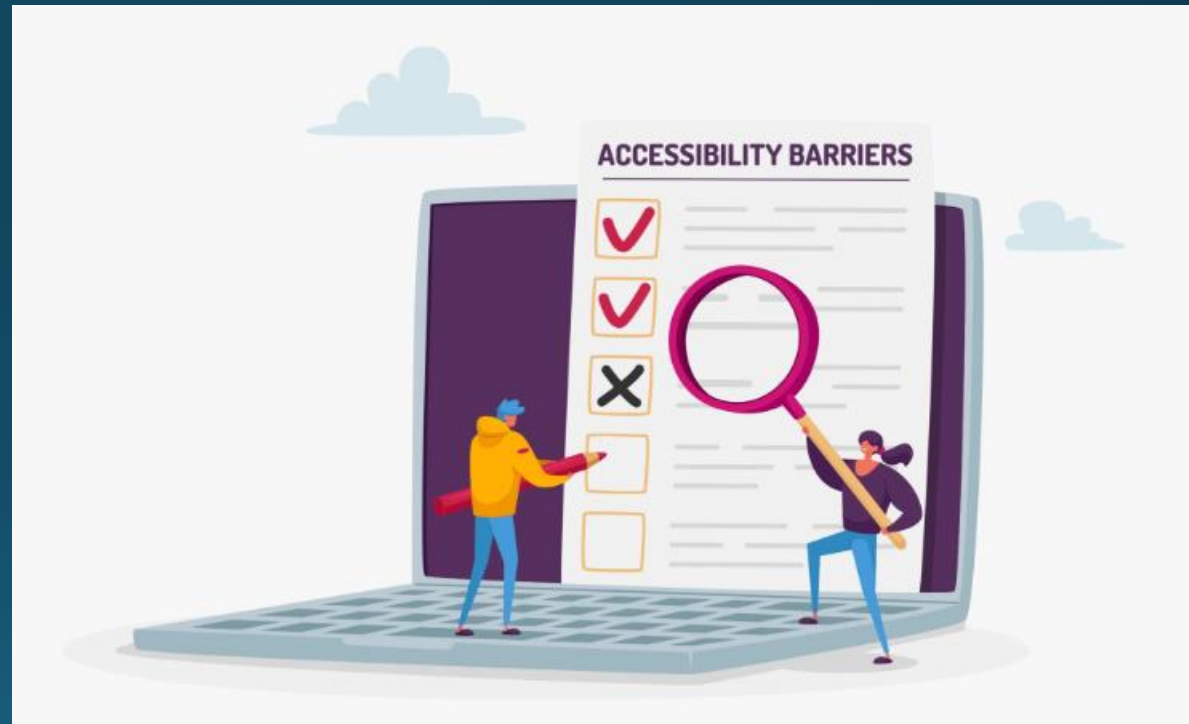
# COMMON ACCOMMODATIONS (1)

- Accessible Facilities
- Communication Access
- Accessible Documents
- Assistance with Forms
- Service Animals



# COMMON ACCOMMODATIONS (2)

- Extended Time
- Accessible Courtrooms
- Flexible Scheduling
- Auxiliary Aids
- Elimination of Barriers





# SCENARIOS



# SCENARIO 01

- Do you have a historic building. What ADA accommodations and resources are available to the public and employees?



# SCENARIO 02

- Have you experienced service animals in the courthouse?
- Do you have signs up relating to service animals?
- Do you have a policy regarding service animals?



# SCENARIO 03

- A business owner states that they are exempt from providing an interpreter because of their total employee count.
- How do you handle this situation?



# SCENARIO 04

A Judge orders a family to go to mediation. The family does not speak English and requires an interpreter. The family reports that they could not attend mediation because of their language barriers.

Who is responsible and liable for providing the language access?



# RESOURCE – TAKE AWAYS

- [NAJIT Position Paper](#)
- [TMCC Disability Resource Center](#)
- [Language Access Poster](#)
- [Service Animal Poster](#)
- [Service Animal Quick Start Guide](#)



**HOW DO SERVICE DOGS, THERAPY DOGS, EMOTIONAL SUPPORT ANIMALS DIFFER FROM EACH OTHER?**

YOU CAN ASK TWO QUESTIONS OF THE OWNER:  
1. IS IT A SERVICE ANIMAL?  
2. WHAT IS IT TRAINED TO DO?

	SERVICE DOGS	THERAPY DOGS	EMOTIONAL SUPPORT ANIMALS
SPECIFICALLY TRAINED TO PERFORM TASKS THAT MITIGATE A HANDLER'S DISABILITY.	✓	✓	✗
ANIMAL MUST WEAR AN IDENTIFYING VEST.	✗	✗	✗
MUST TOLERATE A WIDE VARIETY OF ENVIRONMENTS, INTERACTIONS, AND PEOPLE.	✓	✓	✗
ALLOWED TO RIDE IN STROLLERS OR SIT ON TABLES AND CHAIRS.	✗	✓	✗
SPECIFICALLY TRAINED TO ASSIST THE HANDLER.	✓	✓	✗
LEGALLY ALLOWED TO ACCOMPANY THE HANDLER INTO COURTS.	✓	✓	✗
TRAINED TO PROVIDE SUPPORT AND COMFORT AT THE HANDLER'S DISCRETION.	✓	✗	✓
PRIMARY FUNCTION IS TO PROVIDE EMOTIONAL COMFORT TO THE HANDLER.	✗	✓	✓

# SUMMARY

It's important to note that the specific accommodations provided may vary based on the individual's disability and the nature of the court proceedings. Courts must engage in an interactive process with individuals requesting accommodations to determine what specific measures are necessary to ensure equal access. Additionally, accommodations should be reasonable and not impose an undue burden on the court system.





THANK YOU