health or safety of others, a public en-
tity must make an individualized as-
sessment, based on reasonable judg-
ment that relies on current medical
knowledge or on the best available ob-
jective evidence, to ascertain: the na-
ture, duration, and severity of the risk;
the probability that the potential in-
jury will actually occur; and whether
reasonable modifications of policies,
practices, or procedures or the provi-
sion of auxiliary aids or services will
mitigate the risk.


Subpart C—Employment

§ 35.140 Employment discrimination prohibited.

(a) No qualified individual with a dis-
ability shall, on the basis of disability,
be subjected to discrimination in em-
ployment under any service, program,
or activity conducted by a public enti-

(b)(1) For purposes of this part, the
requirements of title I of the Act, as
established by the regulations of the
Equal Employment Opportunity Com-
mission in 29 CFR part 1630, apply to
employment in any service, program,
or activity conducted by a public enti-
ty if that public entity is also subject
to the jurisdiction of title I.

(2) For the purposes of this part, the
requirements of section 504 of the Re-
habilitation Act of 1973, as established
by the regulations of the Department
of Justice in 28 CFR part 41, as those
requirements pertain to employment,
apply to employment in any service,
program, or activity conducted by a
public entity if that public entity is not
also subject to the jurisdiction of title I.

§§ 35.141–35.148 [Reserved]

Subpart D—Program Accessibility

§ 35.149 Discrimination prohibited.

Except as otherwise provided in
§ 35.150, no qualified individual with a
disability shall, because a public enti-
yty’s facilities are inaccessible to or un-
usable by individuals with disabilities,
be denied the benefits of the services, pro-
grams, or activities of a public entity,
or be subjected to discrimination by
any public entity.

§ 35.150 Existing facilities.

(a) General. A public entity shall op-
erate each service, program, or activity
so that the service, program, or activ-
ity, when viewed in its entirety, is
readily accessible to and usable by in-
dividuals with disabilities. This par-
agraph does not—

(1) Necessarily require a public entity
to make each of its existing facilities
accessible to and usable by individuals
with disabilities;

(2) Require a public entity to take
any action that would threaten or de-
stroy the historic significance of an
historic property; or

(3) Require a public entity to take
any action that it can demonstrate
would result in a fundamental alter-
ation in the nature of a service, pro-
gram, or activity or in undue financial
and administrative burdens. In those
circumstances where personnel of the
public entity believe that the proposed
action would fundamentally alter the
service, program, or activity or would
result in undue financial and adminis-
trative burdens, a public entity has the
burden of proving that compliance with
§ 35.150(a) of this part would result in
such alteration or burdens. The deci-
sion that compliance would result in
such alteration or burdens must be
made by the head of a public entity or
his or her designee after considering all
resources available for use in the fund-
ing and operation of the service, pro-
gram, or activity, and must be accom-
panied by a written statement of the
reasons for reaching that conclusion. If
an action would result in such an alter-
nation or such burdens, a public entity
shall take any other action that would
not result in such an alteration or such
burdens but would nevertheless ensure
that individuals with disabilities re-
ceive the benefits or services provided
by the public entity.

(b) Methods—(1) General. A public en-
tity may comply with the require-
ments of this section through such
means as redesign or acquisition of
equipment, reassignment of services to
accessible buildings, assignment of
§ 35.150 28 CFR Ch. I (7–1–14 Edition)

aides to beneficiaries, home visits, delivery of services at alternate accessible sites, alteration of existing facilities and construction of new facilities, use of accessible rolling stock or other conveyances, or any other methods that result in making its services, programs, or activities readily accessible to and usable by individuals with disabilities. A public entity is not required to make structural changes in existing facilities where other methods are effective in achieving compliance with this section. A public entity, in making alterations to existing buildings, shall meet the accessibility requirements of §35.151. In choosing among available methods for meeting the requirements of this section, a public entity shall give priority to those methods that offer services, programs, and activities to qualified individuals with disabilities in the most integrated setting appropriate.

(2)(i) Safe harbor. Elements that have not been altered in existing facilities on or after March 15, 2012 and that comply with the corresponding technical and scoping specifications for those elements in either the 1991 Standards or in the Uniform Federal Accessibility Standards (UFAS), Appendix A to 41 CFR part 101–19.6 (July 1, 2002 ed.), 49 FR 31528, app. A (Aug. 7, 1984) are not required to be modified in order to comply with the requirements set forth in the 2010 Standards.

(ii) The safe harbor provided in §35.150(b)(2)(i) does not apply to those elements in existing facilities that are subject to supplemental requirements (i.e., elements for which there are neither technical nor scoping specifications in the 1991 Standards). Elements in the 2010 Standards not eligible for the element-by-element safe harbor are identified as follows—

(A) Residential facilities dwelling units, sections 233 and 809.
(B) Amusement rides, sections 234 and 1002; 206.2.9; 216.12.
(C) Recreational boating facilities, sections 235 and 1003; 206.2.10.
(D) Exercise machines and equipment, sections 236 and 1004; 206.2.13.
(E) Fishing piers and platforms, sections 237 and 1005; 206.2.14.
(F) Golf facilities, sections 238 and 1006; 206.2.15.
(G) Miniature golf facilities, sections 239 and 1007; 206.2.16.
(H) Play areas, sections 240 and 1008; 206.2.17.
(I) Saunas and steam rooms, sections 241 and 612.
(J) Swimming pools, wading pools, and spas, sections 242 and 1009.
(K) Shooting facilities with firing positions, sections 243 and 1010.
(L) Miscellaneous.

(i) Team or player seating, section 221.2.1.4.

(ii) Accessible route to bowling lanes, section 206.2.11.

(iii) Accessible route in court sports facilities, section 206.2.12.

(3) Historic preservation programs. In meeting the requirements of §35.150(a) in historic preservation programs, a public entity shall give priority to methods that provide physical access to individuals with disabilities. In cases where a physical alteration to an historic property is not required because of paragraph (a)(2) or (a)(3) of this section, alternative methods of achieving program accessibility include—

(i) Using audio-visual materials and devices to depict those portions of an historic property that cannot otherwise be made accessible;

(ii) Assigning persons to guide individuals with handicaps into or through portions of historic properties that cannot otherwise be made accessible; or

(iii) Adopting other innovative methods.

(4) Swimming pools, wading pools, and spas. The requirements set forth in sections 242 and 1009 of the 2010 Standards shall not apply until January 31, 2013, if a public entity chooses to make structural changes to existing swimming pools, wading pools, or spas built before March 15, 2012, for the sole purpose of complying with the program accessibility requirements set forth in this section.

(c) Time period for compliance. Where structural changes in facilities are undertaken to comply with the obligations established under this section, such changes shall be made within three years of January 26, 1992, but in any event as expeditiously as possible.
(d) Transition plan. (1) In the event that structural changes to facilities will be undertaken to achieve program accessibility, a public entity that employs 50 or more persons shall develop, within six months of January 26, 1992, a transition plan setting forth the steps necessary to complete such changes. A public entity shall provide an opportunity to interested persons, including individuals with disabilities or organizations representing individuals with disabilities, to participate in the development of the transition plan by submitting comments. A copy of the transition plan shall be made available for public inspection.

(2) If a public entity has responsibility or authority over streets, roads, or walkways, its transition plan shall include a schedule for providing curb ramps or other sloped areas where pedestrian walks cross curbs, giving priority to walkways serving entities covered by the Act, including State and local government offices and facilities, transportation, places of public accommodation, and employers, followed by walkways serving other areas.

(3) The plan shall, at a minimum—

(i) Identify physical obstacles in the public entity’s facilities that limit the accessibility of its programs or activities to individuals with disabilities;

(ii) Describe in detail the methods that will be used to make the facilities accessible;

(iii) Specify the schedule for taking the steps necessary to achieve compliance with this section and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year of the transition period; and

(iv) Indicate the official responsible for implementation of the plan.

(4) If a public entity has already complied with the transition plan requirement of a Federal agency regulation implementing section 504 of the Rehabilitation Act of 1973, then the requirements of this paragraph (d) shall apply only to those policies and practices that were not included in the previous transition plan.

(Approved by the Office of Management and Budget under control number 1190–0004)

§ 35.151 New construction and alterations.

(a) Design and construction. (1) Each facility or part of a facility constructed by, on behalf of, or for the use of a public entity shall be designed and constructed in such manner that the facility or part of the facility is readily accessible to and usable by individuals with disabilities, if the construction was commenced after January 26, 1992.

(2) Exception for structural impracticability. (i) Full compliance with the requirements of this section is not required where a public entity can demonstrate that it is structurally impracticable to meet the requirements. Full compliance will be considered structurally impracticable only in those rare circumstances when the unique characteristics of terrain prevent the incorporation of accessibility features.

(ii) If full compliance with this section would be structurally impracticable, compliance with this section is required to the extent that it is not structurally impracticable. In that case, any portion of the facility that can be made accessible shall be made accessible to the extent that it is not structurally impracticable.

(iii) If providing accessibility in conformance with this section to individuals with certain disabilities (e.g., those who use wheelchairs) would be structurally impracticable, accessibility shall nonetheless be ensured to persons with other types of disabilities, (e.g., those who use crutches or who have sight, hearing, or mental impairments) in accordance with this section.

(b) Alterations. (1) Each facility or part of a facility altered by, on behalf of, or for the use of a public entity in a manner that affects or could affect the usability of the facility or part of the facility shall, to the maximum extent feasible, be altered in such manner that the altered portion of the facility