

**Summary of Key ADA Facility Requirements  
For Private Entities**

	<b>EXISTING</b>	<b>ALTERATION</b>	<b>NEW CONSTRUCTION</b>
<b>PUBLIC ACCOMMODATIONS</b>	*Readily Achievable Barrier Removal or  *Alternative methods to provide access to goods and services  *Modify Policies & Procedures  *Auxiliary Aids & Services  *Reasonable Accommodations For Employees	*ADAAG Compliance (To The Maximum Extent Feasible.)  *Path of Travel Alterations  *Modify Policies & Procedures  *Auxiliary Aids & Services  *Reasonable Accommodations for Employees	*Full ADAAG Compliance  *Modify Policies & Procedures  *Auxiliary Aids & Services  *Reasonable Accommodations for Employees
<b>COMMERCIAL FACILITIES</b>	    *Reasonable Accommodations for Employees	*ADAAG Compliance (To The Maximum Extent Feasible)  *Path of Travel (Alterations)  *Reasonable Accommodations for Employees	*Full ADAAG Compliance    *Reasonable Accommodations for Employees
<b>EXEMPT ENTITIES (T.III)</b>	(See Local Codes)  *Reasonable Accommodations for Employees	(See Local Codes)  *Reasonable Accommodations for Employees	(See Local Codes)  *Reasonable Accommodations for Employees

Note: All Entities must make reasonable accommodations to their application, interviewing & advancement process to allow employees and potential employees with disabilities to have access. This may require physical alterations that are more extensive or costly than those required in the "Existing Facilities" column above. Private entities must also check all state and local disability access laws, building codes and zoning ordinances to determine where they are stricter than ADA requirements. Many public entities have recently passed new access laws.