Round 1: Is it legal?

- You are interviewing a job applicant who indicated in her cover letter that she is deaf. You don’t use American Sign Language, so you tell her she will need to bring someone who can interpret along with her to the interview. Is it legal?
- Two visitors come to the front desk and say they need ASL interpretation for a performance that will begin in two hours. You tell them we are unable to provide this accommodation on short notice. Is it legal?
- To be more attractive and engaging, a Museum website uses background drawings under the text. Is it legal?
- A private club offers no accommodations for people with any kind of disability. Is it legal?

Round 2: What year is it?

- The first architectural accessibility law, the Architectural Barriers Act, applied only to federal facilities. In what year was the Architectural Barriers Act passed into law?
- The Rehabilitation Act of 1973 established and funded programs and services including independent living, vocational rehabilitation and access to education, and set forth non-discrimination requirements for entities receiving federal dollars. In what year did protestors occupy regional HEW offices to demand implementation of the Act?
- In what year were Rehabilitation Act regulations released?

Round 3: Bring your Dog to Work Day

- What two questions can you legally ask to determine if an animal is a service animal as defined by the ADA?
- Under what two circumstances could we legally ask a person to remove their service animal from the premises?
- Most service animals are dogs, but the ADA identifies one other species that may be entitled to service animal accommodations. What kind of animal is it?

Round 4: Are we Awesome?

- Some job applicants might have trouble holding a pen to fill out a job application, so the Children’s Museum has applications that can be filled out online. Are we awesome, or just keepin’ it legal?
- A grandfather who is blind calls to say he would like a sighted guide for his visit to the Children’s Museum with his two grandchildren, tomorrow. We say yes and provide a sighted guide. Are we awesome, or just keepin’ it legal?
- The Museum’s New Media department includes captions to make social media postings accessible to people who are blind or who have low vision. Are we awesome, or just keepin’ it legal?
- The Children’s Museum lowers volume, modifies exhibits, and installs signs to make the Museum more welcoming for people with sensory sensitivities. Are we awesome, or just keepin’ it legal?
- The Children’s Museum will begin offering audio description for selected programs in 2016. Are we awesome, or just keepin’ it legal?
- The Big Red Room Café now offers Braille menus! Are we awesome, or just keepin’ it legal?
Answer Key (correct answers in green)

Round 1: Is it legal?

- You are interviewing a job applicant who indicated in her cover letter that she is deaf. You don’t use American Sign Language, so you tell her she will need to bring someone who can interpret along with her to the interview. Is it legal? **No. The interviewer is required to provide an interpreter.**
- Two visitors come to the front desk and say they need ASL interpretation for a performance that will begin in two hours. You tell them you are unable to provide this accommodation on short notice. Is it legal? **Yes. We can require reasonable advance notice. The Children’s Museum policy is 2 weeks, but we usually can provide accommodations on much shorter notice.**
- To be more attractive and engaging, a Museum website uses background drawings under the text. Is it legal? **Maybe. If the text is repeated without the background, and if the background is described in alternate text, then the website would satisfy ADA communication requirements.**
- A private club offers no accommodations for people with any kind of disability. Is it legal? **Yes. A private club is not subject to the provisions of the ADA.**

Round 2: What year is it?

- The first architectural accessibility law, the Architectural Barriers Act, applied only to federal facilities. In what year was the Architectural Barriers Act passed into law? **1968**
- The Rehabilitation Act of 1973 established and funded programs and services including independent living, vocational rehabilitation and access to education, and set forth non-discrimination requirements for entities receiving federal dollars. In what year did protestors occupy regional HEW offices to demand implementation of the Act? **1977**
- In what year were Rehabilitation Act regulations released? **1978, five years after the law was passed.**

Round 3: Bring your Dog to Work Day

- What two questions can you legally ask to determine if an animal is a service animal as defined by the ADA? **1. Is it a service animal? 2. What service is it trained to perform for you? Note: it is never legal to ask the name or nature of a person’s disabling impairment.**
- Under what two circumstances could we legally ask a person to remove their service animal from the premises? **1. The animal is not housebroken. 2. The animal is not under control. (not necessarily a leash)**
- Most service animals are dogs, but the ADA identifies one other species that may be entitled to service animal accommodations. What kind of animal is it? **Miniature Horse**

Round 4: Are we Awesome?

- Some job applicants might have trouble holding a pen to fill out a job application, so the Children’s Museum has applications that can be filled out online. Are we awesome, or just keepin’ it legal? **We could have required two weeks’ notice.**
- A grandfather who is blind calls to say he would like a sighted guide for his visit to the Children’s Museum with his two grandchildren, tomorrow. We say yes and provide a sighted guide. Are we awesome, or just keepin’ it legal? **We are awesome for doing it without a prior request. If a patron makes a request, then we are just keepin’ it legal.**
- The Museum’s New Media department includes captions to make social media postings accessible to people who are blind or who have low vision. Are we awesome, or just keepin’ it legal? **We are awesome for doing it without a prior request. If a patron makes a request, then we are just keepin’ it legal.**
- The Children’s Museum will begin offering audio description for selected programs in 2016. Are we awesome, or just keepin’ it legal? **We are awesome for doing it without a prior request. If a patron makes a request, then we are just keepin’ it legal.**
- The Big Red Room Café now offers Braille menus! Are we awesome, or just keepin’ it legal? **We could also keep it legal by reading the menu aloud for a patron, which is how we would handle specials not listed on the braille menus.**
Round 1: Is it Legal?
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Round 2: What year is it?
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Round 3: Bring your Dog to Work Day
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Round 4: Are We Awesome?
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Round 3: Bring your Dog to Work Day
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Round 4: Are We Awesome?
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