

Alabama Disability Laws – Public-Friendly Expanded Handbook

This expanded handbook provides a clear, accessible, and community-friendly explanation of Alabama’s disability laws. It is designed to help individuals with disabilities, families, caregivers, service providers, and community organizations understand their rights and available protections.

1. Understanding Disability Rights in Alabama

Disability rights in Alabama come from a combination of **state laws**, **federal laws**, and **advocacy programs**. This handbook focuses on Alabama-specific laws while explaining how they interact with federal protections like the ADA.

Disability laws in Alabama protect:

- Access to public spaces
- Access to education
- Access to medical care
- Employment rights
- Housing rights
- Early intervention for children
- Rehabilitation services
- Rights of blind and physically disabled individuals
- Community integration and autonomy

Each section below explains what the law means, who it helps, and how to use it.

2. Alabama Code Title 21 – Handicapped Persons

Title 21 is Alabama’s primary disability law title. It includes protections, services, and programs for disabled individuals.

2.1 Deaf and Blind Persons (Title 21, Chapter 1)

This chapter outlines rights and services for individuals who are deaf, blind, or both.

What this means for you

- Individuals who are deaf or blind have the right to accessible communication.
- Schools and public agencies must provide appropriate support.
- State programs exist to assist with mobility, communication, and daily living.

Real-world example

A blind individual visiting a state office can request assistance navigating the building or accessing printed materials.

2.2 Workshops & Home Industries for Disabled Persons (Title 21, Chapter 2)

This chapter authorizes sheltered workshops and employment programs.

What this means for you

- Provides job opportunities for individuals with disabilities.
- Programs may include training, supported employment, and skill development.

Real-world example

A person with a developmental disability may work in a supported workshop environment while learning job skills.

2.3 Crippled and Disabled Children's Services (Title 21, Chapter 3)

This chapter establishes services for children with disabilities.

What this means for families

- Children with disabilities may receive medical, developmental, and rehabilitative services.
- Programs often include physical therapy, occupational therapy, and specialized medical care.

Real-world example

A child with cerebral palsy may qualify for state-funded therapy services.

2.4 Early Intervention for Infants & Toddlers (Title 21, Chapter 3A)

This chapter governs Alabama's early intervention system for children ages 0–3.

What this means for families

- Babies and toddlers with developmental delays can receive early intervention services.
- Services may include speech therapy, physical therapy, and developmental support.

Real-world example

A toddler showing delayed speech may receive free early intervention services through the state.

2.5 Accessibility to Public Buildings (Title 21, Chapter 4)

This chapter requires public buildings to be accessible to physically disabled individuals.

What this means for you

- Public buildings must have ramps, accessible entrances, and accessible restrooms.
- New construction must meet accessibility standards.

Real-world example

A courthouse must provide wheelchair-accessible entrances and elevators.

2.6 Governor's Committee on Employment of the Handicapped (Title 21, Chapter 5)

This committee promotes employment opportunities for disabled Alabamians.

What this means for you

- The state encourages employers to hire individuals with disabilities.
- Programs may include job fairs, training, and employer education.

Real-world example

A local business may participate in a state-sponsored disability employment initiative.

2.7 Rehabilitation Program for the Homebound (Title 21, Chapter 6)

Provides rehabilitation services for individuals unable to leave their homes.

What this means for you

- Homebound individuals can receive therapy, medical support, and rehabilitation services.

Real-world example

A person recovering from a severe injury may receive in-home physical therapy.

2.8 Rights of Blind & Physically Disabled Persons (Title 21, Chapter 7)

This chapter includes rights to public accommodations and guide dog access.

What this means for you

- Individuals with disabilities cannot be denied access to public places.
- Service animals must be allowed in public spaces.

Real-world example

A restaurant cannot refuse entry to a person with a guide dog.

2.9 Hemophilia Treatment (Title 21, Chapter 8)

Provides treatment programs for individuals with hemophilia.

What this means for you

- Individuals with hemophilia may receive specialized medical support.

Real-world example

A person with hemophilia may qualify for state-funded treatment services.

2.10 Alabama Department of Rehabilitation Services (ADRS) (Title 21, Chapter 9)

This chapter establishes ADRS and outlines its responsibilities.

What this means for you

- ADRS provides vocational rehabilitation, early intervention, and independent living services.

Real-world example

A disabled adult seeking employment may receive job training and placement assistance.

3. General Disability Rights in Alabama

These rights apply across multiple areas of life.

3.1 Access to Medical Care

Disabled individuals have the right to nondiscriminatory medical care.

What this means for you

- Doctors cannot refuse treatment because of a disability.
- Hospitals must provide accessible equipment.

Real-world example

A hospital must provide an interpreter for a deaf patient.

3.2 Education Rights

Students with disabilities must receive equal access to education.

What this means for families

- Schools must provide accommodations.
- Students may receive special education services.

Real-world example

A student with ADHD may receive extended time on tests.

3.3 Employment Rights

Employers must provide reasonable accommodations.

What this means for you

- Employers cannot discriminate based on disability.
- Accommodations may include modified schedules or assistive technology.

Real-world example

An employee with mobility issues may receive an ergonomic workstation.

3.4 Housing Rights

Disability is a protected class under Alabama's Fair Housing laws.

What this means for you

- Landlords cannot refuse to rent to someone because of a disability.
- Reasonable modifications must be allowed.

Real-world example

A tenant may install grab bars in a bathroom.

4. Workers' Compensation Disability Laws

These laws apply when a disability results from a workplace injury.

4.1 Temporary Total Disability (TTD)

Provides wage replacement during total temporary disability.

4.2 Temporary Partial Disability (TPD)

Provides partial wage replacement.

4.3 Permanent Partial Disability (PPD)

Provides compensation for long-term impairment.

4.4 Permanent Total Disability (PTD)

Provides lifetime benefits.

4.5 Death & Burial Benefits

Provides benefits to dependents.

5. Alabama Disabilities Advocacy Program (ADAP)

ADAP protects the rights of disabled individuals.

5.1 Protection & Advocacy Rights

Protects individuals from abuse and discrimination.

5.2 Community Integration Rights

Supports the right to live in the community.

5.3 Self-Determination & Autonomy

Ensures individuals can make their own choices.

6. Summary Table

Category	Law / Chapter
Title 21	Deaf & Blind Persons
Title 21	Accessibility to Public Buildings
Title 21	Rights of Blind & Physically Disabled
Title 21	Early Intervention
Civil Rights	Medical, Education, Housing, Employment
Workers' Comp	TTD, TPD, PPD, PTD
Advocacy	ADAP Civil Rights

Prepared For

The Corina Mae Foundation A disability-led nonprofit initiative pending incorporation.

This handbook is designed for public education and community empowerment.