

ADA



Accessible Parking

Florida Department of Highway Safety and Motor Vehicles is the state government agency that administers the accessible parking placard and license plate program in the state of Florida. Call 850-617-2000

Parking as an ADA, Title I Reasonable Accommodation

Do employers have to provide parking as an accommodation? Parking is considered a benefit of employment. If an employer provides parking for employees in general, the employer must provide accommodations so employees with disabilities have equal access to the parking. Examples of accommodations employers might need to consider include a reserved parking space in the employee parking lot, a wheelchair accessible parking space, an office close to an exit. Employers do not have to allow employees to park in parking lots the employee is not entitled to park in, such as visitor parking or a parking lot reserved for upper management.

Accessible Parking and Housing

Federal Fair Housing regulations (24 CFR § 100.204) make it unlawful for any person to refuse to make reasonable accommodations in rules, policies, practices or services, when such accommodations may be necessary to afford a person equal opportunity to use and enjoy a dwelling unit, including public and common use areas. This includes parking. The following example illustrates this provision:

Example: If a 300 unit complex with 450 parking spaces are available to tenants and guests on a first come first served basis, an individual that applies for housing in the complex that is unable to walk more than a short distance requests that a parking space near his unit be reserved for him so he will not have to walk more than a short distance and requests a parking space, it is a violation of Section 100.204 for the owner or manager to refuse to make this accommodation. The accommodation is necessary to provide an equal opportunity to use and enjoy a dwelling. The accommodation is also reasonable because it is feasible and practical under the circumstances.