

Americans with Disabilities Act (ADA) Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	9
Explanations	11
Next Steps	17

SAMPLE

Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

SAMPLE

- 1. What describes a fundamental alteration?**
 - A. A minor change**
 - B. A price increase**
 - C. A temporary adjustment**
 - D. A modification that is so significant it alters the essential nature of the goods or services offered**

- 2. Which principle minimizes the physical effort required to use a product or facility?**
 - A. Low Physical Effort**
 - B. Equitable Use**
 - C. Flexibility in Use**
 - D. Perceptible Information**

- 3. The 2010 ADA Standards for Accessible Design include scoping and technical requirements for which of the following?**
 - A. Accessibility in existing facilities**
 - B. Signage and landscaping**
 - C. New construction and alterations**
 - D. Restroom design only**

- 4. Title III covers:**
 - A. Employment**
 - B. Telecommunications**
 - C. Private entities operating places of public accommodations**
 - D. State and local government programs**

- 5. Which Act amendments require that federal agencies' electronic and information technology be accessible to people with disabilities (Section 508) and adopt Title I standards of ADA for determining employment discrimination in federal agencies?**
 - A. American with Disabilities Act**
 - B. Architectural Barriers Act**
 - C. Rehabilitation Act Amendments of 1998**
 - D. Help America Vote Act**

- 6. Who enforces Titles II and III, and how can individuals seek relief?**
- A. The EEOC enforces Titles II and III; individuals may also pursue private lawsuits to enforce accessibility obligations.**
 - B. The Department of Education enforces Titles II and III; individuals can only file complaints with public entities.**
 - C. The Department of Justice enforces Titles II and III; individuals may also pursue private lawsuits to enforce accessibility obligations.**
 - D. The Department of Labor enforces Titles II and III; individuals may sue in state court only.**
- 7. Title II of the Americans with Disabilities Act covers which entities?**
- A. Federal Agencies**
 - B. Public Accommodations**
 - C. State and Local Governments**
 - D. Private Employers**
- 8. Give examples of 'auxiliary aids and services' for effective communication under the ADA.**
- A. Sign language interpreters, real-time captioning, assistive listening devices, TTY, Braille, large print, and other formats**
 - B. Free parking passes and discount tickets for accessibility**
 - C. Elevator maintenance and routine safety checks**
 - D. Handwritten notes only and no other formats**
- 9. The 1964 Civil Rights Act offered the statutory foundation for Section 504 and the ADA, but did not include people with disabilities as a protected class.**
- A. 1964 Civil Rights Act**
 - B. Rehabilitation Act of 1973**
 - C. Americans with Disabilities Act**
 - D. Genetic Information Nondiscrimination Act**

10. Which federal department serves as the enforcement agency for Titles II and III?

- A. Education**
- B. Labor**
- C. Justice**
- D. Transportation**

SAMPLE

Answers

SAMPLE

1. D
2. A
3. C
4. C
5. C
6. C
7. C
8. A
9. A
10. C

SAMPLE

Explanations

SAMPLE

1. What describes a fundamental alteration?

- A. A minor change
- B. A price increase
- C. A temporary adjustment
- D. A modification that is so significant it alters the essential nature of the goods or services offered**

Fundamental alteration means a modification that would be so significant that it changes the essential nature of the goods or services offered. This captures the boundary between reasonable changes and changes that would undermine what is being provided. The option describing a modification that is so significant it alters the essential nature of the goods or services aptly conveys this idea. Minor changes, price increases, or temporary adjustments do not reach that level of impact—they don't fundamentally change what is being offered, only how or at what cost, if at all, for a limited or incremental shift.

2. Which principle minimizes the physical effort required to use a product or facility?

- A. Low Physical Effort**
- B. Equitable Use
- C. Flexibility in Use
- D. Perceptible Information

The key idea here is designing so that using the product or facility requires as little physical effort as possible. This principle means controls, doors, and other operational elements should be easy to activate with minimal force, a smooth motion, and reachable, comfortable grips. It helps people with limited strength, dexterity, or mobility avoid fatigue or strain while using the item. While other principles address different accessibility aspects—such as making things usable by everyone (Equitable Use), allowing different methods of use (Flexible in Use), or ensuring information is easy to perceive (Perceptible Information)—they don't specifically target minimizing the effort needed to operate. So the principle that focuses on reducing exertion is Low Physical Effort.

3. The 2010 ADA Standards for Accessible Design include scoping and technical requirements for which of the following?

- A. Accessibility in existing facilities**
- B. Signage and landscaping**
- C. New construction and alterations**
- D. Restroom design only**

The main idea is that the ADA Standards lay out both who must be accessible (scoping) and the exact design rules (technical provisions) for the situations they cover. Those scoping and technical requirements are applied when facilities are being built or significantly changed. That's why the best choice is new construction and alterations—the cases where these detailed accessibility rules are in effect. Accessibility in existing facilities without alterations falls under different obligations, such as barrier removal, rather than the specific scoping and technical provisions for new construction or alterations. Signage and landscaping may be addressed in various standards, but they aren't the primary context described by the scoping and technical requirements in the 2010 Standards. Restroom design is part of the overall provisions, but it's not the sole focus; the comprehensive application is to new construction and alterations.

4. Title III covers:

- A. Employment**
- B. Telecommunications**
- C. Private entities operating places of public accommodations**
- D. State and local government programs**

Title III is about private entities that run places the public goes to and ensuring access to the goods, services, and facilities they offer. It prohibits discrimination against people with disabilities in places like restaurants, hotels, theaters, doctor's offices, and stores, and it requires those private businesses to be accessible. This includes removing architectural barriers when readily achievable, providing accessible routes and facilities, and making reasonable adjustments to policies or practices to serve customers with disabilities. It does not cover employment decisions (that's Title I), it doesn't address telecommunications services (that's Title IV), and it doesn't govern state or local government programs (that's Title II).

5. Which Act amendments require that federal agencies' electronic and information technology be accessible to people with disabilities (Section 508) and adopt Title I standards of ADA for determining employment discrimination in federal agencies?

- A. American with Disabilities Act**
- B. Architectural Barriers Act**
- C. Rehabilitation Act Amendments of 1998**
- D. Help America Vote Act**

The main idea tested is how federal rules require accessibility of technology and employment protections to apply to federal agencies. The Rehabilitation Act Amendments of 1998 added Section 508, which requires federal agencies to make their electronic and information technology accessible to people with disabilities. At the same time, these amendments specify that the standards used to determine employment discrimination in federal agencies align with the ADA's Title I provisions. In short, this act creates both IT accessibility requirements for federal tech and uses ADA Title I standards to evaluate federal employment discrimination. Other laws cover different areas: the ADA provides broad nondiscrimination protections, but doesn't establish Section 508 IT requirements; the Architectural Barriers Act focuses on physical access to federal buildings; and the Help America Vote Act deals with voting systems.

6. Who enforces Titles II and III, and how can individuals seek relief?

- A. The EEOC enforces Titles II and III; individuals may also pursue private lawsuits to enforce accessibility obligations.**
- B. The Department of Education enforces Titles II and III; individuals can only file complaints with public entities.**
- C. The Department of Justice enforces Titles II and III; individuals may also pursue private lawsuits to enforce accessibility obligations.**
- D. The Department of Labor enforces Titles II and III; individuals may sue in state court only.**

Enforcement of Titles II and III is handled by the Department of Justice. Title II applies to state and local governments, and Title III applies to places of public accommodation like hotels, restaurants, theaters, and similar facilities. The DOJ can bring civil actions to ensure compliance and to resolve violations, often through settlements or court orders. Individuals have a practical path to relief through private lawsuits in federal court to enforce accessibility obligations. These private actions allow a person to seek remedies that typically include injunctive relief to require accessibility improvements and may also cover legal fees. In addition to private suits, individuals can file complaints with the DOJ, which can investigate and pursue enforcement actions on their behalf. The other agencies listed do not enforce Titles II or III—EEOC handles employment-related Title I issues, while the Department of Education and the Department of Labor are not responsible for enforcing these titles.

7. Title II of the Americans with Disabilities Act covers which entities?

- A. Federal Agencies**
- B. Public Accommodations**
- C. State and Local Governments**
- D. Private Employers**

Title II of the ADA targets public entities that are state and local governments. It prohibits discrimination on the basis of disability by those government bodies and requires that their programs, services, and activities be accessible to individuals with disabilities. This includes how they operate public transportation, courts, police and fire services, public housing, and the ways they communicate with people who have disabilities—ensuring effective communication and reasonable accommodations when needed. It does not cover private employers or most private businesses (that's Title I) or public accommodations like hotels or restaurants (that's Title III). It also isn't focused on federal agencies, which are governed mainly by the Rehabilitation Act rather than Title II. So the entities described by Title II are state and local governments.

8. Give examples of 'auxiliary aids and services' for effective communication under the ADA.

- A. Sign language interpreters, real-time captioning, assistive listening devices, TTY, Braille, large print, and other formats**
- B. Free parking passes and discount tickets for accessibility**
- C. Elevator maintenance and routine safety checks**
- D. Handwritten notes only and no other formats**

Auxiliary aids and services are supports the ADA requires to ensure effective communication for people with disabilities. They cover a broad range of tools and services that help someone access information and participate fully in programs, services, or activities. Examples include sign language interpreters for those who are Deaf or hard of hearing, real-time captioning for live events, assistive listening devices, TTY devices, Braille, and large-print materials, as well as other formats such as accessible electronic documents and captioned videos. The other options don't fit because they address physical access or safety rather than communication needs, or they propose only a single, limited form of accommodation (handwritten notes) that doesn't reflect the full range of available supports.

9. The 1964 Civil Rights Act offered the statutory foundation for Section 504 and the ADA, but did not include people with disabilities as a protected class.

A. 1964 Civil Rights Act

B. Rehabilitation Act of 1973

C. Americans with Disabilities Act

D. Genetic Information Nondiscrimination Act

The key idea is how disability protections were added onto civil rights law over time. The 1964 Civil Rights Act established a broad ban on discrimination and set up enforcement mechanisms, applying to race, color, religion, sex, and national origin. It did not include disability as a protected class, so it didn't shield people with disabilities by itself. Later laws then built on that foundation: the Rehabilitation Act of 1973 first extended nondiscrimination protections to people with disabilities in programs receiving federal funds, and the Americans with Disabilities Act later codified comprehensive protections in many areas of public life. More recently, genetic information discrimination was addressed separately by the Genetic Information Nondiscrimination Act. So the statement is describing that the 1964 Civil Rights Act laid the groundwork for later disability protections without itself protecting disability, which is why that act is the best reference.

10. Which federal department serves as the enforcement agency for Titles II and III?

A. Education

B. Labor

C. Justice

D. Transportation

The enforcement of Titles II and III is handled by the Department of Justice because these titles cover discrimination by state and local governments (public entities) and by places of public accommodation. The DOJ, through its Civil Rights Division, has the authority to investigate complaints, negotiate settlements, and file civil actions to enforce compliance with ADA requirements, ensuring accessibility and non-discrimination across both government and business public settings. For context, Title I (employment) is enforced by the Equal Employment Opportunity Commission, which is why that option isn't correct here. Transportation-specific accessibility duties may involve other agencies in certain programs, but the primary enforcement for Titles II and III is the Department of Justice.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://americanswithdisabilitiesact.examzify.com>

We wish you the very best on your exam journey. You've got this!

SAMPLE