Index

ADAPT, 355 Adarand Constructors v. Pena, 81. See also Affirmative action Affirmative action, 78, 80–82, 258 Age Discrimination in Employment Act, 375 AIDS/HIV, 31, 66–67, 114–16, 170, 239, 306, 308-10, 314-17 Albertson's v. Kirkingburg, 10, 64, 123, 174, 270, 313, 379. See also U.S. Supreme Court Alexander v. Choat, 43, 79, 80 Ally McBeal, 104 Amendment 2 (Colorado), 65 American Banking Association, 254 American Bar Association ADA litigation outcomes study, 6–7, 62–63, 175, 265, 268-69 American Economics Association, 274 Americans with Disabilities Act administrative enforcement of, 8, 19 anti-disparate treatment agenda of, 375-79 appellate outcome statistics, 324 attempt to repudiate Cleburne in, 72, 236 backlash against, 254, 255 and civil rights model of disability, 72-78 complexity of, 382 definition of disability, 3, 31, 67–70, 123-24 economic critiques of, 169-70, 254-55, 263-64, 265-67 and employment tests, 46 indeterminacy of definitions in, 103, 382

individualized analysis under, 79 interpretation of "otherwise qualified" requirement, 45-46 as a labor economics statute, 254 legislative history, 68, 123, 127, 130-31, 139-41, 149, 177 litigation outcomes under, 6-7, 62-63, 260 narrowing judicial interpretation of, 62-65, 68, 269, 340 negative impact on Section 504, 323 opposition to/criticism of, by business groups, 254, 266, 315, 316 passage of, 1, 164 popular criticism of, 164 preamble, 67, 68, 72, 128-32, 139, 143, 225, 236, 238, 267, 313 public unawareness of, 355 rationalized as a cost-saving measure, 107-8 remedies, 312 signing ceremony, 1, 62, 122 stated purpose and goals, 62 strong prodefendant trend in litigation under, 324 structural equality agenda of, 376-77 suits filed by prisoners, 310-11 Title I, 222, 298–99 Title II actions against municipalities, 312 Title II actions for damages, 312 Title II definition of public entity, 238 Title III, 298 as transformative law, 344–48 treatment of HIV/AIDS under, 66-67, 308-10, 314-17

Americans with Disabilities Act (continued) use of flexible standards in, 298 vulnerability to sociolegal retrenchment, 365-66 American Trucking Association, 271 Appiah, Kwame Anthony, 246 Architectural Barriers Act, 125 Armey, Representative Richard, 169 Asbestosis, 172 At-will employment doctrine, 83, 86 Auberger, Mike, 355 Backlash, 5, 19, 39, 64-65, 87, 254, 268, 282, 318 and affirmative action, 360 against civil rights statutes generally, causal antecedents, 361-67 dictionary definitions of, 340 early indications of, 13 effects of, 358-59 in relation to sociolegal capture, 358-61 social norms account of, 341, 361-67 and Title VII of the Civil Rights Act of 1964, 358-60 Bartlett v. New York State Board of Bar Examiners, 331–32 Baugh, Scott, 264 Bernstein, Jared, 261 Bipolar disorder, 68 Bragdon v. Abbott, 10, 31, 64, 134, 239, 309-10, 314-17. See also U.S. Supreme Court Brain tumor, 68 Breast cancer, 66, 222 Brown v. Board of Education, 35, 224, 228, 244, 356 Buck v. Bell, 30 Burgdorf, Robert, 126, 127, 268 Bush, President George H. W., 2, 3, 254, 259 Byrd, James, Jr., 113 Calloway, Deborah, 13 Cantor, Nancy, 261

Capitalism, 255, 284 Captured law, 347-51, 352, 357 Carpal tunnel syndrome, 9, 68 Categories formation of, 241 fuzzy sets as, 374 natural categories, 374 prototypic exemplars of, 374 Cato Institute, 254, 316 Center for Strategic and International Studies, 254 Chevron doctrine, 134, 138 Children's Defense Fund, 281 Christian v. St. Anthony Medical Center, Inc., 380-81 Circuit City Stores v. Adams, 273 City of Cleburne v. Cleburne Living Center, 11, 40, 49, 176, 179, 222, 225, 228-40, 246-47 five-part test enunciated in, 231 Justice Marshall's dissent in, 234-35 treatment of mental retardation as a category, 232-34 See also U.S. Supreme Court Civil Rights Act of 1964, 78, 126, 166, 225, 243, 254, 257, 262, 353, 356, 358-60 Civil Rights Act of 1990, 2 Civil rights discourse, 74 Clerc, Laurent, 354 Cleveland v. Policy Management Systems Corp., 64, 70-72, 239-40, 269-70, 311. See also U.S. Supreme Court Clinton, William Jefferson, 2 Clueless, 193 Cody v. Cigna Healthcare, 203-5, 208 Colitis, 68, 172 Colker, Ruth, 6–7, 260, 265, 269 Colorblindness principle, 360 Community Services Administration, 259 Cook v. State of Rhode Island, 116 Corrective justice, 368, 375 Council of Economic Advisors, 281

Courts and the impairment model of disability, 36, 171-72 and the new workplace violence account, 203-8 and paternalism, 40-45 refusal to defer to ADA legislative history, 123 resistance to the civil rights/minority group model of disability, 65, 82 unwillingness to defer to administrative interpretation of ADA, 131-32, 134, 137-39 Definition of disability alcoholism, 309 attempt through ADA to reconceptualize, 344 as conceived under a sociopolitical model of disability, 167-69 as construed in Bragdon v. Abbott, 134, 309-10 as construed in School Board of Nassau County v. Arline, 134-35 as construed in Sutton v. United Airlines, 135-37, 270-71, 312-13 criticized as too broad, 315 drug abuse, 309 exclusion of homosexuality from, 309 imported into the ADA from the Rehabilitation Act, 242-44 individual analysis required by, 313 lack of consensus about, 77 narrowing by federal judiciary, 77, 85, 123, 172-77 popular conceptions of, 373-74 "record of" definition, 133 "regarded as" definition, 127, 129, 135, 173-74, 204 under the Rehabilitation Act of 1973, 126-27, 133-34, 172, 242-44 in the Social Security Act, 32-33, 71, 146, 269-70 and subjective perceptions of distributive justice, 373–79 See also Americans with Disabilities

Act, definition of disability; Mitigating measures Depression, 68, 207 Deregulation, 254, 259, 264 Developmental Disabilities Assistance and Bill of Rights Act, 40, 44, 230 Diabetes, 68, 129 Diller, Matthew, 378 Direct threat defense, 4, 203, 207-8, 310, 345-47, 367, 378 EEOC regulations regarding, 345 Disability as an aspect of the moral economy, 170-71 associated with moral failure in Western religion, 124 association with helplessness and incompetence, 145-48, 175, 238-41, 243-44 as a category, 227, 231, 241, 344-45, 369-70 civil rights model of, 15, 65, 72-78, 82, 372 definition of (see Americans with Disabilities Act, definition of disability; Definition of disability) disabled status as entailing privilege, 370 and entitlement, 146-48 federal policy toward, 164-66 as a fuzzy set, 374 and the Holocaust, 30 human variation model of, 180 impairment/medical model of, 15, 16, 17-32, 72, 124, 164-69, 225 as an institution, 344-45 invisible disabilities, 373 minority group model of, 11-12, 16, 26, 33-37, 72, 125, 166 and natural kinds theory, 227 "plain meaning" of, 145 and postsecondary education, 331-34 and poverty, 29, 126 as a product of attitudinal environments, 344 public health model of, 72-73 rehabilitation and, 29

Disability (continued) social model of, 16-17, 125-26, 237, 239 social welfare programs and, 16, 28 - 33sociopolitical conception of, 16, 33-36, 165-68, 180 and subminimum wage systems, 264 as a suspect classification, 11-12, 49, 222, 229-32 used as a proxy for other attributes, 248 welfarist model of, 84-86, 243-44, 246 Disability rights increased publicity about after passage of ADA, 327 judicial attitudes toward, 40-45 tension between subsidy and civil rights approaches to disability, 268 Disability Rights Education and Defense Fund, 268 Disability rights movement, 124-25, 340 Gallaudet student uprising, 354-55 1977 sit-in at San Francisco HEW office, 354 1990 Capitol steps "crawl-up," 355 Wheels of Justice March, 355 Disabled Access Tax Credit, 108 Disabled people affirmative action programs for, 260 attitudes toward, 34, 43, 100-103, 238, 266, 355, 376 college graduation rates, 245 covert hostility directed toward, 16, 26 as a discrete and insular minority, 12, 72, 77-78, 148, 237 discrimination against deemed "rational," 223–24, 241–42, 271 employment rates not improved by antidiscrimination statutes, 259-60 exclusion from polling facilities, 238 high school completion rates, 245

history of discrimination against, 177, 236-38, 244-45 image of helplessness and incompetence associated with, 145, 238-39 importance of labor market inclusion to, 245-46 involuntary sterilization of, 30 and paternalism, 39-42 poverty rates, 245, 256, 258 social costs associated with discrimination against, 246–48 social isolation of, 245 state-sanctioned segregation of, 244-45 stereotypes about, 38, 77 as "surplus population," 274 unemployment and, 32, 237, 245, 259-60, 267, 274-76 viewed as narcissistic, 101-3, 110 voting rates, 245 Discrimination, economic definition of, 256 Disgruntled worker stereotype, 192–93, 195. See also Postal Disparate impact theory, 4, 359 Distributive justice, 367-75 category distinctiveness and perceptions of, 375 causal attribution and perceptions of, 374–75 distribution rules as social norms, 371-72 and the equality principle, 371 and the equity principle, 370-71 need-based distribution and, 369-71 social psychology of, 370-73 subjective perceptions of, 368-69 Dole, Senator Robert, 1 Down syndrome, 233-34 Economic and Social Research Institute, 275 Edelman, Lauren, 348-49, 360 Education of All Handicapped Children Act, 40, 46, 230 Eisner, Robert, 275 Ellison v. Spectrum Software, 66, 142

Employment testing, 46 Epilepsy, 68, 131 Epstein, Richard, 263, 265 Equal Employment Advisory Council, 271 Equal Employment Opportunity Commission ADA enforcement activities, 265, 300-304 ADA regulations and interpretive guidance, 69, 131-32 and charges involving mental disabilities, 302 and charges of discrimination, 8, 300-305 Guidance on the Americans with Disabilities Act and Psychiatric Disabilities, 8-9, 346 interpretation of reasonable accommodation, 304 litigation docket, 302 media criticism of, 8 position on mitigating measures, 131, 137 - 39Reagan-era policies, 360 reasonable cause findings by, 8 Technical Assistance Manual, 131 Equal environmental adaptations principle, 16, 27, 47 Equality, structural theories of, 4, 5, 13, 15, 65, 78-82 Exclusionary medical standards, 346-47 Eugenics, 30, 124-25

Family and Medical Leave Act, 2 Federal Reserve Bank, 276 Feldblum, Chai, 175, 313 *Ferguson v. City of Phoenix*, 312 Fitness-for-duty exams, 347 Formal law, 342, 348 inherent ambiguity of, 349 Fourteenth Amendment congressional power under, 222– 23 congruence and proportionality review, 222–23 and Eleventh Amendment immunity, 222–24 Section 1, 222 Section 5, 225 See also Disability, as a suspect classification; Rational basis review; Strict scrutiny; U.S. Constitution Freud, Sigmund, 100–101 Frontiero v. Richardson, 225 Fuzzy set theory, 374 Galbraith, James, 261, 262–63, 275 Gallaudet, Reverend Thomas Hopkins, 354

Gallaudet University, 354–55

Ginsburg, Justice Ruth Bader, 77, 148

Globalization, 259, 281

Goesart v. Cleary, 221, 225, 228, 237, 239

Goffman, Erving, 35 Golden, Claudia, 261

Gray, C. Boydon, 355

Great Society, 257

Guinier, Lani, 360

Hahn, Harlan, 367–68 Harkin, Senator Thomas, 1, 122 Health insurance, 29, 266, 267 Heart disease, 68 Hemophilia, 68 Higgins, Paul, 166 Hindsight bias, 346 Holocaust, 30 *Hopwood v. Texas*, 360

Independent Commission on Disability survey, 237 Independent living movement, 127 Individuals with Disabilities Education Act, 146, 206, 316, 323, 328, 332–33 Institutionalized practices, 19, 79–80, 340, 352, 357, 359, 362 Institutions, 341, 343–44 Interactive process, 3

Job security/insecurity, 276–77, 281 Jordan, King, 355 Judicial activism, 357 Judicial estoppel, 32, 70–72

Katz, Lawrence, 261 *Kimel v. Florida Board of Regents*, 11. *See also* U.S. Supreme Court *King of the Hill*, portrayal of workplace violence, 192 King, Martin Luther, Jr., 282 Kriegel, Leonard, 125

Lawyers, and the new workplace violence prevention industry, 17, 193–95 Learning disabilities, 313–14, 330–33, 370 Legacy values, 356, 366 Lethal worker archetype, 192–93 Lewis, Jerry, 29 Living wage principle, 283 Longmore, Paul, 116 *Lussier v. Runyon*, 205 Lymphoma, 68

Major life activity, 31, 68 of caring for one's self, 173 of reproduction, 31, 239 of work, 69, 135, 173 Marshall, Justice Thurgood, 234 Marx, Karl "reserve army of labor" concept, 274 theory of surplus value, 263 Mayerson, Arlene, 268 McNemar v. Disney Store, Inc., 66 Media depictions of ADA as absurd, 8-10, 105 depictions of workplace violence, 17-18 reactions to the ADA, 8 Media frames, 18 Mediation, 366 Medicaid, 246 Medicare, 246 Mental illness, assumed association with dangerousness, 199-205 Mental retardation, 229-34 Metro Broadcasting v. FCC, 81

Minimum wage legislation, 2, 263-64 Minority group model of disability, 35-37 Minow, Martha, 232 Mischel, Walter, 374 Mishel, Lawrence, 261 Mississippi University for Women v. Hogan, 225 Mitigating measures, 15, 103, 123, 128-45, 270-71, 312-13 and the ADA's legislative history, 130, 139-41 Department of Justice regulations regarding, 132–33 EEOC position on, 131, 137-39 and judicial deferral to administrative interpretation, 137-39 and "regarded as" definition of disability, 129 and Sutton v. United Airlines, 135, 140 treatment under the pre-ADA Rehabilitation Act cases, 130 Multiple sclerosis, 67 Murphy v. United Parcel Service, 10, 64, 123, 174, 270, 313, 379. See also U.S. Supreme Court Narcissism, 16, 101-2 National Association of Manufacturers, 254, 271 National Coalition for the Homeless, 281 National Council of the Handicapped, 167 National Council on Disability, 168 National Federation of Independent Businesses, 254 National Institute for Occupational Safety and Health, 191-92, 198 National Organization on Disability/Harris Associates Survey, 245, 246 Natural kinds, 226-27 Natural kinds fallacy, 226-27 New institutionalism, 343 definition of an "institution" in, 343

New workplace violence account, 17, 189, 198 role in delegitimating the ADA, 194, 196, 208–9 Nietzsche, Friedrich, 104 Nontraditional disabilities, 130 Normal law, 342, 351–53 Normative ambiguity, 362 Normative incoherence, 377 Normative opacity, 362

Obesity, 9 Occupational Safety and Health Act, 191 Occupational segregation, 262 O'Connor, Justice Sandra Day, 77, 136, 142, 312 Office of Economic Opportunity, 259 Oliver, Michael, 165

Paternalism, 16, 27, 39-45 Pennhurst State Hospital v. Halderman, 44 Personal Responsibility and Work Opportunity Reconciliation Act, 278 Pfeifer, David, 116 "Plain meaning" theory of statutory interpretation, 15, 63, 123 dangers inherent in, 114-15 Justice Antonin Scalia as proponent of, 134 See also Statutory interpretation Plessy v. Ferguson, 224, 225, 227, 244 Posner, Judge Richard, 267, 380-81 "Postal," 189, 193, 194 Post-traumatic stress disorder, 205 Prisoners' rights under the ADA, 310-11 Private capital, power over government, 284 Proposition 209, 65, 81 Psychiatric disabilities, EEOC guidance on, 9 Public accommodations, 298 and reasonable accommodation, 298 "Qualified person" analysis, 70, 269, 311, 344 definition of "qualified person" in the ADA, 167, 243-44, 344 effect of narrow definition of disability on, 70 Racial classifications race as a suspect classification, 11 strict scrutiny of, 11, 82 voting rights and, 82 Racial justice movement, 74 Rational basis review, 83-84, 221-23, 229-33 Reagan, President Ronald, 259, 360 Reasonable accommodation, 3, 19, 47, 65, 79-83, 269, 318 ambiguity inherent in concept of, 298 conception of, under a sociopolitical model of disability, 27, 37, 47-48, 167 cost of, 266 definition of, 109 in educational contexts, 332-33 examples of, 298 failure to provide deemed "rational," 178, 272 and mental disability, 208 perceptions of distributive justice and, 375 public concerns about, 314, 375 relationship to qualified person analysis, 344-45 of religion, 4 and transportation, 48 and undue burden/undue hardship, 80 Reconstruction era civil rights acts, 375 Regents of the University of California v. Bakke, 81 Rehabilitation, and the impairment model of disability, 29 Rehabilitation Act of 1973, 29, 42, 50, 125, 207, 242-44, 264. See also Section 504 Richard III (Shakespeare), 100-101

Richmond v. J. A. Croson Co., 81 Risk perception, 345-47 cognitive heuristics and, 346 and hindsight bias, 346 stereotypes and, 345-47 stigma and, 346-47 Roberts, Paul Craig, 254 Rosch, Eleanor, 374 Runnebaum v. Nationsbank, 114-16 Santa Cruz appearance ordinance, 362-67 media coverage of, 362-64 procedures for enforcing, 365 revisions to, before passage, 364 Scalia, Justice Antonin, 134 and deferral to administrative agency construction, 134 as proponent of "plain meaning" analysis, 134 School Board of Nassau County v. Arline, 42, 127, 133, 203. See also U.S. Supreme Court Scotch, Richard, 353, 376 Scripts, 343 Section 504 of the Rehabilitation Act of 1973 amendment adding nondiscrimination provision, 125-26 coverage, 323 decrease in plaintiff success rates after 1994, 328 definition of disability under, 125-26, education cases under, 328-33 history of regulations interpreting, 354 impact of ADA case law on, 323 original bill lacking any definition of disability, 309 origins of, 353-54 plaintiff success rates after passage of ADA, 325 plaintiff success rates before passage of ADA, 324 Separate but equal doctrine, 224, 244 Sex discrimination, 221-22, 224-25, 239

Shapiro, Joseph, 13 Sheltered workshops, 264 Shylock, 105 Silvers, Anita, 145 Simpsons, portrayal of the ADA on, 9 Smith, Adam, 261, 263 Social norms, 19, 225, 340-44 Social relations approach to difference, 234 Social Security Disability Insurance, 16, 29, 33, 66, 70-72, 146, 239, 246, 311, 369, 379 Sociolegal capture, mechanisms of, 347-51 Sociolegal change and retrenchment, 341, 351-53, 361 graphical model of, 352 Southeastern Community College v. Davis, 44, 80. See also U.S. Supreme Court Statistical discrimination, 377 Statutory interpretation canons of statutory construction, 141 legislative intent analysis/intentionalism, 133-34, 136-37, 140-41 as mechanism of sociolegal capture, 349-51 textualism, 134-35 Stereotypes, 4 and the ADA's anti-disparate treatment agenda, 377 concerning mental illness, 199-202, 203-5 not justifying disparate treatment, 225 and risk assessment, 4-5, 345-47 Stigma, 4-5, 26, 35, 110-12, 115, 148, 150, 166, 246, 366, 374-75, 376-77, 379-81 Stone, Deborah, 170, 369–70 Strict scrutiny, of racial classifications, 11, 81 Structural theories of equality, 4, 5, 13, 15, 65, 78-82 Substantial limitation analysis, 68, 142, 172-73. See also Mitigating measures

"Supercrips," 38 Sutton v. United Airlines, 10, 64, 123, 131, 135-37, 140-42, 174, 270-71, 312-13, 331, 378-79. See also U.S. Supreme Court tenBroek, Jacobus, 45, 221, 224, 244-45 Textualism, 15, 123, 134, 149 role of grammatical parsing in, 142, 313 See also Statutory interpretation Thomas, Justice Clarence, 316 Title VII of the Civil Rights Act of 1964, 2, 3 Tourette's syndrome, 206 Toyota Motor Manufacturing v. Williams, 13, 68, 77, 122. See also U.S. Supreme Court Transformative law, 342, 344-48, 351-53, 356-57 ADA as, 344-48 and attempts to destabilize institutions and social meanings, 344-47 civil rights laws as one form of, 343 defined, 342 impediments to success of, 348-50 Title VII as an example of, 359 Transportation, 48 Trustees of the University of Alabama v. Garrett, 10, 41, 49, 63, 83-84, 85, 177-79, 222-24, 237, 239-42, 246, 270-73, 323-24. See also U.S. Supreme Court Undue hardship, 19, 272, 298 Unemployment "natural" rate of, 275, 283

"official" rates vs. other measures, 275

Universal health care, 268

University of Alabama v. Garrett. See Trustees of the University of Alabama v. Garrett

University of California, Berkeley, 340

U.S. Airways v. Barnett, 13, 349–51. See also U.S. Supreme Court U.S. Chamber of Commerce, 254, 316

U.S. Commission on Civil Rights, 126, 265

U.S. Congress

attempt to declare disability a suspect classification, 12, 72

findings re: discrimination vs. disabled people, 12, 236–38

House of Representatives vote on ADA, 1

Senate vote on ADA, 1

U.S. Constitution Eleventh Amendment, 11, 272 Fourteenth Amendment, 11, 12, 48–49, 83–84, 176–77, 221–24, 229, 272

U.S. Department of Health, Education, and Welfare, 125, 131, 309 Office of Civil Rights, 309 Section 504 regulations, 309

U.S. Department of Justice, 305–8 regulations regarding mitigating measures, 132 and Title I enforcement, 305–6 and Title II enforcement, 305–6 and Title III enforcement, 305, 306–7

U.S. Department of Labor, Glass Ceiling Commission, 262

U.S. Postal Service, coworker killings at, 192

U.S. Supreme Court, 10

affirmative action jurisprudence, 81–82

decision in *Albertson's v. Kinkingburg*, 10, 64, 123, 174, 270, 313, 379

decision in *Bragdon v. Abbott*, 10, 31, 64

decision in *City of Cleburne v. Cleburne Living Center*, 11–12, 40–41, 43, 49

decision in Cleveland v. Policy Management Systems Corp., 64, 70–72

decision in *Kimel v. Florida Board of Regents*, 11

decision in *Murphy v. United Parcel Service*, 10, 64, 123, 174, 270, 313, 379

U.S. Supreme Court (continued) decision in School Board of Nassau County v. Arline, 42-43 decision in Southeastern Community College v. Davis, 44–45, 80 decision in Toyota Motor Manufacturing v. Williams, 13, 68, 77 decision in Trustees of the University of Alabama v. Garrett, 10-12, 31-32, 41, 64, 83-84 decision in U.S. Airways v. Barnett, decision in Youngberg v. Romeo, 43-44 decisions in the Sutton trilogy, 10, 64, 77, 122-23, 135-37, 139-41, 142-43 Eleventh Amendment jurisprudence, 10-12, 49 paternalism toward disabled people reflected in decision of, 40-44 rejection of minority group model of disability by, 12, 49 religious accommodation jurisprudence, 4 struggle with Congress over power to interpret the Fourteenth Amendment, 10-12 treatment of disparate impact theory, 4, 80-81 See also Textualism

Vande Zande v. State of Wisconsin Dept. of Administration, 104, 379–80 Vickrey, William, 274, 275 Vocational rehabilitation and counseling, 33 Voting rights, 238, 245

Wage disparities between blacks and whites, 257, 262 between disabled and nondisabled, 258 between men and women, 257 between whites and Hispanics, 257 inability of antidiscrimination statutes to remedy, 282 standard economic explanations for, 260-61 War on poverty, 259 Washington v. HCA Health Services, 144 Welfare-to-work programs, 278-80 and labor strife, 279-80 and poverty, 281 Wheels of Justice March, 355 Word-of-mouth recruitment, 359 Workplace violence assault, 197–98 homicide, 196-97 myth of association with psychiatric disability, 200-202 prediction of, 194, 199-202 Workplace violence prevention industry, 189-90, 193-95

Youngsberg v. Romeo, 43

Zadeh, Lofti, 374 Zinsler, Elisabeth, 355 Zola, Irving, 116