The Americans with Disabilities Act (ADA) was a landmark civil rights law enacted in 1990. The act was critically important for enabling individuals with disabilities to access employment and thereby health care for a society in which health insurance is primarily employment-based. The ADA was designed to protect persons with disabilities from invidious discrimination and, when needed, offered reasonable accommodations and modifications to enable them to fully participate in society. The Americans with Disabilities Act Handbook: 2009-2 Cumulative Supplement (Americans With Disabilities Act Handbook Cumulative Supplement) Paperback â€“ 18 Dec 2008 by Henry H., Jr. Perritt (Author). There is a newer edition of this item: Americans With Disabilities Act Handbook: 2012-2 Cumulative Supplement (Americans With Disabilities Act Handbook Cumulative Supplement).