

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH

Manisha Juthani, MD
Commissioner



Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

AMERICANS WITH DISABILITIES ACT POLICY STATEMENT

The Department of Public Health (DPH or Department) commits to fully comply with the requirements of the Americans with Disabilities Act (ADA) of 1990, the ADA, Amendments Act (ADAAA) of 2008 which took effect January 1, 2009, Section 504 of the U.S. Rehabilitation Act of 1973, and relevant state statutes which prohibit discrimination in all aspects of employment and services for individuals with disabilities.

This Department does not discriminate on the basis of disability in the administration of, or access to its programs, services, or activities and is committed to equal employment opportunity for employees and job applicants with disabilities.

The Department will take the positive actions necessary to ensure that individuals with disabilities have access to all employment opportunities, programs, services, and activities.

Who has a Disability under the ADA?

Under the ADA, a person with a disability is defined as an individual who has a (1) physical or mental impairment that substantially limits one or more major life activities, (2) a record of such an impairment, or (3) is regarded as having such an impairment. Major life activities include functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.

Reasonable Accommodations

In the workplace, and with programs, services, and activities offered by the Department, the Department will reasonably accommodate individuals with a disability unless such accommodation would impose an undue hardship.

Employees or job applicants with a disability may request accommodation in order to perform the essential functions of their job or to gain access to the hiring process. Appropriate reasonable accommodation shall be determined through an interactive process between, the individual with the disability and the Department, or the Department's designee.

I have designated the following for the Department

Americans with Disabilities Act Intake Coordinator: The Department of Administrative Services (DAS) Human Resources Business Partner (HRBP) assigned to DPH, Carol O'Regan (Phone: 860-509-7177); or email



Phone: (860) 509-7101 • Fax: (860) 509-7111
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
www.ct.gov/dph

Affirmative Action/Equal Opportunity Employer



carol.oregan@ct.gov) will serve as the Americans with Disabilities Act Intake Coordinator. She is available to counsel employees regarding disability rights issues, as well as to receive and review requests for accommodation. Requests and related medical paperwork for Reasonable Accommodation Requests should be submitted directly to the DAS HRBP.

Americans with Disabilities Act Compliance Coordinator: The DPH Equal Employment Opportunity Manager, Amanda Anduaga-Roberson (410 Capitol Avenue, Hartford, CT; Phone: 860-509-7220); or email amanda.anduaga-roberson@ct.gov) will serve as the Americans with Disabilities Act Compliance Coordinator. She is available to counsel individuals regarding disability rights issues, and to receive/address discrimination complaints on the basis of failure to accommodate in accordance with the Department's Reasonable Accommodation process, and under the Americans with Disabilities Act and Americans with Disabilities, Amendments Act of 2008.

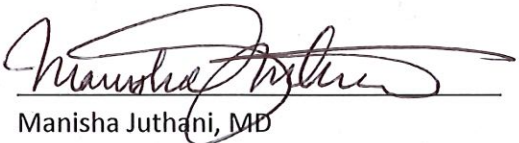
In connection with other Department programs, services, or activities: Individuals with a disability who require aid, service, or an accommodation to fully and fairly participate in Department programs, services or activities should contact the related Branch Individuals providing the program, service activity and/or the ADA Compliance Coordinator (see above). Individuals should be prepared to provide a description of specific needs/limitations.

Retaliation

The Department prohibits retaliation against individuals who request accommodation(s) or otherwise exercise their rights under the ADA, Connecticut Law or this Policy. Agents of the Department shall not retaliate against, coerce, intimidate, threaten, harass, or interfere with any individual exercising or enjoying their rights. Retaliation because an individual aided or encouraged any other individual(s) to exercise their rights under the ADA, Connecticut Law or this Policy is also prohibited.

Complaints

Complaints pertaining to (1) requests for a reasonable accommodation, (2) a service, program or activity that is not accessible, or (3) retaliation for exercising ones rights, should be directed to: the DPH Equal Employment Opportunity Manager, Amanda Anduaga-Roberson (410 Capitol Avenue, Hartford, CT; Phone: 860-509-7220 or via electronic mail: amanda.anduaga-roberson@ct.gov).



Manisha Juthani, MD
Commissioner, Department of Public Health

10/16/2023
DATE