



AMERICANS WITH DISABILITIES ACT NOTICE



The Connecticut Department of Mental Health and Addiction Services (DMHAS) does not discriminate against persons with disabilities in its services, programs, or activities and provides equal access and effective communication to clients and patients with disabilities in accordance with requirements of the Americans with Disabilities Act of 1990 (ADA) Title I and Title II.

DMHAS will make reasonable modifications to policies and programs to ensure that qualified persons with disabilities have equal access to all of its services, programs, and activities. For example, persons with disabilities using service animals are welcomed in public areas of DMHAS facilities.

Effective Communication: DMHAS will, upon request, provide appropriate aids and services including qualified sign language interpreters and other forms of alternative communication to ensure effective communication for persons with disabilities.

Education and Training: Requests for reasonable accommodation and effective communication for DMHAS/or DMHAS-sponsored education and training are made to DMHAS Workforce Development or the facility's training manager. When possible, requests for interpreters should be made within ten days of the training to allow time to schedule the interpreter.

Title I: DMHAS does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Employees and applicants for employment with disabilities who need a reasonable accommodation, or who have a complaint that a service, program, or activity of DMHAS is not accessible to persons with disabilities may contact:

Tommy Wilson, Acting EEO Director, Title I ADA Coordinator
DMHAS Affirmative Action Office
171 Bow Lane (Cottage 20) Middletown, CT 06457
860-262-5863, Fax: 860-262-5197 email: Tommy.Wilson@ct.gov

Title II: Clients, patients, visitors and guests with disabilities may request reasonable modification and/or effective communication for equal access to DMHAS programs, services or activities by contacting the designee at the DMHAS facility providing those programs, services or activities.

Clients or patients with disabilities who have a complaint that a DMHAS service, program or activity is not equally accessible to persons with disabilities as other persons may submit a written grievance to the facility Client Rights Officer under the DMHAS Client Grievance Procedure (<http://www.ct.gov/dmhas/crg>).

Guests or visitors with disabilities who have a complaint that a DMHAS service, program or activity is not equally accessible to persons with disabilities as other persons may submit a written complaint to the DMHAS ADA Title II Coordinator:

William Pierce, Client Rights and Grievance Specialist, Title II ADA Coordinator
DMHAS Office of the Commissioner
410 Capitol Ave. Hartford, CT 06134
860-418-6933, Fax: 860-418-6786, TTY: 860-418-6707 email: William.Pierce@ct.gov

DMHAS will not place a surcharge for providing auxiliary aids/services or reasonable modification of policy on a person or group of persons with disabilities.

The ADA does not require DMHAS to take action that would fundamentally alter the nature of its services, programs or activities, impose an undue financial or administrative burden or which poses a direct threat to the health or safety of the person or others. DMHAS is not required by the ADA to provide persons with disabilities personal or individually prescribed devices such as wheelchairs, prescription eye glasses or hearing aids or provide services of a personal nature.

Complaints about DMHAS compliance with the ADA may be submitted to the Department of Justice, Civil Rights Division, Disability Rights Section NYAV, 950 Pennsylvania Ave NW Washington, D.C 20530 800-514-0301 (voice) or 800-514-0383 (TTY). <http://www.ada.gov/complaint/>