

# STATE OF CONNECTICUT

## DEPARTMENT OF PUBLIC HEALTH

Raul Pino, M.D., M.P.H.  
Commissioner



Dannel P. Malloy  
Governor  
Nancy Wyman  
Lt. Governor

### AMERICANS WITH DISABILITIES ACT POLICY STATEMENT

The Department of Public Health commits to fully comply with the non-discrimination 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.

We recognize the fact that identical treatment may be discriminatory treatment for individuals with disabilities. Therefore, this Department will take the positive actions necessary to ensure that individuals with disabilities have access to all programs, services or 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 the Department will reasonably accommodate otherwise qualified individuals with a disability unless such accommodation would impose an undue hardship, fundamentally alter the nature of programs, services, or impose an undue financial or administrative burden.

Employees or job applicants with a disability as defined by the ADAAA 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 problem-solving process, which includes the individual with the disability, the



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*Affirmative Action/Equal Opportunity Employer*



Human Resource Section, the Branch (to which the employee is assigned), and the Equal Employment Opportunity Manager.

**I have designated the following for the Department**

**Americans with Disabilities Act Intake Coordinator:** The DPH Human Resources Section (410 Capitol Avenue, Hartford, CT; Phone: 860/509-7177) will serve as the Americans with Disabilities Act Intake Coordinator. HR Staff are 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 Human Resources. The Department has business and operational discretion on the approval of such requests.

**Americans with Disabilities Act Compliance Coordinator:** The DPH Equal Employment Opportunity Manager, Amanda Anduaga-Roberson (410 Capitol Avenue, Hartford, CT; Phone: 860.509.7220) 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**

Reasonable Accommodation Complaints pertaining to (1) requests made and not reasonably accommodated, (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](mailto:amanda.anduaga-roberson@ct.gov)).



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