



Jeanne Milstein
Child Advocate

STATE OF CONNECTICUT

OFFICE OF THE CHILD ADVOCATE

18-20 TRINITY STREET, HARTFORD, CONNECTICUT 06106

AMERICANS WITH DISABILITIES ACT POLICY

Purpose

The Office of the Child Advocate (OCA) is committed to providing and promoting equal opportunities in all of its activities and services. This commitment includes adhering to the mandates of the Americans with Disabilities Act of 1990 (ADA), a federal law that makes it unlawful to discriminate against a qualified person with a disability in all aspects of the employment process and in the provision of services and benefits. The Agency also adheres to all Connecticut laws and regulations that apply to individuals with disabilities.

The ADA enables society to benefit from the skills and talents of individuals with disabilities. It provides protections similar to those provided by Title VII of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, sex, national origin, and religion and Section 504 of the Rehabilitation Act of 1973, which is the foundation for the ADA.

What is a “Disability” under the ADA?

The ADA utilizes a three-pronged definition of disability. An individual with a disability is any person who:

- (1) has a physical or mental impairment that substantially limits one or more major life activities,
- (2) has a record of such an impairment; or
- (3) is regarded as having such an impairment.

An individual must satisfy at least one of the three prongs of the above definition in order to be considered an individual with a disability under the ADA.

Requesting Accommodations

Qualified employees or prospective employees with disabilities may request accommodations in order to perform essential functions of their job or gain access to the hiring process. Such requests should be made to the ADA Coordinator for the Agency, the Human Resources Office or to the employee’s manager or supervisor. OCA will reasonably accommodate the known physical or mental limitation of an otherwise

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qualified applicant or employee with a disability unless the accommodation would impose an undue hardship on its business operation.

Commitment

The Office of the Child Advocate is committed to providing reasonable accommodations to qualified persons with disabilities. This will ensure the full and fair participation of all employees and the public in all Agency services and activities. All policies, procedures and employees will support and embrace our Agency efforts and State programs that are designed to promote and achieve the principles of the Americans with Disabilities Act and those Connecticut laws and regulations that apply to individuals with disabilities.

For More Information

This policy is posted and distributed annually to all employees of the Agency.

Alicia Nuñez has been assigned as the ADA Coordinator for the Office of the Child Advocate (OCA). Her phone number is (860) 713-5317. She is located at the Department of Administrative Services, 165 Capitol Avenue, State Office Building 5th Floor East, Hartford, CT 06106, e-mail at alicia.nunez@ct.gov



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Date