



DMHAS Americans with Disabilities Act (ADA) Notice

The Americans with Disabilities Act (ADA) is a federal civil rights law prohibiting discrimination due to disability and guaranteeing persons with disabilities the same opportunities to enjoy day-to-day activities as everyone else.

The Connecticut Department of Mental Health and Addiction Services (DMHAS) follows the ADA and other laws including Section 504 of the Rehabilitation Act.

Title I, Employment:

Title I of the ADA prohibits employment discrimination and provides qualified persons with disabilities the same employment opportunities as other applicants and employees.

According to Title I a qualified person with disabilities is someone who with or without reasonable accommodation, can perform essential functions of a position they have or desire.

DMHAS uses an interactive process to address reasonable accommodation requests.

Requests and complaints are submitted to:

DMHAS ADA Title I Coordinator

DMHAS Equal Employment Opportunity Office
410 Capitol Ave. 4th Floor Hartford, CT 06134
860-262-5862 (TTY Relay 7-1-1)

ADA Title I is regulated by the U.S. Equal Employment Opportunity Commission: www.eeoc.gov

Title II, State and Local Governments:

Title II of the ADA requires state and local governments to provide effective communication and equal opportunity for qualified individuals with disabilities to enjoy programs, services, and activities, and to prohibit discrimination due to a person's disabilities.

Individuals with disabilities who are participating or eligible to participate in DMHAS programs, services and activities along with their companions as well as visitors and guests of DMHAS facilities, programs and activities are considered qualified persons with disabilities.

- **Effective Communication:** Each DMHAS facility has a Deaf, DeafBlind, Hard of Hearing (DHOH) contact person who can, on request, arrange qualified Sign Language Interpreters and other auxiliary aids.
- **Programs, Services and Activities:** Each DMHAS facility has an ADA Title II contact person who addresses requests for reasonable modifications of programs, services and activities. DMHAS Workforce Development and DMHAS facility training managers address reasonable modification requests for DMHAS Workforce Development classes.

DMHAS uses an interactive process to provide reasonable modifications. Requests should be submitted as soon as possible, within 10 days of when needed, unless the request is urgent. Requests are confidential. DMHAS can ask a person to provide information regarding their requested reasonable modification. However, DMHAS is prohibited from requiring a person to disclose the nature of their disability

The ADA does not require DMHAS to provide devices for personal use such as hearing aids, glasses and wheelchairs.

ADA Title II complaints regarding DMHAS programs, services and activities are submitted to:

DMHAS Title II ADA Coordinator

DMHAS Office of the Commissioner
410 Capitol Ave. 4th Floor Hartford, CT 06134
860-418-7000 (TTY Relay 7-1-1)

- ADA Title II complaints are submitted as soon as possible and not later than 45-calendar days from when the complaint occurred unless the Coordinator determines good cause for the delay.
- Complaints are addressed as soon as possible within 21-calendar days unless additional time is authorized by the Coordinator.

For help contact a statewide advocacy organization.

ADA Title II is regulated by the Department of Justice: www.ada.gov

This notice is posted by DMHAS state-operated facilities and is available on request in other languages, and formats from the DMHAS Office of the Commissioner.

DMHAS and other federally funded healthcare providers complies with federal civil rights law and does not discriminate on the basis of age, color, disability, national origin, race, or sex and provides free of charge language assistance for clients, patients and their companions who have Limited English Proficiency (Section 1557, Patient Protection and Affordable Care Act).

