



## AMERICANS WITH DISABILITIES ACT NOTICE



The Connecticut Department of Mental Health and Addiction Services (DMHAS) complies with Title I and Title II of the Americans with Disabilities Act (ADA).

**Title I, Employment:** DMHAS does not discriminate based on disability in hiring and employment practices and ensures that employees with disabilities receive equal benefits in accordance with state and federal law and regulations of the U.S. Equal Employment Opportunity Commission (EEOC).

DMHAS employees, workforce and applicants with disabilities needing reasonable accommodations, or who have complaints regarding DMHAS compliance with Title I of the ADA may contact:

Barbara K. Viadella, Equal Employment Opportunity Manager, DMHAS ADA Title I Coordinator  
DMHAS Equal Employment Opportunity Office  
171 Bow Lane (Cottage 20) Middletown, CT 06457  
860-262-5862 (TTY Relay 7-1-1), Fax: 860-262-5197 email: Barbara.Viadella@ct.gov

Title I is regulated by the United States EEOC, 131 M Street, NE Washington, DC 20507, Voice: 202-921-3191, TTY: 1-800-669-6820 <https://www.eeoc.gov/disability>

**Title II, Services, Programs and Activities:** DMHAS does not discriminate based on disability when providing services, programs and activities in accordance with state and federal law.

Persons with disabilities receiving or seeking DMHAS services, as well as visitors and guests with disabilities are provided effective communication and equal access to programs, services and activities without fees or surcharges.

- **Effective Communication:** DMHAS provides effective communication including alternative formats, auxiliary aids and qualified interpreters to persons with disabilities. DMHAS state-operated facilities have designated persons who can assist individuals needing Deaf Deafblind Hard of Hearing (DHOH) services.
- **Equal Access:** DMHAS provides reasonable modifications of programs, services and activities on request. Persons with disabilities may ask staff for assistance. Written requests are submitted to the DMHAS state-operated facility's ADA Title II contact person or the DMHAS ADA Title II Coordinator.

**DMHAS Education and Training:** Persons with disabilities participating in DMHAS education and training programs can request reasonable modifications from the DMHAS facility's training manager or DMHAS Workforce Development.

Requests for effective communication and reasonable modifications should be made as soon as possible within ten days of when the accommodation is needed to allow time for the request to be addressed, unless the request is urgent.

Complaints regarding DMHAS compliance with Title II of the ADA:

- Complaints from persons receiving or seeking DMHAS services are submitted in writing to the facility's Client Rights Officer using the DMHAS Client Grievance Procedure.
- Complaints from guests and visitors are submitted in writing to:

William Pierce, DMHAS ADA Title II Coordinator  
DMHAS Office of the Commissioner  
410 Capitol Ave. 4<sup>th</sup> Floor PO Box 341431 Hartford, CT 06134  
860-418-7000 (TTY Relay: 7-1-1), Fax: 860-418-6691, email: William.Pierce@ct.gov

Title II is regulated by United States Department of Justice, Civil Rights Division, 950 Pennsylvania Ave NW 4 CON 9<sup>th</sup> Floor, Washington, D.C 20530, Voice: 800-514-0301, TTY: 800-514-0383 [www.ada.gov](http://www.ada.gov)

For more information, contact the DMHAS Title I or Title II ADA Coordinator

This notice is available in other formats and languages on request

*DMHAS and other federally funded healthcare providers complies with federal civil rights law and does not discriminate on the basis of race, color, national origin, age, disability, or sex (Affordable Care Act Section 1557).*