



STATE OF CONNECTICUT WORKERS' COMPENSATION COMMISSION

AMERICANS WITH DISABILITIES ACT POLICY

PURPOSE

The Workers' Compensation Commission (WCC) is committed to providing and promoting equal opportunities in all its activities and services. This commitment includes following 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. WCC also observes all Connecticut laws and regulations that apply to individuals with disabilities.

WCC strictly prohibits discrimination based on disability. Further, it is the policy of WCC not to exclude persons with a disability from participation in any program or activity. Accordingly, it is the policy of WCC to provide access to all its programs, services, and facilities to persons with disabilities in accordance with Title II of the Americans with Disabilities Act.

WHAT IS A DISABILITY UNDER THE ADA?

Under the ADA, 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.

REASONABLE ACCOMMODATIONS

WCC will reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability, unless the accommodation would impose an undue burden. WCC will make every reasonable effort to determine and provide the appropriate reasonable accommodation to a qualified individual upon request. WCC, in its discretion, may require the individual to provide additional information about his or her disability or limitations and the need for an accommodation. The ADA does not require WCC to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

HOW TO REQUEST ACCOMODATION

In connection with current employment at WCC or the interview process: Qualified employees or applicants with disabilities may request accommodations in order to perform the essential functions of their jobs or to gain access to the hiring process. Such requests should be made to the **WCC Human Resource Division**.

In connection with facility-related matters/accommodations: Qualified individuals with disabilities who require a facility-related accommodation should contact **WCC Human Resource Division**.

In connection with other programs, services, or activities of WCC: Qualified individuals with a disability who require an auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a program, service, or activity of WCC should contact **Belinda Rivera, Human Resources Generalist 3, (860) 713-5163** or the **WCC ADA Coordinator, Shaun Simoneau at (860) 816-8844** for assistance in coordinating the request for accommodation. The individual should be prepared to provide a description of his or her specific needs.

COMPLAINTS

Complaints regarding a denial for accommodation or that a WCC program, service, or activity is not accessible to persons with disabilities should be filed in writing with the ADA Coordinator, Shaun Simoneau, Human Resources Associate – Equal Employment Opportunity, Department of Administrative Services, 450 Columbus Boulevard, Suite 1503, Hartford, CT 06103, telephone at (860) 713-5077, e-mail at shaun.simoneau@ct.gov.

NO RETALIATION

WCC strictly forbids retaliation against individuals who request an accommodation or otherwise exercise their rights under the ADA or Connecticut law. Agents of WCC shall not retaliate against, coerce, intimidate, threaten, harass, or interfere with any individual exercising or enjoying their rights under the ADA or Connecticut law or because an individual aided or encouraged any other individual in the exercise of rights granted or protected by the ADA or State of Connecticut.

Signed:  _____

Date: 2/23/2024

Stephen M. Morelli, Chairperson