**NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT**

In accordance with the requirements of the Americans with Disabilities Act of 1990 (ADA), Connecticut’s Department of Developmental Services (DDS) will not discriminate against a qualified individual with a disability on the basis of the disability in its services, programs, or activities.

**Employment**: DDS does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the Americans with Disabilities Act (ADA).

**Effective Communication**: In general, DDS will provide appropriate aids and services, upon request, that assist in effective communication for a qualified person with a disability so he or she may participate equally in DDS’s programs, services, and activities. These services include the use of qualified sign language interpreters, documents written in Braille, and other ways of making information and communications accessible to a person, who is blind or has a visual impairment, is deaf or hard of hearing, or who has a speech impairment.

**Modifications to DDS Policies and Procedures**: DDS will make all reasonable modifications to DDS policies and programs to ensure that persons with a disability have an equal opportunity to enjoy all DDS programs, services, and activities. For example, individuals who require a service animal are welcomed in DDS offices, even where animals are generally prohibited.

Complaints concerning a DDS program, service, or activity that is not accessible to a person with a disability should be directed to:

**Ed Mambruno, DDS ADA Coordinator**

**460 Capitol Avenue, Hartford, CT 06106**

**860 418-6047; TTY: 860 418-6079**

 **Ed.Mambruno@ct.gov**

Any person, who requires an auxiliary aid or service for effective communication, or a modification to a policy or procedure to participate in a DDS program, service, or activity, should contact the DDS ADA Coordinator, listed above, as soon as possible, but not later than 48 hours before a scheduled event.

DDS will not charge a person with a disability or any group of persons with disabilities to cover the cost of providing auxiliary aids or services or reasonable modifications of a DDS policy, such as retrieving an item from a location that is open to the public, but is not accessible to a person who uses a wheelchair.

The ADA does not require the Department of Developmental Services to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

