NOTICE CONCERNING THE AMERICANS WITH DISABILITIES ACT

DISABILITY DISCRIMINATION

Title I and Title V of the Americans with Disabilities Act of 1990 (ADA), as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

DEFINITION OF DISABILTY

The ADA directs that the definition of disability is construed broadly, in favor of extensive coverage, to the maximum extent permitted by the law. Under the law, a person has a disability if the person:

- Has a physical or mental impairment that substantially limits one or more major life activities.
- Has a record of such an impairment.
- Is regarded as having such an impairment.

Major life activities include, but are not limited to caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. A major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

REASONABLE ACCOMMODATIONS IN THE WORKPLACE

Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. The term “reasonable accommodation” may include:

- Making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and
- Job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

WHO TO CONTACT

If you have questions regarding your rights or obligations under the ADA, or, you believe you have been discriminated against on the basis of disability, contact the Connecticut Commission on Human Rights and Opportunities, or the U.S. Equal Employment Opportunity Commission.