



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990, the State Department on Aging (SDA) will not discriminate against qualified individuals with disabilities on the basis of disability in the SDA's services, programs, or activities.

Employment: The SDA 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: The SDA will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the SDA's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The SDA will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all SDA programs, services, and activities. For example, individuals with service animals are welcomed in SDA offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a SDA program, service, or activity, should contact the SDA Commissioner's Executive Assistant, State Department on Aging, 55 Farmington Avenue, 12th floor, Hartford, Ct. 06105; telephone 860-424-5993. Contact should be made as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that a SDA program, service, or activity is not accessible to persons with disabilities should be directed to the ADA Coordinator, Department of Administrative Services, 165 Capitol Avenue, 5th floor, Hartford, CT. 06105; telephone 860-713-5309.

The SDA will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

55 Farmington Avenue
Hartford, CT. 06105
Telephone: 860.424.5274
Toll Free: 1.866.218.6631

An Equal Opportunity / Affirmative Action Employer