



# STATE OF CONNECTICUT

## CONNECTICUT SITING COUNCIL

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### AMERICANS WITH DISABILITIES ACT POLICY

The Siting Council is committed to providing and promoting equal opportunities in all of its activities and services. This commitment includes adhering to the mandates of the Americans with Disabilities Act (ADA) of 1990, which make 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. The Siting Council also observes all Connecticut laws and regulations that apply to persons with disabilities.

The ADA enables society to benefit from the skills and talents of individuals with disabilities. It provides protection similar to those provided by Title VII of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, sex, national origin, and religion. It also provides protection similar to those provided by Section 504 of the Rehabilitation Act of 1973.

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; or
- (2) Has a record or history of such an impairment; or
- (3) Is perceived or regarded as having such an impairment.

Employees or prospective employees with disabilities may request an accommodation in order to allow them to perform the essential functions of their jobs or gain access to the hiring process by contacting Lisa Fontaine, ADA Coordinator at (860) 827-2969 or via email at [lisa.fontaine@ct.gov](mailto:lisa.fontaine@ct.gov). A person with disabilities who requires an accommodation to allow him/her equal and effective access to the Siting Council's programs, services and activities should also contact the ADA Coordinator.

The Siting Council will make every reasonable effort to provide the most appropriate accommodation to a person with a disability upon his/her request, unless the accommodation would result in an undue burden, including a fundamental change to the nature of its programs, services and activities. In its discretion, it may require the person to provide additional information about his or her disability or limitations and the need for an accommodation.

Upon the receipt of a request from an employee or a member of the public with disabilities the Siting Council will take the necessary steps to provide a reasonable accommodation to ensure that he/she has equal access and equally effective communication of its programs, services and activities, including employment opportunities.



Complaints alleging violation of this policy must be filed with the DEEP Affirmative Action Office, telephone (860)-424-3051, within 30 days of the alleged violation and/or with the Commission on Human Rights and Opportunities (CHRO) within 180 days of the alleged discriminatory action. Complaints filed with CHRO must be submitted to the office which serves the town where the alleged discriminatory action took place.

This policy also protects employees from retaliation for filing and/or participating in the investigation of a complaint alleging discrimination. All employees are expected to cooperate fully with all administrative complaint investigations and any actions taken as a result of such investigations.

To ensure that all employees are aware of the Siting Council's commitment to provide a work environment free of all forms of discrimination, this policy will be posted on all bulletin boards and educational workshops will be conducted for staff, as needed. It will also be distributed once a year to all employees. The determination of whether violation of this policy has occurred will be made from the facts and the context in which the alleged incident(s) took place.

Contractors, suppliers, consultants, or any other agency with which we do business must comply with all applicable State and Federal Laws and Regulations protecting persons with disabilities against discrimination.

Linda Roberts  
Linda Roberts, Executive Director

2-20-2012  
Date