



STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC WORKS



James T. Fleming
Commissioner

AMERICANS WITH DISABILITIES ACT POLICY

The Department of Public Works is committed to providing and promoting equal opportunities in all of its programs and services. This commitment includes adhering to the mandates of the Americans with Disabilities Act (ADA) of 1990, which 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.

The ADA utilizes a three-pronged definition of disability. An individual with a disability is: any person that (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 perceived or regarded as having such an impairment.

The Department of Public Works is also committed to providing reasonable accommodations to qualified persons with disabilities. This will ensure the full and fair participation of all employees and the public in all department programs and activities.

The Americans with Disabilities Act enables society to benefit from the skills and talents of individuals with disabilities, 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 and Section 504 of Rehabilitation Act of 1973 which is the foundation for the Americans with Disabilities Act.

This policy is posted and distributed annually to all employees of the Department.

As with each civil rights legislation, every employee is expected to comply with the provisions of the Americans with Disabilities Act. It is also expected that all departments and employees will support our agency efforts and programs, which are designed to promote and to achieve the principles of the Americans with Disabilities Act.

Bruce Bockstael, is the ADA Coordinator for DPW facility-related complaints. Any questions or concerns may be addressed to his attention at (860) 713-5630. Employment-related ADA concerns should be addressed to Susie Carlson, Human Resource Specialist, at (860) 713-5315 or Natalie Shipman, Equal Employment Opportunity Manager, at (860) 713-5393.

4/5/07
Date

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