



## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of the Americans with Disabilities Act of 1990 ("ADA") Title I and Title II, the Connecticut Department of Mental Health and Addiction Services (DMHAS) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities and provide equal access and effective communication to all clients and patients with disabilities.

**Employment:** DMHAS 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 ADA.

**Effective Communication:** DMHAS will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in DMHAS' services, programs, 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:** DMHAS will make reasonable modifications to policies and programs to ensure that people with disabilities have equal access to enjoy all of its services, programs, and activities. For example, individuals with service animals are welcomed in DMHAS facilities, 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 service, program, or activity of DMHAS, should contact the following persons as soon as possible but no later than 48 hours before the scheduled event:

**EMPLOYEES APPLICANTS FOR EMPLOYMENT:** If you have a disability and need a reasonable accommodation, or if you need to file a complaint that a service, program, or activity of DMHAS is not accessible to persons with disabilities you may contact:

Eric D. Smith, EEO Director and ADA Coordinator  
DMHAS Affirmative Action Office  
171 Bow Lane (Cottage 20)  
Middletown, CT 06457  
Office (860) 262-5863, Fax (860) 262-5197 [Eric.D.Smith@ct.gov](mailto:Eric.D.Smith@ct.gov)

**CLIENTS/VISITORS:** To request reasonable accommodation and/or effective communication for equal access to DMHAS services, programs or activities or if you have a complaint a DMHAS service, program or activity is not accessible contact the facility Client Rights Officer (<http://www.ct.gov/dmhas/crg>)

If you have questions about the DMHAS facility, program or service compliance with ADA Title II or or want to submit a written complaint contact the DMHAS ADA Title II Coordinator:

William Pierce, Client Rights and Grievance Specialist  
DMHAS Commissioner's Office  
410 Capitol Ave.  
Hartford, CT 06134  
Office: 860-418-6933, Fax: 860-418-6786, TTY: 860-418-6707 [William.Pierce@ct.gov](mailto:William.Pierce@ct.gov)

**EDUCATION/TRAINING OPPORTUNITIES:** Please direct any requests for accommodations and effective communication for DMHAS/or DMHAS-sponsored education and training to the training facilitator (or designee). The facilitator or designee will obtain and complete an Interpreter Request form for people who need deaf and hard of hearing interpreter services. Submit the Request Form by fax to: Marlene Jacques, DMHAS Behavioral Health Clinical Manager. Fax: 860-418-6974  
Tel: 860-418-6780 TTY: 860-418-6707

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

DMHAS 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.

Persons with disabilities who have complaints about DMHAS compliance with the ADA may contact the Department of Justice, Civil Rights Division 950 Pennsylvania Ave NW. Disability Rights Section NYAV, Washington, D.C 20530 800-514-0301 (voice) or 800-514-0383 (TTY) . [www.ada.gov/complaint/](http://www.ada.gov/complaint/)