

# DISABILITY RIGHTS CONNECTICUT

2023

- **Legal advocacy organization**
- **Dedicated to identifying and eliminating barriers** faced by people with disabilities when exercising their civil, legal, and human rights.
- **Independent, nonprofit organization**
- **Largely funded by federal entities** and authorized by the Developmental Disabilities Assistance and Bill of Rights Act, the Protection & Advocacy for Individuals with Mental Illness Act, the Protection and Advocacy for Individual Rights Act, and the other protection and advocacy system acts, and their respective implementing regulations.

## ABOUT DRCT

AS CONNECTICUT'S  
PROTECTION AND  
ADVOCACY SYSTEM (P&A),  
WE WORK TO IMPROVE  
THE QUALITY OF LIFE FOR  
INDIVIDUALS WITH  
DISABILITIES, THEIR  
FAMILIES, AND OUR  
COMMUNITY AS A WHOLE

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# MISSION STATEMENT

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**DRCT's mission is to advocate, educate, investigate and pursue legal, administrative, and other appropriate remedies to advance and protect the civil rights of individuals with disabilities to participate equally and fully in all facets of community life in Connecticut.**

## WHO WE HELP

- DRCT advocates for Connecticut residents with **all types** of disabilities and of **all ages** within the mandates and requirements established by federal statutes.

# WHAT WE DO

- **Systemic Advocacy**
  - DRCT focuses its limited resources on systemic issues affecting large numbers of people with disabilities.
- **Information and Referral (I&R)**
  - We provide information, resources, or self-advocacy assistance with issues that meet our established priorities.
- **Monitoring & Investigating Facilities**
  - DRCT has the authority to monitor locations where people with disabilities go to school, work, or live and to investigate reports of abuse and neglect or where it has probable cause to believe that persons with disabilities have been abused or neglected.
  - We do not duplicate the services of other state mandated protective services but may conduct a secondary investigation if warranted.

# COMMUNITY ENGAGEMENT

- **DRCT works with individuals with disabilities, their families and community partners to understand common goals, priorities and visions. DRCT staff provide outreach and training to establish and maintain community relationships, and implement strategies that promote diversity, equity and inclusion.**
- **DRCT can provide training, upon request, on issues related to our focus areas. If you believe you, or a group you are a member of, could benefit from a training, you can submit requests for training and outreach to DRCT.**



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# KNOW YOUR RIGHTS

REASONABLE ACCOMMODATIONS IN EMPLOYMENT  
UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)



# WHAT IS THE ADA?

- The Americans with Disabilities Act (ADA) is a federal civil rights law.
- Intended to protect people with disabilities against discrimination in everyday activities
- Guarantees equal access to employment opportunities, goods, services, and programs that are open to the public.



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# TITLE I: EMPLOYMENT

- Employers must comply with the ADA if they are a private employer with 15 or more employees, a state or local government employer, an employment agency, labor organization, or a joint labor-management committee.
- Title I of the ADA protects “qualified employees with disabilities”
  - You are considered a person with a disability if you have a record of, or are regarded as, having a “physical or mental impairment that substantially limits a major life activity” such as hearing, seeing, speaking, walking, breathing, caring for oneself, learning, or working.
  - You are considered qualified if you have the appropriate skills, experience, education or other requirements and
  - You are able to perform the essential functions of the job **with or without a reasonable accommodation.**



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# WHAT IS A REASONABLE ACCOMMODATION?

- Any change or adjustment to a job or work environment that allows a qualified applicant or employee with a disability equal access to the hiring process, employment tasks, or benefits and privileges of employment.
- For Example:
  - Making existing facilities accessible
  - Modified work schedules
  - Acquiring or modifying equipment
  - Alterations in testing, training, or policies
  - Providing qualified readers or interpreters
  - Job restructuring



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# HOW TO REQUEST A REASONABLE ACCOMMODATION

- You can let your employer know that you need an accommodation verbally or in writing.
- Your employer may ask you to fill out a form or submit your request in writing, but they cannot ignore your initial request.
- In order to request an accommodation under the ADA, you do have to disclose your disability.
- You may be asked to provide medical documentation if your disability is not obvious to the employer.
- You will want to let your employer know which job tasks require an accommodation and give them some ideas of what would work best for you.



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# THE INTERACTIVE PROCESS

- You may request the accommodation that works best for you.
- However, if there are other accommodations that will meet your needs, your employer is free to choose among those options.
- You can ask for more than one accommodation if you need it, and you can ask at different times during your employment.
- Your employer can deny your request if it would cause them a financial burden or undue hardship.



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# RESOURCES

- Job Accommodation Network
- [www.askjan.org](http://www.askjan.org)



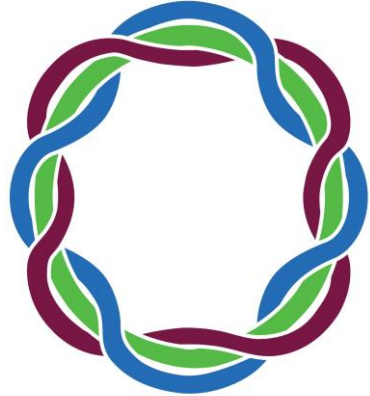
## Accommodation and Compliance Series

### Employees' Practical Guide to Requesting and Negotiating Reasonable Accommodation under the Americans with Disabilities Act (ADA)

Job Accommodation Network  
PO Box 6080  
Morgantown, WV 26506-6080  
(800)526-7234 (V)  
(877)781-9403 (TTY)  
[jan@askjan.org](mailto:jan@askjan.org)  
[AskJAN.org](http://AskJAN.org)



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**DISABILITY RIGHTS  
CONNECTICUT**  
Justice. Community. Inclusion.

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WE'RE HERE TO HELP!

CONTACT US AT:

860-297-4300 (VOICE)

860-509-4992 (VIDEOPHONE)

800-842-7303 (TOLL-FREE IN CT)

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