



## TOWN OF EAST HARTFORD AMERICANS WITH DISABILITIES POLICY

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), this notice states to the public that the Town of East Hartford does not discriminate against qualified individuals with disabilities in its services, programs and activities. The ADA requires the Town of East Hartford to ensure that individuals with disabilities have an equal opportunity to participate in all meetings, services, programs and activities, provided such action does not fundamentally alter the nature of its meetings, services, programs or activities, or impose undue financial or administrative burden.

**Employment:** The Town of East Hartford 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.

**Modifications to Policies and Programs:** The Town of East Hartford will, upon request, make reasonable modifications to its policies and programs to ensure that people with disabilities have an equal opportunity to participate in all meetings, services, programs and activities. The ADA does not require the Town of East Hartford to take any action that would fundamentally alter the nature of its meetings, services, programs or activities, or impose undue financial or administrative burden.

**Effective Communication:** The Town of East Hartford will generally, upon request, provide auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Town of East Hartford meetings, services, programs and activities.

The Town of East Hartford will not place a surcharge on individuals or on any group of individuals with disabilities to cover the cost of providing auxiliary aids and services or reasonable modifications of policy.

Anyone requiring an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a meeting, service, program or activity of the Town of East Hartford, should contact the ADA Coordinator as soon as possible but no later than 48 hours beforehand:

Santiago Malave  
Director of Human Resources  
Town of East Hartford  
740 Main Street  
East Hartford, CT 06108  
(860) 291-7222  
[smalave@easthartfordct.gov](mailto:smalave@easthartfordct.gov)

Complaints that a Town of East Hartford meeting, service, program or activity is not accessible to persons with disabilities should be directed to the ADA Coordinator listed above for information about the Town of East Hartford's Grievance Procedure under the Americans with Disabilities Act.