



Central Connecticut State University Policy Regarding Persons With Disabilities

Purpose:

Central Connecticut State University is fully committed to supporting all persons with disabilities in their academic, research, residence life, social and employment endeavors while on campus. CCSU remains ardent in achieving its goal of providing equal educational and employment opportunities and the full participation of persons with disabilities. Central Connecticut State University recognizes that persons with disabilities can participate meaningfully in programs, activities and employment from which they have been historically excluded.

Central Connecticut State University affirms its obligations as an employer under the American's with Disabilities Act (ADA), the American's with Disabilities Amendment Act of 2008 (ADAA), the Rehabilitation Act of 1973 as amended, the Connecticut Fair Employment Practices Act (CFEPA), as well as all other applicable Federal and State disability and discrimination constitutional provisions and statutes.

As President, I have designated the following individual to coordinate the University's compliance with non-discrimination requirements of 28 CFR § 35.107 Section 35.1067 of the Department of Justice regulations:

Office of Equity and Inclusion
Central Connecticut State University
1615 Stanley Street
New Britain, Connecticut 06050

Prohibited Conduct:

The American's with Disabilities Act, as amended, in part, requires that "No qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any public entity." 28 CFR § 35.130 [reference 28 CFR § 41.51-52 Rehabilitation Act of 1973; 28 CFR § 35.140, 29 CFR § 1630.4 as related to Employment; Connecticut Discriminatory Practices Act, as amended].

"A public entity shall make reasonable modifications in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless the public entity can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity." 28 CFR 35.130(7)(i) With respect to employment, "It is unlawful for [CCSU] not to make a reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee with a disability, unless [CCSU] can demonstrate that the accommodation would impose an undue hardship on the operation of its business." 29 CFR § 1630.9 [reference 28 CFR § 41.53 Rehabilitation Act of 1973]

Central Connecticut State University strictly prohibits the discrimination of any person on the basis of disability. CCSU shall not tolerate discrimination against persons with disabilities by anyone, including students, faculty and staff, clients, vendors or visitors, whether in the workplace, at assignments outside of the workplace, at CCSU sponsored social events or elsewhere.

An individual with a disability is any person who:

1. Has a physical or mental impairment which substantially limits one or more of the major life activities of such individual;
2. Has a record of such impairment;
3. Is regarded as having such an impairment; or
4. Falls within one or more of the disabling conditions protected by the state constitution and statutes.

Central Connecticut State University will ensure that person with disabilities receive full and equal opportunities in such areas, but are not limited to: participation in campus services programs or activities; employment, access to campus facilities, offices and services offered on campus; protection from retaliation for exercising rights under Federal and State disability laws or for assisting in any investigation of complaints of disability discrimination.

Accommodations and Workplace Modifications

Central Connecticut State University offers an array of disability services to meet the needs of all persons with disabilities on campus. Services to assist all persons with disabilities range from parking and building access to student academic accommodations to employee accommodations.

While on campus, our Office of Student Disabilities Services provides individualized student services including making necessary modifications of programs, services and facilities to provide students the opportunity to pursue their educational objectives, including living on campus in a residential dorm.

For more information or to request a student accommodation, please visit the Office of Student Disability Services online at www.ccsu.edu/sds or on campus located at Willard DiLoreto Hall, Room W 201, 1615 Stanley Street New Britain Connecticut 06050.

For more information on accessible parking and building entrances, please visit on line [Campus Map/Directions](#), [Accessible Entrances Map](#) or contact Facilities Management at (860) 832-2301.

CCSU Human Resources is committed to ensuring that all CCSU employees and applicants pursuing job opportunities receive full and equal opportunity in employment including but not limited to: Hiring, compensation, promotion, training, evaluation or any other term, condition or privilege of employment.

The law requires that all employees or persons pursuing employment be able to perform the essential functions of their job or jobs for which they apply. CCSU Human Resources recognizes that some persons may require reasonable accommodations to perform the essential duties related to their job as defined by CCSU. Therefore, CCSU Human Resources is committed to providing reasonable accommodation(s) as appropriate.

CCSU Human Resources will work collaboratively with any employee or applicant with disabilities seeking an accommodation to identify barriers that may impede meaningful participation, evaluate the

necessity of these barriers and will modify or remove non-essential barriers. Most importantly, CCSU Human Resources will engage in a dialogue with employees or job applicants with disabilities seeking an accommodation to better understand the kinds of barrier removal and other accommodations that might improve their opportunities.

To request a reasonable employment accommodation, please visit [Request an Employment Accommodation webpage](#) or contact CCSU Human Resources at (860) 832-1756.

Reporting Discrimination:

1. **Claimants:** Any person with a disability who believes that they are being discriminated against under this policy should immediately report the discrimination to the CCSU Office of Equity and Inclusion (Davidson Hall, Room 119 – 860-832-1653).
2. **Witnesses:** Any individual who witnesses discrimination prohibited under this policy or becomes aware that discrimination has occurred is also urged to immediately report the conduct to the CCSU Office of Equity and Inclusion (Davidson Hall, Room 119 – 860-832-1653).
3. **CCSU Supervisors and Managers:** Any supervisor or manager who receives a complaint about prohibited discrimination under this policy are mandated to report it to the CCSU Office of Equity and Inclusion (Davidson Hall, Room 119 – 860-832-1653). Ignoring such conduct is not optional and may subject the supervisor or manager to disciplinary action.

No Retaliation:

CCSU strictly forbids retaliation against students and employees who report discrimination. Agents of CCSU shall not retaliate against, coerce, intimidate, threaten, harass, or interfere with any individual exercising or enjoying her rights under Federal and State law or because an individual aided or encouraged any other individual in the exercise of rights granted or protected by Federal or State law. All students and employees are strongly encouraged to report instances of retaliation.

Complaint Investigation:

CCSU takes all complaints and reports of discrimination seriously. All complaints and reports will be investigated promptly. All CCSU employees are expected to cooperate fully with all administrative complaint investigations and any actions taken by CCSU as a result of such investigations.

Corrective Action:

If an investigation confirms discrimination prohibited under this policy has occurred, CCSU will take corrective action promptly. In accordance with respective collective bargaining unit agreements as well as managerial policies, discipline up to and including discharge from state service may be imposed.