

Policy Statement

Americans with Disabilities Act Policy

The Connecticut Department of Higher Education is the administrative arm of the Board of Governors for Higher Education where it is the statewide planning agency for Connecticut's colleges and universities. As the statewide policy making and coordinating body for higher education in Connecticut, the Department is committed to leading by example in matters of equity, access and academic excellence.

The Department of Higher Education is committed to the goal of affording every qualified individual the opportunity to benefit from all programs, services and activities for which it has responsibility. In that light, the Department of Higher Education does not discriminate on the basis of disability in admission to, access to, or operation of its programs, services, activities, or contractual agreements.

It is the policy of the Department of Higher Education to administer all of its personnel policies, including employment, applications, job qualifications, job specifications, recruitment practices, job structuring, orientation, training, counseling, grievance procedures, evaluation, advancement and termination - so that there is no discrimination against qualified individuals with disabilities. It is the policy of the Department to inform employees and job applicants about the right to reasonable accommodations and to provide any and all such reasonable accommodation in the most cost-effective manner unless such would impose an "undue hardship" for the agency.

The Department of Higher Education is committed to eliminating all barriers that prevent the participation of persons with disabilities to its services and activities. The Department will ensure that it communicates with persons with disabilities in a manner that is as effective as its communication with other members of the public.

The Commissioner, who is the Chief Executive Officer for the Department of Higher Education, is committed to a work environment in which all working terms, conditions, privileges and benefits are administered in accordance with the spirit and intent of the Americans with Disabilities Act. The Commissioner assures that all employees understand the requirements of the law and their responsibilities for taking positive steps to ensure compliance.

Arthur Poole, Director of the Office of Educational Opportunity, is the designated ADA Compliance Coordinator for the Department of Higher Education, located at 61 Woodland Street, Hartford, CT 06105