

# Notice Under The Americans With Disabilities Act

In accordance with the requirements of Title I and Title II of the Americans with Disabilities Act of 1990, the Judicial Branch will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The Judicial Branch 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 Americans with Disabilities Act (ADA).

**Effective Communication:** The Judicial Branch will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in its programs, services, 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:** The Judicial Branch will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed in our facilities, even where pets are prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity, should contact the Centralized ADA Office or the Court Clerk a minimum of 10 days before the scheduled event to ensure timely processing.

The ADA does not require the Judicial Branch to provide services or devices of a personal nature, such as wheelchairs or other mobility devices, or legal representation, secretarial services, and transportation; nor to take any action that would fundamentally alter the nature of its programs or service or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the Judicial Branch is not accessible to persons with disabilities should be directed to the Human Resources Management Unit by calling (860) 706-5280 or by sending an e-mail to [ADAComplaint@jud.ct.gov](mailto:ADAComplaint@jud.ct.gov).

The Judicial Branch 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.

