

Notice of Provision of Services Under the Americans with Disabilities Act (ADA) and/or the ADA Amendments Act (ADAAA)

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the State of Vermont will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The State of Vermont does not discriminate on the basis of disability in its hiring or employment practices and complies with all requirements promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The State of Vermont will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the State of Vermont’s 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 State of Vermont will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in all State of Vermont offices, even where pets are generally 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 of the State of Vermont, should contact the office of the Title II State of Vermont ADA Coordinator (contact information listed below) as soon as possible but no later than 48 hours before the scheduled event.

The State of Vermont 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 of reasonable modifications of policy, such as retrieving items from location that are open to the public but are not accessible to persons who use wheelchairs.

ADA/ADAAA Grievance Procedure Contacts

Title I Grievances (employment, hiring practices)

John Berard
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Department of Human Resources
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Montpelier, VT 05620-3001
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Title II Grievances (services, programs, activities)

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VocRehab Vermont AHS DAIL
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General Accessibility Inquiries

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Operations Chief of Properties and Facilities
Department of Buildings and General Services
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Note: The ADA/ADAAA does not require the State of Vermont to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.