

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH

Manisha Juthani, MD
Commissioner



Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

NONDISCRIMINATION IN THE PROVISION OF THE DEPARTMENT OF PUBLIC HEALTH PROGRAMS AND SERVICES POLICY

It is the policy of the Department of Public Health {DPH or Department} to fully comply with state and federal law non-discrimination requirements. The following statutory prohibitions against discrimination shall be adhered to, by all staff, in all Department of Public Health operated programs and services.

- * Pursuant to Conn. Gen. Stat. §§ 46a-64, 46a-64c, 46a-71, 46a-74 and 46a-81 all programs and services of a state agency shall be provided without discrimination based upon the basis of race, religious creed, color, national origin, ancestry, sex, gender identity or expression, marital status, age, intellectual disability, learning disability, mental disability, physical disability (including but not limited to blindness and deafness), lawful source of income, familial status, status as a veteran, or sexual orientation, subject only to the conditions and limitations established by law and applicable alike to all persons.
- * Pursuant to Title VI of the U.S. Civil Rights Act of 1964, as amended, discrimination on the grounds of race, color, or national origin is prohibited in programs and activities receiving federal financial assistance.
- * Pursuant to the U.S. Age Discrimination in Employment Act of 1975, as amended, and the Age Discrimination Act of 1975, discrimination on the basis of age is prohibited under any program or activity receiving federal financial assistance.
- * Pursuant to Title IX of the Education Amendments of 1972 and Section 13 of the Federal Water Pollution Control Amendments Act of 1972, discrimination on the basis of sex is prohibited under any program or activity receiving federal financial assistance.
- * Pursuant to Title II of the U.S. Americans with Disabilities Act of 1990, no person with a disability as defined by ADA shall, by reason of such disability, be excluded from participation in or be denied the benefits of any state operated programs, services, or activities.
- * Pursuant to Section 504 of the U.S. Rehabilitation Act of 1973, discrimination solely on the basis of handicap is prohibited in programs and activities receiving federal financial assistance. Further, persons who are HIV-infected are protected under Section 504 and may not be subjected to discrimination or segregation solely on the basis of HIV status.
- * Pursuant to the National Fair Housing Amendments of 1989 and Conn. Gen. Stat. §§ 46a-64c and 46a-81, discrimination in housing practices is prohibited.



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- * Pursuant to Title III of the U.S. Americans with Disabilities Act, no person with a disability as defined by ADA shall, by reason of such disability be excluded from participation in or be denied the benefits in accessing programs and services in places of public accommodation, commercial facilities, or private entities that offer certain examinations and courses related to education and occupational certification.

- * Pursuant to US HHS 45 CFR Part 92, Section 1557 of the Affordable Care Act prohibits discrimination based on race, color, national origin, sex, age or disability. Section 1557 broadly prohibits sex discrimination in certain health programs and activities including those that receive Federal funds. This prohibition includes discrimination based on an individual's sex, to include gender identity and sex stereotypes and treating individuals consistent with their gender identity, including with respect to access to facilities. Covered entities are prohibited from discrimination by excluding, delaying, or denying services or benefits because an individual identifies as belonging to a different gender than the gender for which services are ordinarily available. Health programs that are sex-specific are allowed only where these programs are substantially related to an important health-related or scientific objective. Covered entities are prohibited from discrimination by segregating, delaying, or denying services or benefits based on individual's race, color or national origin and may not delay or deny effective language assistance services to individuals with Limited English Proficiency. Covered entities must make reasonable modifications to policies and practices where necessary to provide equal access, make health programs and activities provided through electronic and information technology accessible to individuals with disabilities, post notice of covered individual's rights and communications assistance, such as providing free auxiliary aids/services or alternate formats as appropriate. Complaints may also be filed via US HHS Complaint Portal: <https://ocrportal.hhs.gov/ocr/smartscreen/main.jsf>

No person shall be excluded from participation, denied benefits, or be otherwise subjected to discrimination in any program, service, or activity operated or provided by the Department of Public Health, regardless of whether they are an employee, prospective employee, or member of the public. Department of Public Health staff are required to demonstrate every good faith effort to enforce this non-discrimination policy and to ensure full compliance with applicable civil rights statutes. Questions and complaints may be directed to the nondiscrimination coordinator, Equal Employment Opportunity Manager Amanda Anduaga-Roberson (410 Capitol Avenue, Hartford, CT, 06134; Phone: 860-509-7220; or via email: amanda.anduaga-roberson@ct.gov), or to the Connecticut Commission on Human Rights and Opportunities (450 Columbus Boulevard, Suite 2, Hartford, CT 06103; or Phone: 860-541-3400).



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DATE

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