

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH

Raul Pino, M.D., M.P.H.
Commissioner



Dannel P. Malloy
Governor
Nancy Wyman
Lt. Governor

NON-DISCRIMINATION IN THE PROVISION OF THE DEPARTMENT OF PUBLIC HEALTH PROGRAMS AND SERVICES

It is the policy of the Department of Public Health 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 Sections 46a-64, 46a-71, and 46a-74, of the Connecticut General Statutes (Conn. Gen. Stat.) all services of a state agency shall be provided without discrimination based upon race, color, religious creed, national origin, ancestry, sex, age, marital status, intellectual disability, learning disability, mental disability, physical disability, genetic information, gender identity or expression, or sexual orientation.
- * 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, discrimination on the basis of age 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 considered to be handicapped under Section 504, and may not be subjected to discrimination or segregation solely on the basis of HIV status.
- * Pursuant to Sections 46a-64, 46a-71 and 46a-74 of the Conn. Gen. Stat discrimination in accessing programs and services on the basis of HIV status including; public accommodation, unequal or restricted services, refusal to provide medical treatment and unnecessary referrals is prohibited.
- * Pursuant to Section 46a-64c of the Conn. Gen. Stat. and the National Fair Housing Amendments of 1989 discrimination in; the sale, rental or eviction of housing due to of HIV or AIDS status is prohibited.



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Affirmative Action/Equal Opportunity Employer

NON-DISCRIMINATION IN THE PROVISION OF THE
DPH PROGRAMS AND SERVICE POLICY STATEMENT
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- * Pursuant to Title III of the Americans with Disabilities Act discrimination in accessing programs and services on the basis of HIV status including; denying "full and equal enjoyment" or the "opportunity to benefit" from medical services in the same manner as other patients," "eligibility criteria" which tend to screen out patients who have tested positive for HIV, providing "different or separate" services, failing to provide services to patients in the "most integrated setting" or denying equal medical services to a person who is known to have a "relationship" or "association" to a person with HIV/AIDS, such as a spouse, partner, child, or friend is prohibited.
- * 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 individual's 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/portal/lobby.jsf>.

No person shall be excluded from participation in, denied the benefits of or be otherwise subjected to discrimination, as outlined herein, in any program, activity, or service operated by the Department of Public Health. Department of Public Health staff is required to demonstrate every good faith effort to enforce this non-discrimination policy and to assure full compliance with applicable civil rights statutes.

Questions and complaints may be directed to the Equal Employment Opportunity Manager, Amanda Anduaga-Roberson, at 410 Capitol Avenue, Hartford, CT, 06134, 860-509-7220 or via electronic mail: amanda.anduaga-robertson@ct.gov.



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