



New York State Department of Labor

Andrew M. Cuomo, *Governor*

Peter M. Rivera, *Commissioner*

NYS Department of Labor Policy Statement on Discrimination against Individuals with Disabilities

It is the policy of the New York State Department of Labor (NYS DOL) and the State of New York to provide universal access and full participation in all of its programs, services and activities.

The Department of Labor receives money from the federal government and must comply with:

- Section 504 of the Rehabilitation Act of 1973, as amended,
- the Americans with Disabilities Act of 1990 and
- the Workforce Investment Act of 1998
- The NYS Human Rights Law

This means that qualified people with disabilities will have an equal chance to get a job and use the department's programs and services. They must also have access to:

- Jobs in the private or public sector
- Public services
- Transportation
- Telecommunications

The State of New York is committed to ensuring equal employment opportunities to people with disabilities. It is the policy of the State of New York to provide reasonable accommodation to an individual with a disability to enable such a person to perform the essential functions of the job.

The law defines a person with a disability as someone who:

- Has a physical or mental impairment that substantially limits one or more of the major life activities
- Has a record of such an impairment
- Is seen as having such an impairment

No qualified person with a disability shall be excluded from or denied participation in any program, activity, service, aid or training, just because they have a disability. When asked, the department will supply auxiliary aids and services to people with disabilities, so that they can receive full services.

If you are a customer or employee and you have questions about this policy, please call the NYS DOL's Designee for Reasonable Accommodation (DRA) (Director, Division of Equal Opportunity Development) at:

Employees or customers who have questions can call us at:

518-457-1984 (Albany)

(TDD) 1-800-662-1220

718-613-3673 (Brooklyn)

(Voice) 1-800-421-1220

716-851-2768 (Buffalo)

You have the right to file a complaint with us if you believe you have been discriminated against based on your disability. You are protected from retaliation by department policy and Federal and State laws. We review all complaints promptly and keep them confidential.

Peter M. Rivera, Commissioner

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