

Topic No. 0252: Discrimination against people with disabilities

Topic description:	This document explains the Department of Labor (DOL) policy on discrimination against people with disabilities.
Topic owner:	Division of Equal Opportunity Development
Audience:	All Department of Labor employees, contract employees , and managers
Original publication date:	07/01/1993
Next review date:	08/21/2016
Revision date:	08/21/2014
Changes in this revision:	Updated revision date and next review dates.
Previous revision	02/01/2002, the policy was stated in plain language.

Scope

This document outlines our policy on discrimination against people with disabilities. It includes the legal background, our position, and what is expected.

Policy Statement:

It is the policy of the New York State Department of Labor 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

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 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 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.

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Contact Information

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