



PUBLIC NOTICE

NON-DISCRIMINATION BASED ON DISABILITY

COMMONWEALTH OF MASSACHUSETTS

Department of Correction
50 Maple Street, Suite 3
Milford, MA 01757

The Department of Correction advises its employees and the public that it does not discriminate on the basis of a person's disability in employment or in access to its programs, services, and activities. The Massachusetts Department of Correction has designated James M. O'Gara Jr., Department ADA Coordinator for Inmates-Health Services Division, to coordinate ADA/504 efforts to comply with the requirements of Executive Order 526, the Americans with Disabilities Act, the federal Rehabilitation Act, and various other federal and state laws protecting the rights of people with disabilities.

All inquiries, requests, and complaints should be directed to:

**James M. O'Gara Jr.
Department ADA Coordinator for Inmates
Health Services Division
50 Maple Street, Milford, MA 01757**

NOTICE OF RIGHTS UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, 42 U.S.C. § 12101 *et seq.*, the Massachusetts Department of Correction shall not discriminate against qualified inmates with disabilities on the basis of disability when providing services, programs, or activities.

Requests for Accommodation: The Massachusetts Department of Correction provides a method for inmates with disabilities to request accommodations in accordance with the ADA. The Department's policy **103 DOC 408, Reasonable Accommodations for Inmates**, governs the request process and is available to inmates through the facility library, housing units, and upon the inmate's admission to Department custody when the inmate self-identifies, or staff has reason to believe, that the inmate has a disability and requires an accommodation.

Inmate Assignments: The Massachusetts Department of Correction does not discriminate on the basis of disability with regard to its inmate work program assignment practices, and complies with all regulations promulgated by the United States Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The Massachusetts Department of Correction will attempt, upon request, to provide appropriate aids and services to enhance communication for qualified inmates with disabilities so that they may participate fully in Department of Correction programs and services. The Department of Correction will also provide other means of making information and communications accessible to inmates who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The Massachusetts Department of Correction will make all reasonable modifications to policies, procedures, and programs, to ensure that inmates with disabilities have the opportunity to enjoy all Department of Correction programs, services, and activities.

Grievance Procedure: The Massachusetts Department of Correction provides an inmate grievance procedure, 103 CMR 491, Inmate Grievance, as required by the ADA. It may be used by an inmate who wishes to file a complaint alleging discrimination on the basis of a disability with regard to services, activities, programs, or benefits, which are provided by the Massachusetts Department of Correction. 103 DOC 491, Inmate Grievance, is available for inmates to view in the facility library.

The Massachusetts Department of Correction will not charge any inmate with a disability, or any group of inmates with disabilities, for providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Any inmate 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 provided by the Department of Correction, should contact the Institution ADA Coordinator for Inmates as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require the Massachusetts Department of Correction to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden on the Department. Complaints that a program, service or activity of the Massachusetts Department of Correction is not accessible to inmates with disabilities should be directed to:

James M. O'Gara Jr.
Department ADA Coordinator for Inmates
Health Services Division
MA DOC Health Services Division
50 Maple Street, Milford, MA 01757