

## STATE OF NEW YORK – DEPARTMENT OF CORRECTIONS AND COMMUNITY SUPERVISION

**Remedies Relating to Dissatisfaction with Agency's Reasonable Accommodation Determination**

A letter from the Office of Diversity Management confirming the decision will be sent to you within the next week after you receive the Notification of Agency Determination. If you are dissatisfied with the determination, you now have several options:

1. You may choose to accept this decision and end the process; or
2. You may choose to file an internal discrimination complaint at this time if you feel that the DOCCS determination is unlawful.
3. In addition to the options stated above, other alternatives may also be available. These include, but are not limited to:
  - filing a complaint with any compliance agency designated under Sections 503/504 of the Rehabilitation Act of 1973;
  - filing a complaint with the New York State Division of Human Rights;
  - filing a complaint with the Equal Employment Opportunity Commission or any appropriate federal oversight agency under the American with Disabilities Act; and
  - filing a private right of action to challenge the alleged discriminatory act, under the New York State Human Rights Law, or any applicable statute.

You may initiate these alternatives after the first denial by DOCCS of your request for an accommodation. Although these time limitations vary, the time for filing a complaint pursuant to all the alternatives begins to run when DOCCS first denies your request for an accommodation. However, you should consult with the appropriate anti-discrimination agency as to the time limitations for initiating such an action.