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H.861

An act relating to establishing an Americans with Disabilities Act
Coordinator

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 3 V.S.A. chapter 45 is amended to read:

CHAPTER 45. ADMINISTRATION

* * *

Subchapter 7. Americans with Disabilities Act Coordinator

§ 2331. AMERICANS WITH DISABILITIES ACT COORDINATOR

(a) There is created the permanent position of the Americans with
Disabilities Act Coordinator within the Agency of Administration for the
purpose of coordinating, across State government and in collaboration with
agency partners, all State programs, services, and activities, accessible to and
available for individuals with disabilities.

(b) The Coordinator shall be an individual with the lived experience of a
disability and shall have completed a recognized Americans with Disabilities
Act coordinator certificate program. The Coordinator shall have
comprehensive knowledge of the Americans with Disabilities Act, 42 U.S.C.
§§ 12101–12213, section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §
794, and any related federal and State disability rights law. The Coordinator
shall be familiar with the structure, programs, services, and personnel of State

1 government and with alternative communication formats and assistive
2 technologies.

3 (c) In hiring for the Coordinator position, the Secretary of Administration
4 shall consider only those candidates nominated by the following entities:

5 (1) the Human Rights Commission;

6 (2) Disability Rights Vermont;

7 (3) the Vermont Coalition for Disability Rights; and

8 (4) the Vermont Center for Independent Living.

9 (d) The Coordinator shall:

10 (1) work directly with State agencies and departments to advance,
11 coordinate, and monitor statewide compliance efforts;

12 (2) act as a consultant for State employees, boards, and executive,
13 legislative, and judicial leadership;

14 (3) ensure communications with individuals with disabilities are as
15 effective as those with individuals without disabilities, giving primary
16 consideration to the individual's preferred method of communication;

17 (4) educate State employees on their legal obligations, disability access
18 requirements, ableism, and prevention initiatives;

19 (5) audit programs, facilities, and activities for ongoing compliance;

20 (6) oversee self-evaluation processes throughout State government to
21 identify and correct violations;

1 (7) monitor federally required transition plans to ensure timely
2 completion of structural accessibility and improvement;

3 (8) provide federally required public notice of rights under the
4 Americans with Disabilities Act and provide contact information for a
5 governmental entity's coordinator;

6 (9) apply for grants and accept donations to support the work of the
7 Coordinator's position;

8 (10) maintain collaborative relationships with disability advocacy
9 organizations and stakeholders; and

10 (11) facilitate partnerships among governmental departments and
11 disability advocacy organizations to align policies, programs, and
12 implementation strategies that support compliance with the Americans with
13 Disabilities Act and accessible services.

14 (e) The Coordinator shall have the administrative, legal, and technical
15 support of the Agency of Administration.

16 Sec. 2. EFFECTIVE DATE

17 This act shall take effect on July 1, 2026, provided that the sum of
18 \$150,000.00 has been appropriated in the fiscal year 2027 budget for the
19 Americans with Disabilities Act Coordinator position established in Sec. 1.