The Americans With Disabilities Act and Section 504 of the Rehabilitation Act of 1973

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act prohibits discrimination against persons with a disability in any state or local government or activity.

A person with a disability is anyone who:

- has a mental or physical impairment that substantially limits one or more of the major life activities of a person, including caring for oneself, walking, seeing, hearing, speaking, breathing, etc.;
- has a record of such an impairment; or
- is regarded as having such an impairment.

The Michigan Department of Transportation (MDOT) recognizes its responsibility to prevent or correct discrimination in violation of state and federal law. MDOT will not knowingly permit discrimination against any person with a disability in any program, practice, or activity. MDOT shall ensure that programs and activities are accessible to, and useable by, persons with disabilities.

MDOT prohibits discrimination in all aspects of employment against persons with disabilities who, with or without a reasonable accommodation, can perform the essential functions of a job.

This policy covers employees, applicants for employment, customers, and the general public.

Questions or complaints related to design, planning, construction, or employment regarding this policy may be directed to:

For internal MDOT issues:
Brenda J. Frezell, MDOT EEO Officer
425 W. Ottawa, Lansing, MI 48909
Phone: 517-241-0007
E-mail: mdot-eeo@michigan.gov

For external MDOT issues:
Tonya Doyle-Bicy, Business and Workforce Diversity Manager
Phone: 517-241-4424
Cell: 517-242-0518
Fax: 517-335-0945
E-mail: doyle-bicyt@michigan.gov