

PART 1615—ENFORCEMENT OF NONDISCRIMINATION ON THE BASIS OF DISABILITY IN PROGRAMS OR ACTIVITIES CONDUCTED BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION AND IN ACCESSIBILITY OF COMMISSION ELECTRONIC AND INFORMATION TECHNOLOGY

- Sec.
- 1615.101 Purpose.
- 1615.102 Application.
- 1615.103 Definitions.
- 1615.104–1615.110 [Reserved]
- 1615.111 Notice.
- 1615.112–1615.129 [Reserved]
- 1615.130 General prohibitions against discrimination.
- 1615.131–1615.134 [Reserved]
- 1615.135 Electronic and information technology requirements.
- 1615.136–1615.139 [Reserved]
- 1615.140 Employment.
- 1615.141–1615.148 [Reserved]
- 1615.149 Program accessibility: Discrimination prohibited.
- 1615.150 Program accessibility: Existing facilities.
- 1615.151 Program accessibility: New construction and alterations.
- 1615.152–1615.159 [Reserved]
- 1615.160 Communications.
- 1615.161–1615.169 [Reserved]
- 1615.170 Compliance procedures.
- 1615.171–1615.999 [Reserved]

AUTHORITY: 29 U.S.C. 794 and 29 U.S.C. 794d(f)(2).

SOURCE: 54 FR 22749, May 26, 1989, unless otherwise noted.

EDITORIAL NOTE: Nomenclature changes to part 1615 appear at 73 FR 39866, July 11, 2008.

§ 1615.101 Purpose.

(a) The purpose of this part is to effectuate section 119 of the Rehabilitation, Comprehensive Services, and Developmental Disabilities Amendments of 1978, which amended section 504 of the Rehabilitation Act of 1973 to prohibit discrimination on the basis of disability in programs or activities conducted by Executive agencies or the United States Postal Service.

(b) The purpose of this part is also to effectuate section 508 of the Rehabilitation Act, which requires that when Federal departments and agencies develop, procure, maintain, or use electronic and information technology,

they shall ensure accessibility by individuals with disabilities who are Federal employees or applicants, or members of the public.

[54 FR 22749, May 26, 1989, as amended at 73 FR 39866, July 11, 2008]

§ 1615.102 Application.

This part applies to all programs or activities conducted by the Commission and to its development, procurement, maintenance, and use of electronic and information technology.

[73 FR 39866, July 11, 2008]

§ 1615.103 Definitions.

For purposes of this part, the term—*Assistant Attorney General* means the Assistant Attorney General, Civil Rights Division, United States Department of Justice.

Auxiliary aids means services or devices that enable persons with impaired sensory, manual, or speaking skills to have an equal opportunity to participate in, and enjoy the benefits of, programs or activities conducted by the Commission. For example, auxiliary aids useful for persons with impaired vision include readers, Brailled materials, audio recordings, and other similar services and devices. Auxiliary aids useful for persons with impaired hearing include telephone handset amplifiers, telephones compatible with hearing aids, telecommunication devices for deaf persons (TDD's), interpreters, notetakers, written materials, and other similar services and devices. Auxiliary aids useful for persons with impaired ability to reach or grasp include goose neck telephone headsets, mechanical page turners, and raised or lowered furniture. These examples are not intended to be exclusive either as to the persons who are entitled to such aids or as to the type of aids that may be required. Although auxiliary aids are required explicitly only by §1615.160(a)(1), they may also be necessary to meet other requirements of this part.

Commission means the Equal Employment Opportunity Commission.

Complete complaint means a written statement that contains the complainant's name and address and describes the Commission's actions in sufficient