

**Commission for Accessibility
Meeting Agenda
Monday, October 6, 2025 5:00PM**

Via Zoom (access information below). Should someone need a special accommodation in order to participate in this meeting please contact Tony Phillips, Town ADA Coordinator at 203 807-4524.

Policy: Commission for Accessibility meetings will be conducted under Roberts Rules of Order and all participants are expected to conduct themselves with dignity and treat all those present with respect, empathy and civility.

Commission for Accessibility Chairman, Don Ciota, is inviting you to a scheduled Zoom meeting hosted by Tony Philips, Town ADA Coordinator.

Join Zoom Meeting

<https://us02web.zoom.us/j/89849746946?pwd=am1LeU11REdmU1U1N2IBakJ2QWU3UT09>

Meeting ID: 898 4974 6946

Passcode: 924263

Find your local

number: <https://us02web.zoom.us/j/89849746946?pwd=am1LeU11REdmU1U1N2IBakJ2QWU3UT09>

5:00 PM. Call to Order

Commission Business

Approval of Minutes: Sept 8, 2025

Public Comment

ADA and Disability Law in a Time of Fiscal Uncertainty

Core Principles

- **ADA Protections:** Employment (Title I), Government Services (Title II), Public Accommodations (Title III).
- **Non-Negotiable:** Fiscal constraints do not erase ADA obligations—access and nondiscrimination remain required.
- **Undue Burden/Readily Achievable:** Only limited flexibility; courts rarely accept “budget limits” as an excuse.

Fiscal Pressures

- **Public Sector:** Shrinking budgets slow infrastructure upgrades and accessible transit.
- **Private Sector:** Small businesses struggle to balance survival with compliance.
- **Nonprofits/Schools:** Staff shortages and service reductions affect disability support.

Opportunities in Constraint

- **Technology & Innovation:** AI, telehealth, and hybrid participation reduce barriers at lower cost.
- **Universal Design:** Builds inclusion upfront, lowering future costs.
- **Collaboration:** Public-private partnerships, disability community engagement.
- **Incentives:** Federal tax credits and grants support accessibility projects.

Risks of Backsliding

- **Cuts Hit Hardest:** Persons with disabilities lose critical supports first.
- **Legal Liability:** Noncompliance lawsuits may increase.
- **Reputation & Ethics:** Organizations risk being seen as regressive or exclusionary.

Strategies for Moving Forward

- Prioritize high-impact, low-cost measures.
- Use phased compliance and digital solutions.

- Engage disability communities in planning.
- Advocate to keep accessibility central in budget decisions.

Bottom Line

Fiscal uncertainty **does not suspend disability rights**. It is an opportunity to innovate, collaborate, and ensure equity remains at the center of decision-making.

Adjourn.

2025 Meeting Dates:

Nov 10

Dec 8