



# **Dutchess County Workforce Investment Board**

“Building Partnerships for Workforce Solutions”

## **Videoconferencing Policy for Participation by Board Members with a Disability – Adopted 6/8/2023**

### **BACKGROUND**

Effective May 3, 2023, an amendment was made to §103-a(2)(c) of the New York State Public Officers Law regarding open meetings, which now allows virtual participation by members of a public body with a disability. These individuals will count toward quorum even if participating virtually.

**DEFINITION OF DISABILITY** – The following definition of “disability” in Executive Law 292(21) (NYS Human Rights Law) applies to situations covered by §103-a(2)(c):

- a. A physical, mental or medical impairment resulting from anatomical, physiological, genetic or neurological conditions which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques; or
- b. A record of such an impairment; or
- c. A condition regarded by others as such an impairment, provided, however, that in all provisions of [the NYS Human Rights Law] dealing with employment, the term shall be limited to disabilities which, upon the provision of reasonable accommodations, do not prevent the complainant from performing in a reasonable manner the activities involved in the job or occupation sought or held.

### **POLICY**

The Dutchess County Workforce Investment Board, following the quorum requirements in our By-Laws, allows the virtual participation by members of a public body with a disability. These individuals will count towards quorum even if participating virtually.