



Justice. Community. Inclusion.

# **Disability Rights Connecticut**

**"Connecticut's protection and advocacy  
system"**

**75 Charter Oak Avenue, Ste. 1-101  
Hartford, CT 06106**

## **STAFF ATTORNEY POSITION**

Disability Rights Connecticut (DRCT) seeks an enthusiastic, self-motivated staff attorney to join DRCT in protecting and promoting the civil rights of people with disabilities. Attorneys with five years civil and/or criminal litigation experience are encouraged to apply.

### **ABOUT DRCT**

DRCT's mission is to advocate, educate, investigate, and pursue legal, administrative, and other appropriate remedies to advance and protect the civil rights of citizens with disabilities to participate equally and fully in all facets of community life in Connecticut. The scope of DRCT's work is wide ranging, impacting people with a variety of disabilities, including developmental and physical disabilities, mental illness, and traumatic brain injuries. Through litigation, advocacy, policy advocacy and public education, DRCT addresses matters related to treatment and services, accessibility and reasonable accommodation, assistive technology, employment, housing, education, and voting. As the federally designated protection and advocacy system for Connecticut, we also monitor institutions and service providers and conduct investigations to ensure people with disabilities are not at risk of neglect or abuse. DRCT is a statewide, private nonprofit agency funded primarily by federal grants.

### **JOB DESCRIPTION**

The responsibilities of the person in this position include:

- Represent clients consistent with assignment within DRCT's focus areas, objectives, and selection criteria, including the development and implementation of all phases of case strategies and activities in consultation with the Executive Director and Issue Team members.
- Emphasis on systemic legal strategies that benefit groups of people with disabilities. Participate in developing and conducting class action litigation in state and federal court and using media and other strategies to support litigation. Work with outside counsel to develop and act as co-counsel in class action and systemic impact litigation.
- Engage in monitoring and investigating facilities, schools, and community programs. Draft findings and recommendations. Produce public and private reports.
- Support the provision of information and self-advocacy assistance to DRCT clients, including writing letters and memoranda.
- Work collaboratively with other attorneys and advocates.

- Provide training and information and training to disability groups and organizations as directed.
- Participate in task forces, policy groups, coalitions as directed.
- Maintain accurate time records and client records.
- Travel as is safe and necessary to perform assigned job tasks.

Minimum qualifications for this position include:

- Juris Doctorate degree from an accredited law school or other law school approved by the Connecticut Supreme Court.
- At least five years of practicing law.
- At least three years of experience representing clients in administrative hearings and/or in court.
- Active membership in the Connecticut State Bar and the Bar of the United States District Court for the District of Connecticut or an ability to gain admission to both within 12 months of employment is required and is the responsibility of the applicant.
- Ability to communicate succinctly and persuasively with particular emphasis on strong written communications.
- Ability to work efficiently, independently and in a team structure.
- Demonstrated commitment to the principles of disability justice and diversity, equity, and inclusion.

Other Desirable Qualifications:

- Demonstrated interest and commitment to public interest and civil rights law (preferably in the area of disability rights).
- Demonstrated experience in and personal experience with people from non-dominant cultures, races, and identities.
- Experience in a legal services, nonprofit, or public interest environment.
- Ability to communicate in ASL, Spanish, or other non-English language.
- Life experience as a person with a disability or experience working with or living with persons with disabilities.

### **DISCLAIMER**

This position description serves as a general summary and overview of the major duties and responsibilities of the job. It is not intended to represent the entirety of the job nor is it intended to be all-inclusive. Management reserves the right to modify, or rescind, this position description at any time, with or without prior notice.

### **COMPENSATION**

This position will earn a salary that is set according to a DRCT salary scale that is competitive with other nonprofit legal assistance organizations in Connecticut. DRCT also provides generous vacation and sick leave along with group health, vision and dental plans, life and disability insurance and a retirement plan.

## TO APPLY

Deadline: Open until filled. Applications received by **November 6, 2023**, will be considered for the first round of interviews.

Applications must include: (a) a letter expressing your interest in the position, your qualifications, and how you might contribute to the future of DRCT; (b) a current resume including the names and contact information of three references; and (c) a legal writing sample.

Materials should be submitted in Microsoft Word or PDF format. Applications must be emailed to Deborah A. Dorfman, Executive Director/Attorney at [Deborah.Dorfman@disrightsct.org](mailto:Deborah.Dorfman@disrightsct.org)

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DRCT is a fair employment practices/equal opportunity/disability accessible employer committed to maintaining a diverse workplace. We value diversity of culture, disability and other life experiences and are an equal opportunity employer by choice. Qualified candidates from diverse personal, cultural, and ethnic backgrounds are encouraged to apply. DRCT also complies with the Americans with Disabilities Act and the Connecticut Fair Employment Practices Act and is committed to providing reasonable accommodations to qualified applicants and employees with disabilities.

Job Type: Full-time