



Founded 1875

The Connecticut Agricultural Experiment Station

123 HUNTINGTON STREET, P.O. BOX 1106, NEW HAVEN, CONNECTICUT 06504

***Putting Science to Work for Society
Protecting Agriculture, Public Health, and the Environment***

STATEMENT OF AFFIRMATIVE ACTION POLICY

April 5, 2018

The Experiment Station confirms its continuing policy of commitment to affirmative action and equal opportunity employment as immediate and necessary objectives of the Station and, further, it recognizes the distinction between the two. Affirmative action means positive action, undertaken with conviction and effort, to overcome the present effects of past practices, policies, or barriers to equal employment opportunity and to achieve the full and fair participation of women, Blacks, Hispanics, and any other protected group found to be underutilized at the Station or affected by policies or practices having an adverse impact.

Equal employment opportunity means employment of people without consideration of race, color, religious creed, age, sex, marital status, veteran status, sexual orientation, gender identity, gender expression, national origin, ancestry, criminal conviction record, genetic information, learning disability, present or past history of mental disability, intellectual or physical disability, including, but not limited to blindness, of an applicant for employment or an employee, unless the mental disability or physical disability prevents adequate performance. The Station also recognizes the hiring difficulties experienced by the physically disabled and by many older persons. Employment at the Station is offered to all without regard to age or physical disability unrelated to occupational requirements.

Legislation sets forth the requirements for our affirmative action policies including the 5th, 13th, and 14th Amendments to the U.S. Constitution, and Sections 1, 3, and 20 of Article First of the Connecticut Constitution. Additional U.S. and Connecticut statutes, legislation, regulations, guidelines, and executive orders are shown in the attached summary.

Our policy of affirmative action applies to all aspects of research and outreach programs and the employment process, such as employment applications, job qualifications, job specifications, recruitment, hiring, promotion, personnel policies including those against sexual harassment, job structuring, orientation, training, counseling, grievance procedures, evaluation, layoffs, and termination. It also includes notification of the general public and all bidders, contractors, subcontractors, and suppliers of material that the Station will not knowingly provide services and programs for or do business with anyone who discriminates against protected persons. All employees have a right to a reasonable period of review and have 30 days to comment on the Station's Affirmative Action Plan after receiving written notice. All comments thereto shall be directed to Dr. Jason C. White, Equal Employment Officer.

Vice Director Jason C. White and the agency head are responsible for developing and implementing our Affirmative Action Plan. We watch the performance in striving for maximum use of every person's potential, in meeting our objectives of affirmative action and equal employment opportunity, and in carrying out our pledge to affirmatively provide services and programs in a fair and impartial manner. Dr. White may be reached at 123 Huntington Street, Box 1106, New Haven, CT 06504 or at 203-974-8523 for further details concerning our affirmative action plan or to file a complaint/grievance with regard to this agency policy. Director Theodore G. Andreadis may be reached at the same address or at 203-974-8440.

Clearly, our goal of discovery and service requires that we rely solely on merit and accomplishment in judging people. Therefore, as Director, I pledge my continued commitment in achieving our goals of affirmative action and equal employment opportunity, and to the full use and help of all, and I expect everyone else to act affirmatively in pursuit of our policy.

Theodore G. Andreadis
Director

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An Affirmative Action/Equal Opportunity Employer

UNITED STATES

Constitutional Amendments

First	Freedom of speech
Thirteenth	Prohibits slavery and involuntary servitude
Fourteenth	Equal protection

Statutes

No. - Section	
29 - 260, <i>et seq.</i>	Equal Pay Act, 1963
29 - 621, <i>et seq.</i>	Age Discrimination in Employment Act, 1973
29 - 701, <i>et seq.</i>	Vocational Rehabilitation Act, 1973
31 - 1221, <i>et seq.</i>	State and Local Fiscal Assistance Act, 1972
42 - 1981	Equal rights under law
42 - 1982	Property rights
42 - 1983	Civil action for deprivation of rights
42 - 2000d, <i>et seq.</i>	Title VI of the Civil Rights Act, 1964
42 - 2000e, <i>et seq.</i>	Title VII of the Civil Rights Act, 1964
42 - 3601, <i>et seq.</i>	Title VIII of the Civil Rights Act, 1968
20- 1681 <i>et seq.</i>	Title IX of Educational Amendments of 1972

Regulations - From Code of Federal Regulations

No. - Part		
29 - 30	Nondiscrimination in apprenticeship	46a-69
29 - 32	Handicap discrimination regulations	46a-70
29 - 1602	EEOC records and reports	46a-71
29 - 1620	Equal Pay Act regulations	46a-72
29 - 1627	ADEA records and reports	46a-73
31 - 51	Revenue sharing recipients	46a-74
41 - 60-1	OFCCP regulations	46a-75
41 - 60-741	AA regulations for handicapped workers	46a-76
101 - 336	Americans with Disabilities Act	46a-77

Guidelines - From Code of Federal Regulations

29 - 1604	Sex discrimination guidelines	53-37
29 - 1605	Religious discrimination guidelines	53-37a
29 - 1606	National origin guidelines	
29 - 1607	Employee selection procedures	
29 - 1608	Affirmative action guidelines	
29 - 1625	ADEA interpretations	

Executive Orders

11141	Age discrimination	PA89-205
11246	Nondiscrimination in federal contracts	PA 91-58
11625	Developing minority businesses	PA 92-85
12138	Women's business enterprises	PA98-180
		PA99-180
		PA00-72
		PA01-53
		PA02-136

Constitution

Article First	
Section 1	Equality of rights
Section 3	Right of religious liberty
Section 20	Equal protection

General Statutes

Sec. 4-61u	Upward mobility
4a-60	Nondiscrimination clauses in state contracts
4a-60a	Nondiscrimination (sexual orientation) in state contracts
4a-61	Minority business enterprises

5-227

5-267

8-265

10a-10

10a-11

17-206j

27-59

31-51d

31-75

32-9e

36-445

38-172

38-262j

46a-60

46a-64

46a-64a

46a-66

46a-68

46a-69

46a-70

46a-71

46a-72

46a-73

46a-74

46a-75

46a-76

46a-77

46a-80

53-37

53-37a

Legislation

PA89-205

PA 91-58

PA 92-85

PA98-180

PA99-180

PA00-72

PA01-53

PA02-136

PA03-151

Regulations

46a,54-1 through 54-152

46a,54-200 through 207

46a, 68-1 through 68-17

46a, 68-31 through 74

46a-68j-21

Discrimination prohibited in state employment

Compliance by officers, appointing authorities and employees

Discrimination re housing financed by CHFA barred

Office of education opportunity

Strategic plan to ensure racial and ethnic diversity

Denial of employment, housing, licenses because of history of mental disability

Discrimination prohibited by armed forces

Apprenticeship programs

Discrimination in compensation on account of sex

Set aside program for minority business enterprises

Discrimination in mortgage or home improvement loans

Discrimination in insurance

Age discrimination in group insurance coverage

Discriminatory employment practices

Discriminatory public accommodation practices

Discrimination against families with children

Discriminatory credit practices

State affirmative action plans

Discriminatory practices by state

Guarantee of equal employment in state agencies

Discriminatory practices by state agencies

Discrimination in job placement by state agencies

Discrimination in state licensing and charter procedures

Violations of Public Accommodations Act

Discrimination in educational and vocational programs

Discrimination in allocation of state benefits

Cooperation with CHRO required

Denial of employment based on prior conviction of a crime

Ridicule on account of race, creed or color

Deprivation of a person's civil rights

An act concerning state employment opportunities for persons with disabilities

An act concerning discrimination on the basis of sexual orientation

An act concerning sexual harassment education and training in the workplace

An act prohibiting the use of genetic information in employment decisions

An act concerning diversity training for state employees

An act concerning intimidation based on bigotry or bias

An act concerning state agency Affirmative Action Plans and diversity training

An act concerning employment protection for crime victims and persons whose criminal records have been erased

An act concerning affirmative action officers

Description of Organizations (CHRO), Rules of Practice, and Personal data

Sexual harassment posting and training requirements

Apprenticeship regulations

Affirmative action by state government regulations

Contract compliance

Guidelines

Committee on Upward Mobility

Upward mobility

Executive Orders

18, Gov. Meskill

11, Gov. Grasso

12, Gov. Grasso

9, Gov. O'Neill

Affirmative Action

Equal employment opportunity and affirmative action

Governor's Council, Opportunities for the Spanish speaking

Affirmative Action