



STATE OF CONNECTICUT

DEPARTMENT OF EDUCATION



AFFIRMATIVE ACTION POLICY STATEMENT

The Connecticut State Department of Education (CSDE) recognizes its responsibility to uphold the principles of Affirmative Action (AA) and Equal Employment Opportunity (EEO) and is committed to ensuring that these principles are upheld with conviction and intensive effort. The CSDE further recognizes that the purpose of this commitment to affirmative action is to overcome the current effects of past discrimination. Therefore, the CSDE has implemented detailed, results-oriented programs in order to combat such discrimination and achieve affirmative action goals and objectives.

The Connecticut State Department of Education is committed to a policy of equal opportunity/affirmative action for all qualified persons. The Connecticut Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of age, ancestry, color, civil air patrol status, criminal record (in state employment and licensing), gender identity or expression, genetic information, intellectual disability, learning disability, marital status, mental disability (past or present), national origin, physical disability (including blindness), race, religious creed, retaliation for previously opposed discrimination or coercion, sex (pregnancy or sexual harassment), sexual orientation, veteran status or workplace hazards to reproductive systems, unless there is a bona fide occupational qualification excluding persons in any of the aforementioned protected classes.

The CSDE's Affirmative Action Office (AAO) will continue to use viable affirmative action measures in all aspects of the employment process in accordance with Section 46a-68-87 of its Affirmative Action Plan.

This Policy Statement is based on both the spirit and the letter of state and federal anti-discrimination laws, regulations and executive orders, and is intended to establish AA and EEO as immediate and necessary agency objectives. In accordance with legal requirements, the CSDE recognizes its responsibility to implement this policy in all aspects of the employment process, including recruitment, selection, assignment, compensation, promotion, upgrading, training, educational assistance, transfer, discipline, job qualification, job specifications, personnel policies, orientation, evaluation, termination, layoff, recall and all other terms, conditions and privileges of employment. The affirmative action staff monitors all activity undertaken in these areas and makes a good-faith effort in relation to any problems identified. The Connecticut State Department of Education's *good-faith effort* includes, but is not limited to recommending policies and procedures that will eliminate actual or potential problems, establishing goals and timetables, and taking other appropriate measures to address and resolve existing problems.

The Connecticut State Department of Education recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons. Program goals and timetables will be established to overcome the current effects of past discrimination, if any, and to achieve the full and fair participation of individuals with disabilities and older persons in the workforce.

As Commissioner of the CSDE, I pledge that services and programs of this agency will be provided in a fair and impartial manner consistent with affirmative action. All education and training programs conducted by this agency will be open to qualified persons. Each contractor, supplier, union or other cooperative agency with which we do business shall support this policy by complying with applicable state and federal equal opportunity laws, regulations, guidelines and executive orders prohibiting discrimination. The CSDE shall not be a party to any agreement or contract which has the effect of sanctioning discriminatory practices. I expect all supervisory personnel to adhere to this mandate by carrying out their affirmative action responsibilities, as set forth in this plan, with the same effort as their other responsibilities.

A list of federal and state constitutional provisions, laws, regulations, guidelines and executive orders that prohibit or outlaw discrimination are attached to this policy statement.

In my role as Commissioner of the CSDE, I am fully committed to the principle of EEO, to the successful implementation of the agency's Affirmative Action Plan, and to ensuring that all employees are allowed to work in an environment free from insulting, degrading or discriminatory treatment and unsolicited or unwelcome sexual overtures. I will ensure that all employees, particularly managers, understand the Plan's provisions and take positive steps to comply with this policy, the Affirmative Action Plan, and procedures developed subsequent thereto. The evaluations of all managers will include an assessment of their performance with respect to affirmative action and EEO. Further, the Affirmative Action Plan evidences my commitment to achieving goals and timetables as set forth in the plan.

This Department maintains an internal grievance procedure to handle complaints of discrimination. This procedure which is available to our staff includes: timeframes for resolution, counseling, confidentiality as well as other enforcement options. The Discrimination Complaint Process is available on our intranet and can be found in our Affirmative Action Plan.

Our policy is posted and distributed annually to all employees of this Department. Each employee has the right to review and comment upon the Affirmative Action Plan. Levy Gillespie, EEO Director has been assigned affirmative action duties. He may be reached at 450 Columbus Boulevard, Suite 505, Hartford, CT 06103 or at 860-807-2071, by fax at 860-326-0521 or by e-mail at: levy.gillespie@ct.gov.

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Effective Date



Miguel A. Cardona, Ed.D.
Commissioner of Education