

**AFFIRMATIVE ACTION PLAN
SUMMARY OF OBJECTIVES**

2016

The State Department on Aging has completed its Affirmative Action Plan for the reporting period of September 1, 2014 through August 31, 2015. This effort provides indispensable data metrics for an agency whose mission it is to advance a segment of the population who is both under-utilized, under served, and encounters multifaceted barriers to employment resources. The Plan continues to be relied upon as a tool to assist in the effort and realization of Equal Employment Opportunities for all individuals without consideration of race, color, religious creed, age, sex (including pregnancy, sexual harassment) sexual orientation, workplace hazards to reproductive systems, gender identity or expression, marital status, national origin, ancestry, intellectual disability, genetic information, learning disability, physical disability (including, but not limited to, blindness) mental disability (past/present history thereof) or criminal record, unless the provisions of §46a-80(b) or 46a-81(b) of the Connecticut general Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups.

Included in the plan are an analysis of the SDA workforce by race and sex within each occupational category and a comparison of the workforce to the availability of these individuals in the relevant labor market area. Where a disparity exists, numerical goals and timetables have been established to assist in achieving parity. The plan further reviews the department's previous year's plan with regard to progress in goals.

The State Department on Aging continues to review its employment processes on an ongoing basis to assure all processes and procedures are administered in accordance with equal employment opportunity and affirmative action guidelines. Emphasis will be placed on expanding professional networking channels and social media outlets to reach out to protected class applicants to better represent the community in which it serves and operates.

All employees are invited to review the plan and submit comments about the plan to our Equal Employment Opportunity Specialist, Dorian Lord. Mr. Lord is located at the State Office Building on the 5th floor, 165 Capitol Avenue, Hartford, CT 06106. His phone number is (860) 713-5309. A copy of the Affirmative Action Plan Policy Statement as well as other relevant policy statements that are contained in the plan will be forwarded to all SDA employees and will be posted on the department's internal and external websites.

The State Department on Aging will make every good faith effort to achieve the objectives, goals, and timetables as set forth in the Affirmative Action Plan and will hold all SDA employees accountable for their responsibility in helping achieve its objectives.

