



STATE OF CONNECTICUT

CONNECTICUT SITING COUNCIL

Ten Franklin Square, New Britain, CT 06051

Phone: (860) 827-2935 Fax: (860) 827-2950

E-Mail: siting.council@ct.gov

www.ct.gov/csc

AFFIRMATIVE ACTION POLICY STATEMENT

The Connecticut Siting Council (CSC) is an affirmative action employer and is committed to implementing policies and procedures that promote equal employment opportunity. Affirmative Action and Equal Employment Opportunity have been established as immediate and imperative agency objectives. The purpose of affirmative action is to achieve equal employment opportunity in all aspects of the employment process.

Definitions

- “Affirmative Action” is a program of 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 representation of women, Blacks, and Hispanics and any other groups found historically to be underutilized in the workforce or affected by policies and practices having an adverse impact. The purpose of affirmative action is to achieve equal employment opportunity in all aspects of the employment process.
- “Equal Employment Opportunity” is the employment of individuals without consideration of race, color, religious creed, age, sex, sexual orientation, gender identity, marital status, national origin, ancestry, mental retardation, 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(c) of the Connecticut General Statutes is controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Equal Employment Opportunity is the purpose and goal of Affirmative Action under §46a-68-31 through 46a-68-74 of the Regulations of Connecticut State Agencies.

CSC Affirmative Action Objectives

The CSC is committed to the tenets and principles of affirmative action and will take the necessary steps to ensure that its policies, practices and procedures are consistent with State and Federal non-discrimination laws. We recognize the difficulties experienced by women, minorities, older persons and people with disabilities and will take affirmative recruitment measures to ensure their full participation in the employment process and in the provision of our services and programs. Affirmative measures will be taken to create a workforce that reflects the diversity of the people we serve.

As stated by the U.S. Supreme Court, discrimination not only refers to situations in which intended discrimination has occurred, but also includes practices, criteria, and procedures which appear neutral but have a discriminatory effect on classes of individuals protected against employment discrimination. Accordingly, the CSC pledges to periodically review its policies and procedures to identify and eliminate any barriers to the full representation of members of protected groups in its workforce as compared to their availability in the labor market.



A list of all federal and state constitutional provisions, laws, regulations, guidelines, and executive orders that prohibit or outlaw discrimination can be found at http://www.ct.gov/chro/lib/chro/AA_Law_List.pdf. Accordingly, no person or facility of this Agency shall be used in the furtherance of any discriminatory practice, nor shall we become a party to any agreement, arrangement, contract or plan which has the effect of sanctioning discriminatory practices. All education and training programs and all employment practices conducted by, sponsored by, or with the approval of, the Agency shall be open to all qualified persons.

This policy will be posted on the Agency's Policy Bulletin Board and will be distributed once a year to staff.

Complaints alleging violation of this policy must be filed with the DEEP Affirmative Action within 30 days of the alleged violation and/or with the Commission on Human Rights and Opportunities (CHRO) within 180 days of the alleged discriminatory action. Complaints filed with CHRO must be submitted to the office which serves the town where the alleged discriminatory action took place. The CHRO offices are listed in the DEEP Affirmative Action Discrimination Complaint Procedure, which can be found at http://www.ct.gov/insidedep/lib/insidedep/AffirmActionDiversityEquity/Plans_and_Policies/aacomplaint_procedure.pdf.

As Executive Director of the Connecticut Siting Council (CSC), I assume the responsibility for implementing affirmative action objectives. The success of our affirmative action objectives depends on the complete cooperation of all agency staff. Therefore, I ask each employee to review this policy and be familiar with it.

This policy statement can be found on our agency website under the link Other Resources/Human Resource Policies, as well as posted in the Council office. Any employee found to be in violation of this policy will be subject to appropriate disciplinary action up to and including termination.



Melanie Bachman, Acting Executive Director
Connecticut Siting Council

3/28/2014
Date

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