

AFFIRMATIVE ACTION PLAN SUMMARY OF OBJECTIVES

September 2012

The Department of Construction Services has completed its first Affirmative Action Plan. The Plan will be utilized as a tool to assist in the effort and realization of Equal Employment Opportunities for all individuals, regardless of race, color, sex, national origin, religious creed, age, marital status, political affiliation, ancestry, sexual orientation, genetic information, gender identity or expression, intellectual disability, learning disability, physical disability or blindness, mental disability (present or past history thereof) or criminal record, unless the provisions of §46a-60(b), 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 Department of Construction Services (DCS) 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 Department will 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.

All employees will be encouraged to review the Plan and submit comments about the Plan to our Equal Employment Opportunity Manager, Alicia Nuñez. Ms. Nuñez is located at the State Office Building on the 5th floor, 165 Capitol Avenue, Hartford, CT 06106. Her phone number is (860)-713-5317. 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 DCS employees and will be posted on the Department's Internal Website.

The Department of Construction Services 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 DCS employees accountable for their responsibilities in helping achieve its objectives.