



# CONNECTICUT DEPARTMENT OF TRANSPORTATION

## POLICY STATEMENT

POLICY NO. EX.O.-3  
April 15, 2013

SUBJECT: Affirmative Action Policy

As the Commissioner of the Connecticut Department of Transportation (Department), I pledge my full support to the principles of equal employment opportunity and affirmative action. I assume full responsibility for insuring that all programs, employment, and promotional opportunities within the Department will be conducted in a non-discriminatory manner and consistent with the program goals and timetables established in our Affirmative Action Plan. I expect the full cooperation of every member of the Department in implementing this policy and in sharing in the responsibility of meeting our immediate and necessary agency objectives of affirmative action and equal employment opportunity.

Discrimination is embedded in our Nation's history. Unless consciously addressed, the present effects of past discriminatory practices will continue to exist. We recognize that to overcome past discrimination and achieve equal employment opportunity for everyone, there must be a specific program and action plan that addresses and measures our efforts and success. Federal and State equal employment opportunity and affirmative action laws have been enacted in response to this history of discrimination. In accordance with these applicable laws and regulations and as an essential part of our fundamental operating policy, we have developed an Affirmative Action Plan.

Affirmative action is a plan of action and effort to undo the present effects of past discrimination. It identifies and eliminates policies or barriers to equal employment opportunity and the achievement of full and fair utilization of all protected class persons we find to be underutilized in the workforce or to be adversely affected by any Department policy or practice. The plan identifies imbalances and establishes programs, hiring and promotion goals, and good faith actions to eliminate discrimination and attain full and non-discriminatory participation in all our programs and hiring and promotion activity.

Affirmative action to implement this policy shall apply to all aspects of the employer/employee relationship, including, but not limited to, advertising, recruitment, hiring, training, reclassification, promotion, benefits, compensation, discipline, termination, layoff, terms and conditions of employment. It is the policy of the Department to implement the principle of equal employment opportunity and affirmative action by providing employment and advancement opportunities solely on the basis of potential, ability and job related skills. Successful achievement of EEO/AA goals will provide benefits to the Department through fuller utilization and development of previously underutilized human resources.

Equal employment opportunity is employment without consideration of the individual's protected class status of race, color, religious creed, age, sex, marital status, civil union, national origin or ancestry, victim of domestic violence, sexual orientation, transgender status, or expression of gender identity, genetic background, present or past history of mental disability, mental retardation, learning disability or physical disability, including, but not limited to, blindness, criminal record unless provisions of Connecticut General Statutes 46a-60(b), 46a-80(b), or 46a-81(b) are controlling or there is a bona fide occupational qualification excluding individuals.

Additionally, the Department recognizes that sexual harassment is a form of sex discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, which are used as a condition of employment and/or create an intimidating, hostile or offensive working environment is a violation of both State and federal equal opportunity laws.

It is the Department's policy that all employees, volunteers, contractors, subcontractors, vendors, visitors, parties, and others have a right to work and be in an environment free of discrimination, which encompasses freedom from sexual harassment. Sexual harassment undermines the integrity of the workplace and the personal dignity of the individual and will not be tolerated.

The Department has established a separate comprehensive Sexual Harassment Prevention Policy and Reporting Procedure.

We also recognize the hiring difficulties experienced by the persons with physical disabilities and by many older persons. In order to ensure the full and fair utilization of these persons in our workforce, we will set program goals for action as necessary.

The Department's Office of Equal Opportunity and Diversity will continue to use viable affirmative action measures in all stages of the employment process in accordance with Chapter XI (46a-68-43) of its Affirmative Action Plan.

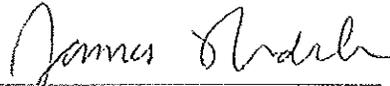
As Commissioner, I pledge that services and programs of this agency will be provided in a fair and impartial manner consistent with affirmative action. All education and training programs conducted by this agency will be open to qualified persons. Each contractor, supplier, union, or other cooperative 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 Department 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 vigor and effectiveness as all of their other responsibilities. In evaluation of all supervisors, performance of affirmative action responsibilities will be of prime consideration.

No employee shall be coerced, intimidated, or retaliated against by the agency or any person for performing any of the duties recited in this section. Any person so aggrieved may file a complaint with the Commission on Human Rights and Opportunities and/or the Office of Equal Opportunity and Diversity, provided that nothing herein shall preclude disciplining or discharging an employee for just cause. If you report an alleged incident of harassment or discrimination and believe that you are being retaliated against as a result, you should report this to the Office of Equal Opportunity and Diversity. However, if you knowingly make a false accusation under the EEO/Affirmative Action Policy, you will be subject to appropriate disciplinary action up to and including termination.

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.

Our policy is posted and distributed annually to all Department employees. All Department employees have the right to review and comment on the Department's Affirmative Action Plan. Copies of the Affirmative Action Plan are kept in the Office of Equal Opportunity and Diversity and the Department's District Offices. Ms. Nancy Bryant, Equal Employment Opportunity Manager, has been assigned affirmative action responsibilities. She can be reached at (860) 594-2211. The Office is located at the Department of Transportation, 2800 Berlin Turnpike, Newington, Connecticut 06131-7546.

(This Policy Statement supersedes Policy Statement No. EX.O.-3 dated September 30, 2011)



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James Redeker  
Commissioner