



# CONNECTICUT DEPARTMENT OF TRANSPORTATION

# POLICY STATEMENT

POLICY NO. EX.O.3

January 15, 2016

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 the 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 means 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 participation of Women, Blacks, and Hispanics and any other protected group found to be underutilized in the workforce or affected by policies or practices having an adverse impact.

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 an individual's protected class status of age, ancestry, color, genetic information, learning disability, marital status, mental disability (past or present), intellectual disability, national origin, physical disability, race, religious creed, sex, including pregnancy, sexual harassment, gender identity or expression, sexual orientation, criminal record (in state employment or licensing) or previously opposed discrimination 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. Employees whose jobs bring them in contact with reproductive hazards are also protected under this policy statement.

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

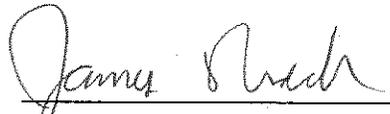
applicable State and Federal equal opportunity laws, regulations, guidelines, and executive orders prohibiting discrimination. The Department shall not be a party to any agreement or contract, which has the effect of sanctioning discriminatory practices. I expect all supervisory personnel to adhere to 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 Office of Equal Opportunity and Diversity, and/or with the Commission on Human Rights and Opportunities, 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 Office of Human Resources. 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 December 20, 2013)

  
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James Redeker  
Commissioner

## ANTI-DISCRIMINATION STATUTES

### CONNECTICUT CONSTITUTIONAL PROVISIONS

**Article First, Section 1**  
Equal rights for all men

**Article First, Section 3**  
Freedom of religion for all persons

**Article First, Section 20, as amended by Article V and XXI of the amendments to the Connecticut Constitution:**

Equal protection under the law for all persons; nondiscrimination in exercise of civil and political rights on the basis of religion, race, color, ancestry, national origin and sex or physical or mental disability

### CONNECTICUT GENERAL STATUTES (hereinafter Conn. Gen. Stat.)

**CONN. GEN. STAT. Section 2-120**  
Establishment of Latino and Puerto Rican Affairs Commission.

**CONN. GEN. STAT. Section 2-121**  
Establishment of African-American Affairs Commission.

**CONN. GEN. STAT. Section 4-61u**  
Establishment of programs for career mobility for all levels and job classifications complete with affirmative action annual goals and timetables and accommodation/entry level training of persons with disabilities.

**CONN. GEN. STAT. Section 4a-60**  
Affirmative action provisions in state contracts and nondiscrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation or physical disability (including blindness).

**CONN. GEN. STAT. Section 4a-60a**  
Nondiscrimination provision in state contracts on the basis of sexual orientation.

**CONN. GEN. STAT. Section 4a-60g**  
Establishment of small business and minority business enterprise set-aside program involving state contracts; administered by Department of Administrative Services.

**CONN. GEN. STAT. Section 4a-61**  
Requirement of procedures for the award of state contracts concerning minority business enterprises.

**CONN. GEN. STAT. Section 4a-62**  
Establishment of Minority Business Review Committee.

**CONN. GEN. STAT. Section 5-227**  
Prohibition of discrimination in state classified service because of discriminatory employment practices (as defined in Conn. Gen. Stat. Section 46a-51) and discrimination due to political affiliation.

**CONN. GEN. STAT. Section 8-265c**  
Nondiscrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, or ancestry, and sex; affirmative action required of contractors engaged in construction of housing financed by CHFA.

**CONN. GEN. STAT. Section 10-15c**  
Discrimination in public schools prohibited on the basis of race, color, sex, religion, and national origin or sexual orientation.

**CONN. GEN. STAT. Section 10-17f**  
Requirement of program of bilingual education in public schools where applicable.

**CONN. GEN. STAT. Section 10-18a**  
Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes.

**CONN. GEN. STAT. Section 10-153**

Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.

**CONN. GEN. STAT. Section 10a-10**

Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.

**CONN. GEN. STAT. Section 10a-11(a)**

The Board of Governors of Higher Education shall develop a strategic plan, consistent with its affirmative action policy, to ensure racial and ethnic diversity of workforce within state system of higher education.

**CONN. GEN. STAT. Section 17a-541, 17a-549**

Prohibition against denying housing, employment, civil or legal rights on the basis of psychiatric disability or past or present history of mental disorder.

**CONN. GEN. STAT. Section 27-59**

Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed or color.

**CONN. GEN. STAT. Section 31-51d**

Nondiscrimination in apprenticeship program training standards within state on the basis of race, color, religion, sex, age and national origin; provide training, employment and upgrading opportunities for disadvantaged workers.

**CONN. GEN. STAT. Section 31-75**

Nondiscrimination in wages solely on the basis of sex.

**CONN. GEN. STAT. Section 36a-737**

Prohibition against discrimination in granting of mortgage and home improvement loans for owner-occupied properties by financial institutions on the basis of geographical or neighborhood areas.

**CONN. GEN. STAT. Section 38a-446**

Prohibition against discrimination towards classes of insureds in transactions involving life insurance.

**CONN. GEN. STAT. Section 38a-543**

Age discrimination in group insurance coverage prohibited.

**CONN. GEN. STAT. Section 38a-816**

Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, mental retardation, blindness, and genetic information.

**CONN. GEN. STAT. Section 38a-824**

Prohibition against redlining in real estate insurance transactions.

**CONN. GEN. STAT. Section 46a-1**

Establishment of a Permanent Commission on the Status of Women.

**CONN. GEN. STAT. Section 46a-10**

Establishment of an Office of Protection and Advocacy for Persons with Disabilities.

**CONN. GEN. STAT. Section 46a-27**

Establishment of a commission for the advocacy of deaf and hearing impaired persons; and the providing of qualified interpreter services.

**CONN. GEN. STAT. Section 46a-52**

Establishment of the state commission for civil and human rights enforcement, the Commission on Human Rights and Opportunities.

**CONN. GEN. STAT. Section 46a-54(15)(A)**

Requirement of employers with 3 or more employees to post notice of prohibition against sexual harassment; requirement of employers with 50 or more to provide training to supervisors regarding sexual harassment law.

**CONN. GEN. STAT. Section 46a-54(16)**

Requirement that state agencies conduct diversity training for state employees.

**CONN. GEN. STAT. Section 46a-58(a)**

Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability.

**CONN. GEN. STAT. Section 46a-59(a)**

Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex or color.

**CONN. GEN. STAT. Section 46a-60(a)(1)**

Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or in terms, conditions or privileges of employment, or on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, learning disability and physical disability (including blindness) without bona fide occupational qualification or need.

**C. G. S. Section 46a-60(a)(2)**

Prohibition against employment agencies' failure or refusal to properly classify or refer one on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, learning disability and physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-60(a)(3)**

Prohibition against discrimination regarding membership and membership rights; discrimination against members or employers or to expel from membership by labor organizations on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, learning disability and physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-60(a)(4)**

Prohibition against retaliation for exercising right to file or participate in the processing of a discrimination complaint; prohibition against retaliation on the basis of opposing discriminatory employment practices.

**CONN. GEN. STAT. Section 46a-60(a)(5)**

Prohibition against aiding, abetting or inciting discriminatory employment practices.

**CONN. GEN. STAT. Section 46a-60(a)(6)**

Prohibition against advertising of employment opportunities in a manner that discriminates on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, learning disability and physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-60(a)(7)**

Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer.

**CONN. GEN. STAT. Section 46a-60(a)(8)**

Prohibition against sexual harassment in employment.

**CONN. GEN. STAT. Section 46a-60(a)(9)**

Prohibition against requiring information on familial responsibilities, pregnancy or birth control information in employment situations.

**CONN. GEN. STAT. Section 46a-60(a)(10)**

Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to CONN. GEN. STAT. Section 46a-60(a)(9).

**CONN. GEN. STAT. Section 46a-60(a)(11)**

Prohibition against employer requiring genetic information; discrimination in employment situations prohibited on the basis of genetic information.

**CONN. GEN. STAT. Section 46a-64**

Prohibition against discrimination and segregation in places of public accommodation on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, mental retardation, mental disability, or physical disability; requirement of full and equal access to blind, deaf or mobility impaired persons with guide dog; prohibits limiting breast-feeding.

**CONN. GEN. STAT. Section 46a-64c**

Prohibition against housing discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability.

**CONN. GEN. STAT. Section 46a-66**

Prohibition against discriminatory credit practices by creditors on the basis of sex, age, race, color, religious creed, national origin, ancestry, marital status, mental retardation, learning disability, blindness or physical disability.

**CONN. GEN. STAT. Section 46a-68 (as amended by Public Acts 99-233 and 01-28)**

Establishment of affirmative action plans for state agencies.

**CONN. GEN. STAT. Section 46a-69**

Prohibition against discriminatory practices by state agencies.

**CONN. GEN. STAT. Section 46a-70(a)(as amended by P.A. 01-28)**

Guarantee of equal employment opportunities in state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CONN. GEN. STAT. Section 46a- 70a**

Judicial Department included in guarantee of equal employment in state agencies.

**CONN. GEN. STAT. Section 46a-71(as amended by P.A. 01-28)**

Nondiscrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-72(as amended by P.A. 01-28)**

Nondiscrimination in job placement activities by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-73(as amended by P.A. 01-28)**

Nondiscrimination in state licensing and charter procedures on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability, or physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-74**

Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations or housing in violation of state anti-discrimination laws.

**CONN. GEN. STAT. Section 46a-75(a)(as amended by P.A. 01-28)**

Nondiscrimination in state educational, counselling, apprenticeship, and on-the-job training programs on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-76(a)(as amended by P.A. 01-28)**

Nondiscrimination in allocation of state benefits on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CONN. GEN. STAT. Section 46a-79**

Statement of encouragement for employers to hire qualified persons with criminal conviction records.

**CONN. GEN. STAT. Section 46a-80**

Prohibition against denial of state employment or licensing based on prior conviction of a crime.

**CONN. GEN. STAT. Section 46a-81b**

Prohibition against discrimination in professional and occupational associations on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81c**

Prohibition against employment discrimination on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81d**

Prohibition against discrimination and segregation in places of public accommodation on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81e**

Prohibition against housing discrimination on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81f**

Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81h**

Requirement of equal employment in state agencies on the basis of sexual orientation.

State agencies to promulgate written directives and conduct orientation and training programs.

**CONN. GEN. STAT. Section 46a-81i**

Nondiscrimination in services provided by state agencies on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81j**

Nondiscrimination in job placement activities by state agencies on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81k**

Nondiscrimination in state licensing and charter procedures on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81l**

Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations or housing in violation of state anti-discrimination laws regarding sexual orientation.

**CONN. GEN. STAT. Section 46a-81m**

Nondiscrimination in state educational, counseling, apprenticeship and on-the-job training programs on the basis of sexual orientation.

**CONN. GEN. STAT. Section 46a-81n**

Nondiscrimination in allocation of state benefits on the basis of sexual orientation.

**CONN. GEN. STAT. Section 47-59a**

Recognition of equal rights and privileges for resident Indians of state tribes.

**CONN. GEN. STAT. Section 47-59b(a)**

Establishment of Indian Affairs Council to oversee rights of Indians of state tribes.

**CONN. GEN. STAT. Section 53-37**

Ridicule on account of creed, religion, color, denomination, nationality or race prohibited.

**CONN. GEN. STAT. Section 53-37a**

Deprivation of a person's civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness, or physical disability prohibited when using concealing hood/mask.

**REGULATIONS**

**Sections 46a-54-1 -- 46a-54-152**

Description of Organization, Rules of Practices and Personal Data

**Sections 46a-68-1 -- 46a-68-17**

Apprenticeship regulations

**Sections 46a-68-31 -- 46a-68-74**

Affirmative action regulations for state agencies

**Sections 46a-68j-21 -- 46a-68j-43; Sections 46a-68k-1 -- 46-68k-8; Sections 46a-54(d)-1 -- 46a-54(d)-7**

Contract Compliance Regulations for state agencies

**GUIDELINES**

*Guidelines prepared by the committee on Upward Mobility*

Career mobility

**EXECUTIVE ORDERS**

**Executive Order No. 3, Governor Thomas J. Meskill**

Requirement that state contractors file compliance reports with the Commissioner of Labor on their equal employment opportunity practices.

**Executive Order No. 9, Governor William A. O'Neill**

Affirmative action compliance mandated a top priority for state agencies.

**Executive Order No. 11, Governor Ella T. Grasso**

Provision for promulgating affirmative action guidelines and technical assistance to state agencies.

**Executive Order No. 12, Governor Ella T. Grasso**

Establishment of Governor's Council on opportunities for Spanish speaking persons.

**Executive Order No. 18, Governor Thomas J. Meskill**

Establishment of affirmative action program for ensuring equal employment opportunities within state service.

**PUBLIC ACTS**

**Public Act 01-28**

Defines mental disability by amending CONN. GEN. STAT. Section 46a-51.

**Public Act 01-53**

1) Allows agencies with fewer than 20 employees to file affirmative action plans biennially; 2) extends the time for state agencies to provide diversity training for their employees from January 1, 2001 to July 1, 2002.

**UNITED STATES CONSTITUTION**

**First Amendment**

Freedom of religion for all persons

**Thirteenth Amendment**

Prohibition against slavery and involuntary servitude

**Fourteenth Amendment**

Grants equal protection under the law for all persons

**Fifteenth Amendment**

Prohibition against denying voting rights on the basis of race and color

**Nineteenth Amendment**

Abolishment of voting restrictions on the basis of sex

## **FEDERAL LAWS**

### ***15 U. S. C. 1691***

Equal Credit Opportunity Act, prohibiting discrimination by creditors on the basis of race, color, religion, national origin, sex, marital status, age or as a result of income derived from public assistance

### ***20 U.S.C. 1681(a)***

Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex in federally funded educational services and programs

### ***29 U. S. C. Section 260(d) et. seq.***

Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex

### ***29 U. S. C. Section 501 et. seq.***

Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibiting discrimination in the federal sector and federally funded activities and programs on the basis of disability

### ***29 U. S. C. Sections 503 & 504***

The Rehabilitation Act of 1973 prohibits discrimination against persons with disabilities by contractors who do business with the federal government and recipients of federal assistance.

### ***29 U. S. C. Section 621 et. seq.***

Age Discrimination in Employment Act of 1967, as amended, (ADEA) prohibiting age discrimination in employment

### ***42 U. S. C. Sections 1981-1982***

Civil Rights Act of 1866, providing equal rights under the law and property rights for persons of all races and national origins

### ***42 U. S. C. Section 1981A et. seq.***

Civil Rights Act of 1991, providing additional coverage and remedies under several federal anti-discrimination laws, involving age, disability, race, color, national origin, sex and religious discrimination, specifically provides for damages in cases of intentional discrimination in employment

### ***42 U. S. C. Section 1983***

Civil Rights Act of 1866, provides equal rights under the law and property rights for persons of all races and national origins, and specifically provides that anyone who, under color of state or local law, causes a person to be deprived of rights guaranteed by the U.S. constitution, or federal law, is liable to that person.

### ***42 U. S. C. Section 1985***

Civil Rights Act of 1866, pertains to a conspiracy to interfere with civil rights, (1) to prevent an officer from performing a duty; (2) obstructing justice; intimidating party, witness, or juror; (3) or depriving persons of rights or privileges.

### ***42 U. S. C. Section 2000d et. seq.***

Title VI of the Civil Rights Act of 1964, prohibition against exclusion from participation in, denial of benefits of, and discrimination under federally assisted programs on grounds of race, color, or national origin

### ***42 U. S. C. Section 2000e et. seq.***

Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination on the basis of race, color, religion, national origin, and sex

### ***42 U. S. C. Section 3601 et. seq.***

Title VIII of the Civil Rights Act of 1968, as amended, prohibiting discriminatory housing on the basis of race, color, religion, sex, national origin, disability and familial status, specifically provides for fair housing throughout the United States

### ***42 U. S. C. Section 12101 et. seq.***

Americans with Disabilities Act of 1990, (ADA) prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications

## **FEDERAL REGULATIONS**

### **12 CFR 202**

Equal Credit Opportunity regulations

### **28 CFR Part 36**

Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities

### **29 CFR Part 30**

Equal Employment Opportunity in apprenticeship and training

### **29 CFR Part 32**

Nondiscrimination in federally assisted programs on basis of handicap

### **29 CFR Parts 1600 through 1699**

Regulations of the Equal Employment Opportunity Commission (EEOC)

### **29 CFR Part 1602**

EEOC records and reports under Title VII and the ADA

### **29 CFR Part 1620**

Interpretations of Equal Pay Act

### **29 CFR Part 1627**

ADEA records and reports regulations

### **29 CFR Part 1630**

Equal employment opportunities for individuals with disabilities

### **31 CFR Part 51**

Nondiscrimination by revenue sharing recipients

### **41 CFR Part 60-1**

Office of Federal Contract Compliance (OFCCP) regulations

### **41 CFR Part 60-741**

Affirmative action and non-discrimination obligations regulations pertaining to disabled

workers

## **FEDERAL GUIDELINES**

### **29 CFR Part 1604**

Sex discrimination guidelines

### **29 CFR Part 1605**

Religious discrimination guidelines

### **29 CFR Part 1606**

National origin discrimination guidelines

### **29 CFR Part 1607**

Uniform Guidelines on Employee Selection Procedures

### **29 CFR Part 1608**

Affirmative action guidelines as under Title VII of the Civil Rights Act of 1964

### **29 CFR Part 1625**

Interpretations of Age Discrimination in Employment Act (ADEA)

## **EXECUTIVE ORDERS (EO)**

### ***Executive Order 10652***

Establishment of Equal Employment Opportunity Commission  
Amended EO 10773, Amended by EO 11051, Revoked by EO 12148

### ***Executive Order 10952, President John F. Kennedy***

Establishment of Equal Employment Opportunity Commission (EEOC)

### ***Executive Order 11063***

Establishment of President's Committee on Equal Opportunity In Housing  
Amended by EO 12259

### ***Executive Order 11141***

Declaring a Public Policy Against Discrimination on the Basis of Age

### ***Executive Orders 11246 and 11375, President Lyndon B. Johnson***

Nondiscrimination in federal employment and employment by federal contractors on the basis of race, color, religion, sex, and national origin  
Amended by EO's 11375, 11478, 12086, 12107

### ***Executive Order 11625***

Prescribing Additional Arrangements for Developing and Coordinating a National Program for Minority Business Enterprises  
Amended by EO 12007, Continued by EO's 11827, 11948

### ***Executive Order 12067***

Providing for Coordination of Federal Equal Employment Opportunity Programs  
Amended by EO 12107

### ***Executive Order 12138***

Creating a national Women's Business Enterprise policy and prescribing arrangements for developing, coordinating, and implementing a national program for Women's Business Enterprise, amended by EO 12608

### ***Executive Order 12190***

Establishment of Advisory Committee on Small and Minority Business Ownership  
Continued by EO's 12258, 12399, 12489, 12534, 12610

### ***Executive Order 12259***

Leadership and Coordination of Fair Housing in Federal Programs

### ***Executive Order 12432***

Development of Minority Business Enterprises

### ***Executive Order 12640***

Re-establishment of the President's Committee on Employment of People with Disabilities, See also EO 10555.

### ***Executive Order 12898***

Environmental Justice

## **104th Congress**

### ***Public Law 104-1***

An Act applying and extending rights and protections (including those under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and Title I of the Americans with Disabilities Act of 1990) to the legislative branch of the federal government.  
"Congressional Accountability Act of 1995"

### ***Public Law 104-76***

Act to amend the Fair Housing Act to modify the exemption from certain familial status discrimination prohibitions granted to housing for older persons.  
"Housing for Older Persons Act of 1995"

**Public Law 104-188**

Small Business Job Protection Act of 1996.

**Public Law 104-331**

(same as above) applied to Executive Office of the President  
"Presidential and Executive Office Accountability Act."

**105th Congress**

**Public Law 105-114**

Act amending Title 38, providing for Equal Employment Opportunities for veterans.

**Public Law 105-220**

"Workforce Investment Act of 1998" Act to consolidate, coordinate, and improve employment, training, literacy, and vocational rehabilitation programs in the United States

Various programs noted, for example:

*Title I, Subtitled Section 166* - Native American programs

*Section 167* - Migrant and seasonal for worker programs

*Section 168* - Veterans' workforce investment programs

*Title IV* - Rehabilitation Act Amendments of 1998

Dealing with programs for those persons with disabilities

**Public Law 105-255**

An Act to establish the Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development.

**106th Congress**

**Public Law 106-50**

An Act to provide technical, financial, and procurement assistance to veteran owned small businesses ("Veterans Entrepreneurship and Small Business Development Act of 1999").

**Public Law 106-205**

Supporting the Day of Honor 2000 to honor and recognize the service of minority veterans in the United States Armed Forces

Revised December, 2001