



# CONNECTICUT DEPARTMENT OF TRANSPORTATION

# POLICY STATEMENT

POLICY NO. EX.O.-3  
December 20, 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 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, criminal record, genetics, gender identity, learning disability, marital status, mental disability, intellectual disability, national origin, physical disability, previously opposed discrimination, race, religious creed, sex (including pregnancy) or sexual orientation, 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 Office of Equal Opportunity and Diversity and/or 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 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 April 15, 2013)

  
James Redeker  
Commissioner

Legal Protections Regarding: Affirmative Action  
Connecticut Affirmative Action - Laws List

**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 and mental disability.

**CONNECTICUT GENERAL STATUTES** (Hereafter C.G.S.)

C. G. S. Section 2-120

Establishment of Latino and Puerto Rican Affairs Commission.

C.G.S. Section 2-121

Establishment of African-American Affairs Commission.

C. G. S. 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.

C. G. S. 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 and physical disability (including blindness).

C. G. S. Section 4a-60a

Nondiscrimination provision in state contracts on the basis of sexual orientation.

C. G. S. Section 4a-60g

Establishment of small business and minority business set-aside program involving State contracts administered by the Department of Administrative Services.

C. G. S. Section 4a-61

Requirement of procedure for the award of state contracts concerning minority business enterprises.

C.G.S. Section 4-61dd

Whistleblowing. Disclosure of information to Auditors of Public Accounts. Investigation by Attorney General. Proceedings re alleged retaliatory personnel actions. Report to General Assembly. Large state contractors.

C. G. S. Section 4a-62

Establishment of Minority Business Review Committee.

C. G. S. Section 5-227

Prohibition in state classified service against Discriminatory Employment Practices (as defined in C. G. S. Section 46a-51) and discrimination due to political affiliation.

C. G. S. Section 8-265c

Nondiscrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, ancestry, and sex; affirmative action required of contractors engaged in construction of housing financed by CHFA.

C. G. S. Section 10-15c

Discrimination in public schools prohibited on the basis of race, color, sex, religion, and national origin or sexual orientation.

- C. G. S. Section 10-17f  
Requirement of program of bilingual education in public schools where applicable.
- C. G. S. Section 10-18a  
Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes.
- C. G. S. Section 10-153  
Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.
- C. G. S. Section 10a-10  
Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.
- C. G. S. Section 10a-11(a)  
The Board of Governors of Higher Education shall develop a strategic plan to ensure racial and ethnic diversity of workforce within state system of higher education.
- C. G. S. Section 17a-541, 17a-549  
Prohibition against denying housing, employment, civil or legal rights on the basis of past or present history of mental disability or psychiatric disability.
- C. G. S. Section 27-59  
Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed and color.
- C. G. S. 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.
- C. G. S. Section 31-75  
Nondiscrimination in wages solely on the basis of sex.
- C. G. S. 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.
- C. G. S. Section 38a-446  
Prohibition against discrimination towards classes of insureds in transactions involving life insurance.
- C. G. S. Section 38a-543  
Age discrimination in group insurance coverage prohibited.
- C. G. S. Section 38a-816  
Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, mental retardation, blindness, and genetic information.
- C. G. S. Section 38a-824  
Prohibition against redlining in real estate insurance transactions.
- C. G. S. Section 46a-1  
Establishment of a Permanent Commission on the Status of Women.
- C. G. S. Section 46a-10  
Establishment of an Office of Protection and Advocacy for Persons with Disabilities.
- C. G. S. Section 46a-27  
Establishment of a commission for the advocacy of deaf and hearing impaired persons; and the providing of qualified interpreter services.
- C.G.S Section 46a-51  
Definitions

- C. G. S. Section 46a-51(8)  
An Act concerning procedures for the hearing of complaints against State Contractors and Subcontractors by the Commission on Human Rights and Opportunities and the documentation of nondiscrimination policies adopted by State Contractors.
- C. G. S. Section 46a-52  
Establishment of the state commission for civil rights enforcement, now known as the Commission on Human Rights and Opportunities.
- C. G. S. 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.
- C. G. S. Section 46a-54(16)  
Requirement that state agencies conduct diversity training for state employees.
- C. G. S. Section 46a-58(a)  
An act concerning the deprivation of rights on account of sexual orientation.
- C. G. S. Section 46a-58(a)  
Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness and physical disability.
- C. G. S. Section 46a-59(a)  
Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex or color.
- C. G. S. Section 46a-60(a)(1)  
Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or interns, conditions or privileges of employment on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, 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 disability, mental retardation, learning disability and physical disability (including blindness).
- C. G. S. Section 46a-60(a)(3)  
Prohibition against discrimination regarding membership and membership rights discrimination against members or employers on 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 disability, mental retardation, learning disability and physical disability (including blindness).
- C. G. S. 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.
- C. G. S. Section 46a-60(a)(5)  
Prohibition against aiding, abetting or inciting discriminatory employment practices.
- C. G. S. 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 disability, mental retardation, learning disability and physical disability (including blindness).
- C. G. S. Section 46a-60(a)(7)  
Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer.
- C. G. S. Section 46a-60(a)(8)  
Prohibition against sexual harassment in employment.

C. G. S. Section 46a-60(a)(9)

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

C. G. S. Section 46a-60(a)(10)

Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to C. G. S. Section 46a-60(a)(9).

C. G. S. Section 46a-60(a)(11)

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

C. G. S. 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, learning disability and physical disability; requirement of full and equal access to blind, deaf or mobility impaired persons with guide dog; prohibits limiting breast-feeding.

C. G. S. 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.

C. G. S. Section 46a-66

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

C. G. S. Section 46a-68

Establishment of affirmative action plans for state agencies.

C. G. S. Section 46a-69

Prohibition against discriminatory practices by state agencies.

C. G. S. Section 46a-70(a)

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, learning disability or physical disability (including blindness).

C. G. S. Section 46a-70a

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

C. G. S. Section 46a-71

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

C. G. S. Section 46a-72

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).

C. G. S. Section 46a-73

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).

C. G. S. 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.

C. G. S. Section 46a-75(a)

Nondiscrimination in state educational, counseling, 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).

C. G. S. Section 46a-76(a)

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).

C. G. S. Section 46a-79

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

C. G. S. Section 46a-80

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

C. G. S. Section 46a-81a

An act concerning family and medical leave for municipal employees and the applicability of certain statutory provisions to civil union status.

C. G. S. Section 46a-81b

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

C. G. S. Section 46a-81c

Prohibition against employment discrimination on the basis of sexual orientation.

C. G. S. Section 46a-81d

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

C. G. S. Section 46a-81e

Prohibition against housing discrimination on the basis of sexual orientation.

C. G. S. Section 46a-81f

Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation. State agencies to promulgate written directives and conduct orientation and training programs.

C. G. S. Section 46a-81h

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

C. G. S. Section 46a-81i

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

C. G. S. Section 46a-81j

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

C. G. S. Section 46a-81k

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

C. G. S. 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.

C. G. S. Section 46a-81m

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

C. G. S. Section 46a-81n

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

C. G. S. Section 47-59a

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

**C. G. S. Section 47-59b(a)**

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

**C. G. S. Section 53-37**

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

**C. G. S. 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. 1, Governor M.J. Reil

Requirement of Ethics Filers/Contracting in Connecticut.

Executive Order No. 3, Governor Thomas J. Meskill

Requirement of contractors to file compliance reports 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.

Executive Order No. 16 Governor John G. Rowland

Establishment of the Violence in the Workplace Prevention Policy.

**PUBLIC ACTS**

Public Act 08-49

An act concerning hate crimes.

Public Act 07-1

An act concerning clean contracting standards.

Public Act 08-4

An act allowing blind or physical disabled state or quasi-Public employees to use a accumulated sick leave for guide dog training.

Public Act 09-158

**AN ACT CONCERNING CERTAIN STATE CONTRACTING NONDISCRIMINATION REQUIREMENTS.**

By law, all state contracts and contracts of political subdivisions, other than municipalities, must contain anti-discrimination provisions that protect people based on race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation, physical disability, or sexual orientation. This act defines "marital status" as being single, married under Connecticut law, widowed, separated, or divorced.

The act (1) exempts contracts among public sector parties from the requirement for the anti-discrimination provision, (2) expands the categories of protected people to include those with mental disabilities, and (3) establishes different supportive data that contractors must provide before entering a contract.

**UNITED STATES CONSTITUTION**

**First Amendment**

Freedom of religion for all persons.

**Thirteenth Amendment**

Prohibition against slavery and involuntary servitude.

**Fourteenth Amendment**

Granting of 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).

**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 wage 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. Section 621 et. seq.**

Age Discrimination in Employment Act of 1967, as amended, 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 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, prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications including the Americans with Disabilities Act Amendments Act of 2008.

Title II of the Genetic Information Nondiscrimination Act of 2008, which prohibits genetic information discrimination in employment.

### **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 1620

Interpretations of Equal Pay Act.

29 CFR Part 1625

Interpretations of Age Discrimination in Employment Act (ADEA).

### **EXECUTIVE ORDERS**

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" 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 during World War II.