

STATE OF CONNECTICUT
DEPARTMENT OF REVENUE SERVICES
OFFICE OF THE COMMISSIONER

POLICY STATEMENT

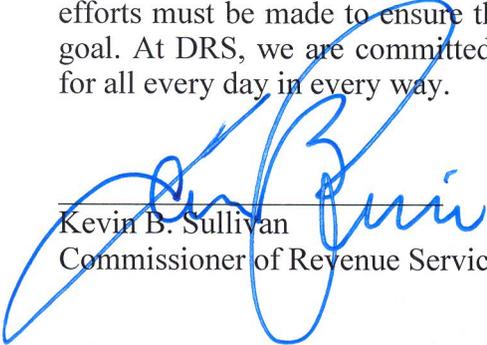
As Commissioner of the Department of Revenue Services and personally as a citizen of Connecticut, I am firmly committed to equal employment opportunities for all state employees and applicants. I am further committed to achieving all the goals set forth in our Affirmative Action Plan within the timetables established. This commitment extends equal employment opportunity to all, regardless of race, color, sex (including transgender), age, religious creed, political belief, ancestry, national origin, criminal record, marital status, sexual orientation, genetic information, present or past history of mental disability, intellectual disability, learning disability, physical disability, including but not limited to blindness, or gender identity or expression. This agency pledges special consideration for people with disabilities and older adults in consideration of the hiring difficulties that they may otherwise experience as a result of their unique circumstances or needs.

As such, program goals will be set to overcome the present effects of past discrimination, if any, and to achieve the full and fair utilization of people in the workforce so affected. To advance this commitment, we establish equal employment opportunity as our goal and affirmative action as the vehicle to achieve it, in accordance with all existing federal and state constitutional provisions, laws, regulations, guidelines, and executive orders, as stipulated in the attached listing.

Coupled with the above, we will undertake to make constant, directed and steady strides to achieve parity within our workplace. To achieve this, new programs and opportunities for advancement will be generated to complement and expand upon those presently in place. In addition, particular attention will be given to such areas as recruitment, interviewing, testing, training, appointment, assignment, evaluation, and promotion to ensure that employment opportunity infiltrates every area of our employment system.

In addition, although I, as the Commissioner of Revenue Services, have ultimate responsibility for monitoring and development of the Affirmative Action Plan, I give primary responsibility for this to the Department's Equal Employment Opportunity Manager, Penny B. Potter. Her office is located at 25 Sigourney Street, Hartford, Connecticut and she may be contacted at (860) 297-5708.

To assure that our Affirmative Action Plan is integral to the Department's core mission and operations, each person involved in its implementation and utilization will be held accountable for its success and progress. Regardless of an employee's position or classification, constant efforts must be made to ensure that affirmative action is more than mere words or some distant goal. At DRS, we are committed to strive for equal employment opportunity and advancement for all every day in every way.


Kevin B. Sullivan
Commissioner of Revenue Services

6/1/13
Date