RODERICK L. BREMBY
Commissioner

STATE OF CONNECTICUT

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AFFIRMATIVE ACTION
CONTRACT COMPLIANCE STATEMENT OF POLICY

The Connecticut Department of Social Services is an affirmative action employer, supportive of, and in compliance with, the following Federal and State legislative mandates: the Civil Rights Act of 1964 (Titles VI and VII); the Equal Pay Act; the Age Discrimination in Employment Act; the Rehabilitation Act of 1973; Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974; the Americans with Disabilities Act and its amendment, relevant Governors' Executive Orders; plus the following sections of the Connecticut General Statutes:46a-58(a)-(d), Deprivation of Civil Rights; 46a-60 through 46a-81p, Fair Employment Practices; Public Accommodations; Affirmative Action Plans; Code of Fair Practices; Criminal Offenders and Cooperation with the Commission on Human Rights and Opportunities. The Department and all contractors must comply with administrative regulations on contract compliance and cooperate fully with the Connecticut Commission on Human Rights and Opportunities in all activities pertinent to these regulations.

The Department of Social Services will not knowingly do business with any contractor, sub-contractor or supplier of services or materials who discriminates against members of any class protected under the Connecticut General Statutes. Contractors, sub-contractors and suppliers of materials whose overall employment statistics are not reflective of the general employment area must submit evidence of good faith efforts to ensure that their personnel policies and practices do not have a disparate impact on employment opportunities for protected class individuals. ("Good Faith" means that degree of diligence that a reasonable person would exercise in the performance of his/her obligations).

Contractors, sub-contractors and suppliers of services or materials are encouraged to develop and follow a plan of affirmative action to achieve or exceed parity of employment with the applicable labor market. **The existence and active administration of voluntary plans and continued compliance will be factors for deciding contract approvals and for the continuation of existing contracts. "Default by the Contractor" status may be assigned to any DSS contractor that fails to comply with the conditions of the <u>State of Connecticut Contract</u>.**

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March 2, 2015