



RODERICK L. BREMBY  
Commissioner

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**AFFIRMATIVE ACTION EMPLOYEE ADVISORY COMMITTEE  
POLICY STATEMENT**

This policy establishes the Affirmative Action Employee Advisory Committee (AAEAC) as an advisory group to the Department of Social Services' Affirmative Action Division. The Committee's mission is to foster fair and non-discriminatory treatment of all employees, applicants and individuals served by the agency.

I hold the leadership of each region, division or unit and each individual staff member responsible for implementing the Department's policies in these areas by:

1. Eliminating the discrimination that results from:
  - The use of language, verbal and written, that excludes or offends any individual or group based on prejudice, intolerance or bias.
  - The use of forms of communication that is insensitive to people with special needs.
2. Ensuring that needs in service delivery are brought to the attention of DSS leadership and by advocating for corrective action.
3. Supporting employee and customer efforts to form networks and support groups, which are consistent with the DSS' mission, values, ethics and strategic directions.
4. Supporting employee participation in Committee sponsored activities.
5. Actively encouraging and providing support for ongoing efforts to make DSS responsive to the multicultural diversity of its workforce and customers.

The Department of Social Services is committed to the principles and spirit of this policy. The objectives established herein must be considered immediate and necessary and not subordinate to any other programs or initiative of the Department.

For additional information about the Department of Social Services' Affirmative Action Employee Advisory Committee, you may contact the Affirmative Action Division at (860) 424-5040.

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