

A copy of the 2013 Approved Military Department's Affirmative Action Plan can be found in the Human Resources Offices at the William A. O'Neill Armory located on 360 Broad Street, Hartford, CT 06105 in Room #141. All employees are encouraged to review the plan and send any comments to Mr. Anthony Lewis the agency's Affirmative Action Designee.



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

Promoting Equality and Justice for all People

SENT BY EMAIL ONLY: thaddeus.j.martin.mil@mail.mil

August 21, 2013

Thaddeus Martin, Adjutant General
Military Department
State Armory
360 Broad Street
Hartford, CT 06105-3780

RE: 2013 Affirmative Action Plan --APPROVED

Dear Mr. Martin:

Pursuant to Section 46a-68(d) of the general statutes, the Commission on Human Rights and Opportunities has reviewed the proposed affirmative action plan submitted by the Department of Military Department on April 8, 2013. The Commission at its regular meeting on July 10, 2013 voted that the plan be **APPROVED**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-60 and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING IS APRIL 15, 2015.**

Your attention is called to Section 46a-68-66, **LETTER OF COMMITMENT**, of the Affirmative Action Regulations of Connecticut State Agencies. Section 46a-68-66 requires that the agency shall accept or reject the Commission's proposals to achieve compliance with the Regulations, and that the Commission shall closely monitor the agency's efforts to achieve compliance. A letter of commitment and a technical assistance meeting to address the weak and deficient elements noted in the attached evaluation is required from the Department of Military Department within thirty (30) days from the date notice of the Commission's action is received.

The following section is weak in the proposed affirmative action plan:

- Section 46a-6840. Utilization Analysis
- Section 46a-68-41. Hiring/Promotion Goals and Timetables
- Section 46a-68-44. Program Goals and Timetables

The Commission requests that the attached evaluation be thoroughly reviewed to ensure that all deficiencies, omissions, and errors identified in the Evaluation be addressed.

Thaddeus Martin, Adjutant General
Military Department
August 21, 2013

Technical assistance is required. For technical assistance or if you have any questions you may contact Susan Hom, HRO Representative at 860-541-4702.

Sincerely,

Tanya A. Hughes
by Charles W. [unclear]
Tanya A. Hughes
Interim Executive Director

Attachment

Cc: Anthony Lewis, Human Resource Manager/EEO Designee
Via email: anthony.lewis@ct.gov
Susan Hom, HRO Representative