

## **ANTI-HARASSMENT AND DISCRIMINATION POLICY**

### **Purpose**

The Office of Protection and Advocacy for Persons with Disabilities (OPA) is committed to providing a work environment in which all people are treated with respect and dignity. All employees are expected to participate in this effort.

### **Prohibited Conduct**

Federal and state law, including Title VII of the 1964 Civil Rights Act, 42 U.S.C. § 2000e-2(a)(1), and the Connecticut Fair Employment Practices Act, C.G.S. §46a-60 *et seq.*, prohibit various forms of discrimination and illegal harassment in employment.

OPA strictly prohibits discrimination, including harassment, based on all legally protected classes, including race, color, religious creed, age, sex, national origin, marital status, sexual orientation, gender identity or expression, learning disability, physical disability or blindness, present or past history or mental disability, intellectual disability, genetic information, criminal record, and military or veteran status. “Harassment” means any verbal, physical, graphic or written conduct when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting that individual; or
- Such conduct interferes with another’s work performance or creates an intimidating, offensive or hostile work environment.

OPA shall not tolerate discrimination or harassment on the basis of a protected class by anyone, including any supervisor, co-worker, vendor, client or customer, whether in the workplace, at assignments outside of the workplace, at OPA-sponsored social events or elsewhere.

### **Reporting Discrimination and Harassment**

1. **Claimants** – If you believe that you are being harassed or otherwise discriminated against because of your protected class, you should immediately report the harassment/discrimination to any one of the following people:
  - Your supervisor or manager;
  - The Equal Employment Opportunity Designee, **Jamila H. Goolgar** (860-713-5258); or
  - The Human Resources Representative, **Eileen Morin** (860-713-5028).
2. **Witnesses** – Any employee who witnesses harassment or other forms of discrimination prohibited under this policy or becomes aware that another employee has been subjected

