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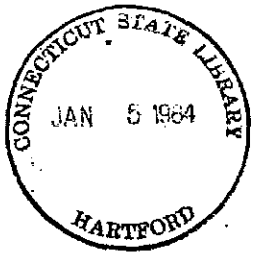


STATE OF CONNECTICUT

BY HIS EXCELLENCY

WILLIAM A. O'NEILL

EXECUTIVE ORDER NO. NINE

WHEREAS, the State of Connecticut has taken a proud leadership stand in establishing a policy of equal opportunity through affirmative action in state service; and

WHEREAS, Section 46a-68(a) of the Connecticut General Statutes requires that each state agency, department, board and commission develop and implement in cooperation with the Commission on Human Rights and Opportunities, an affirmative action plan that commits such agency, department, board or commission to a program of affirmative action in all aspects of personnel and administration, pursuant to regulations which shall be adopted by the Commission; and

WHEREAS, Section 46a-68(c) of the Connecticut General Statutes requires each state agency, department, board and commission to file an affirmative action plan with the Commission semiannually, except that any agency, department, board and commission which has an affirmative action plan approved by the Commission may be permitted to file its plan on an annual basis in a manner prescribed by the Commission; and

WHEREAS, Section 46a-68(d) of the Connecticut General Statutes requires the Commission on Human Rights and Opportunities to review and formally approve or disapprove the content of such affirmative action plans within seventy-five days of the submission of each plan to the commission; and

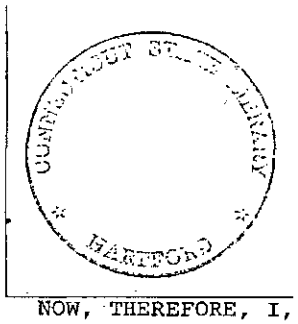
WHEREAS, Section 46a-68(f) of the Connecticut General Statutes requires the Commission on Human Rights and Opportunities to monitor the activity of such plans within each state agency, department, board and commission and to report to the Governor and the General Assembly on or before April first of each year concerning the results of such plans; and

WHEREAS, Section 46a-82(c) of the Connecticut General Statutes provides that the Commission on Human Rights and Opportunities may issue complaints against state agencies, departments, boards and commissions who fail to submit the affirmative action plans mandated by Connecticut General Statutes Section 46a-68(a), and further provides that the Commission may issue complaints against agencies, departments, boards and commissions whose affirmative action plans do not comply with statutory requirements; and

WHEREAS, Section 14(a) of Public Act 83-569 further provides that the Commission on Human Rights and Opportunities may, under certain conditions therein set out, issue certificates of non-compliance to any agency, department, board or commission whose affirmative action plan is twice consecutively disapproved; and

WHEREAS, it is the firm policy of the state to comply fully with the letter and spirit of legislation pertaining to affirmative action in order to secure for all citizens true and meaningful opportunities to secure employment in state service; and

WHEREAS, it is also the firm policy of the state to do all that is possible to assure that each agency, department, board or commission complies fully with its responsibilities under the above cited statutes;



NOW, THEREFORE, I, WILLIAM A. O'NEILL, as Governor of the State of Connecticut, in order to reinforce the efforts and commitment of state government to equal opportunity through affirmative action, and acting in conformance with the authority vested in me by the Constitution and by the statutes of this state, do hereby ORDER AND DIRECT:

1. All State agencies, departments, boards and commissions are hereby directed to comply with affirmative action statutes and regulations and to retain such compliance as a top priority.

2. The Commission on Human Rights and Opportunities shall be the central coordinating agency of state government principally responsible for assuring that equal opportunity through affirmative action exists within state service.

3. The Commission on Human Rights and Opportunities shall provide training and technical assistance to the affirmative action officers employed by all agencies, departments, boards and commissions pursuant to Connecticut General Statutes Section 46a-82(b).

4. The head of each agency, department, board and commission shall immediately designate a full or part-time affirmative action officer, and will ensure such officer is fully trained by the Commission on Human Rights and Opportunities in all aspects of affirmative action, including but not limited to the development and implementation of affirmative action plans.

5. The Commission on Human Rights and Opportunities, consistent with its responsibilities under Sections 46a-68 and 46a-82 of the Connecticut General Statutes, shall be responsible for supervising, reviewing and monitoring the development and implementation of state agencies' affirmative

action plans; and the Commission shall be responsible for providing policy guidance, coordination and direction in the uniform development and implementation of affirmative action plans by state agencies.

6. This Order shall become effective January 3, 1984.

Dated at Hartford, Connecticut, this 3rd day of January, 1984.

WILLIAM A. O'NEILL, Governor

Filed this 3rd day of January, 1984

Secretary of the State