



The Connecticut Agricultural Experiment Station

123 HUNTINGTON STREET, P.O. BOX 1106, NEW HAVEN, CONNECTICUT 06504

Putting Science to Work for Society Protecting Agriculture, Public Health, and the Environment

Founded 1875

STATEMENT OF AFFIRMATIVE ACTION POLICY

January 13, 2020

The Experiment Station confirms its continuing policy of commitment to affirmative action and equal opportunity employment as immediate and necessary objectives of the Station and, further, it recognizes the distinction between the two. Affirmative action means positive action, undertaken with conviction and effort, to overcome the present effects of past practices, policies, or barriers to equal employment opportunity and to achieve the full and fair participation of women, Blacks, Hispanics, and any other protected group found to be underutilized at the Station or affected by policies or practices having an adverse impact.

Equal employment opportunity means employment of people without consideration of race, color, religious creed, age, sex, marital status, sexual orientation, gender identity, gender expression, national origin, ancestry, criminal conviction record, genetic information, learning disability, present or past history of mental disability, intellectual or physical disability, including, but not limited to blindness, of an applicant for employment or an employee, unless the mental disability or physical disability prevents adequate performance. The Station also recognizes the hiring difficulties experienced by the physically disabled and by many older persons. Employment at the Station is offered to all without regard to age or physical disability unrelated to occupational requirements.

Legislation sets forth the requirements for our affirmative action policies including the 5th, 13th, and 14th Amendments to the U.S. Constitution, and Sections 1, 3, and 20 of Article First of the Connecticut Constitution. Additional U.S. and Connecticut statutes, legislation, regulations, guidelines, and executive orders are shown in the attached summary.

Our policy of affirmative action applies to all aspects of research and outreach programs and the employment process, such as employment applications, job qualifications, job specifications, recruitment, hiring, promotion, personnel policies including those against sexual harassment, job structuring, orientation, training, counseling, grievance procedures, evaluation, layoffs, and termination. It also includes notification of the general public and all bidders, contractors, subcontractors, and suppliers of material that the Station will not knowingly provide services and programs for or do business with anyone who discriminates against protected persons. All employees have a right to a reasonable period of review and have 30 days to comment on the Station's Affirmative Action Plan after receiving written notice. All comments thereto shall be directed to Dr. Jason C. White, Equal Employment Officer.

Vice Director Jason C. White and the agency head are responsible for developing and implementing our Affirmative Action Plan. We watch the performance in striving for maximum use of every person's potential, in meeting our objectives of affirmative action and equal employment opportunity, and in carrying out our pledge to affirmatively provide services and programs in a fair and impartial manner. Dr. White may be reached at 123 Huntington Street, Box 1106, New Haven, CT 06504 or at 203-974-8523 for further details concerning our affirmative action plan or to file a complaint/grievance with regard to this agency policy. Director Theodore G. Andreadis may be reached at the same address or at 203-974-8440.

Clearly, our goal of discovery and service requires that we rely solely on merit and accomplishment in judging people. Therefore, as Director, I pledge my continued commitment in achieving our goals of affirmative action and equal employment opportunity, and to the full use and help of all, and I expect everyone else to act affirmatively in pursuit of our policy.

Theodore G. Andreadis
Director

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WWW.CT.GOV/CAES

An Affirmative Action/Equal Opportunity Employer

Constitutional Amendments

5-227

5-267
8-265
10a-10

10a-11

17-206j
27-59
31-51d
31-75
32-9e
36-445
38-172
38-262j
46a-60
46a-64
46a-64a
46a-66

46a-68

46a-69
46a-70
46a-71
46a-72
46a-73
46a-74
46a-75
46a-76
46a-77
46a-80
53-37
53-37a

isolation

PA89-205
PA 91-58
PA 92-85
PA98-180
PA99-180
PA00-72
PA01-53
PA02-136

PA03-151

ulations
46a,54-1 through 54-152
46a,54-200 through 207
46a, 68-1 through 68-17
46a, 68-31 through 74
46a-68j-21

CONNECTICUT

Regulations

46a,54-1 through 54-152
46a,54-200 through 207
46a, 68-1 through 68-17
46a, 68-31 through 74
46a-68j-21

Executive Orders

18, Gov. Meskill
11, Gov. Grasso
12, Gov. Grasso
9, Gov. O'Neill

- An act concerning state employment opportunities for persons with disabilities
- An act concerning discrimination on the basis of sexual orientation
- An act concerning sexual harassment education and training in the workplace
- An act prohibiting the use of genetic information in employment decisions
- An act concerning diversity training for state employees
- An act concerning intimidation based on bigotry or bias
- An act concerning state agency Affirmative Action Plans and diversity training
- An act concerning employment protection for crime victims and persons whose criminal records have been erased
- An act concerning affirmative action officers

Guidelines

Committee on Upward Mobility Upward mobility

<u>Executive Orders</u>	
18, Gov. Meskill	Affirmative Action
11, Gov. Grasso	Equal employment opportunity and affirmative action
12, Gov. Grasso	Governor's Council, Opportunities for the Spanish speaking
9, Gov. O'Neill	Affirmative Action