

# Equal Employment Opportunity for DAS and Client State Agencies



## What We Do

In the Equal Employment Opportunity Unit, we are responsible for ensuring that all clients and employees are guaranteed rights and protection without regard to: race; color; religious creed; age; sex; pregnancy; sexual orientation; gender identity or expression; marital status; national origin; ancestry; intellectual disability; genetic information; learning disability; physical disability (including, but not limited to, blindness); mental disability (past/present history thereof); military or veteran status; or criminal record in state employment, unless the provisions of §46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling; unless there is a bona fide occupational qualification excluding persons in one of the above protected classes. We are also responsible for investigating all employee allegations of discrimination including sexual harassment; overseeing the Americans with Disabilities Act, and providing employees with information regarding upward mobility and career counseling.

DAS EEO develops and implements the agencies' Affirmative Action Plans, policies, reports, programs and procedures.

## Who May File a Complaint?

Any person applying for employment with, or currently employed by, any of the agencies covered under the DAS

Equal Employment Opportunity Unit who believes s/he has been subjected to employment discrimination because of: race; color; religious creed; age; sex; pregnancy; sexual orientation; gender identity or expression; marital status; national origin; ancestry; intellectual disability; genetic information; learning disability; physical disability (including, but not limited to, blindness); mental disability (past/present history thereof); military or veteran status; or criminal record, unless the provisions of §46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling; unless there is a bona fide occupational qualification excluding persons in one of the above protected classes, has a right to file a complaint with the Equal Employment Opportunity Unit.

DAS strictly forbids retaliation against employees who report discrimination, including harassment, or who participate in internal or external investigations involving such conduct. Agents of DAS shall not retaliate against, coerce, intimidate, threaten, harass, or interfere with any individual exercising or enjoying his or her rights under Federal or State law or because an individual aided or encouraged any other individual in the exercise of rights granted or protected by State or Federal law.



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The DAS Equal Employment Opportunity Unit is committed to the policies and procedures that promote equal employment opportunity.

The ultimate purpose of the Affirmative Action Program is to:

- Ensure equality
- Avoid discrimination
- Develop a workforce that is truly representative of all segments of the population, and
- Improve the operation of the agency's services



## Related Resources

CT Commission on Human Rights and Opportunities - [www.ct.gov/chro](http://www.ct.gov/chro)

CT Department of Labor - [www.ctdol.state.ct.us](http://www.ctdol.state.ct.us)

US Equal Employment Opportunity Commission - [www.eeoc.gov](http://www.eeoc.gov)

US Dept. of Labor, Wage and Hour Division - [www.dol.gov/whd/](http://www.dol.gov/whd/)

All complaints regarding alleged employment discrimination should be filed with the agency's Equal Employment Opportunities Specialists. Complaints should be submitted within 30 calendar days of the alleged discriminatory act, giving rise to the complaint. All complaints can be in writing and/or verbal. Time frames will not exceed 90 days for filing, processing and resolution of all alleged employment discrimination complaints. The EEOS will act in an effort to mediate or conciliate complaints. Information concerning complaints will be kept confidential, except where disclosure is necessary or required by law.

After the investigation of the complaint, if the EEOS concludes that no act of discrimination occurred, she/he will inform both the complainant and the respondent of the findings. However, if after the investigation, the EEOS finds reason to believe that the rights of the complainant have been violated, she/he will meet with the respondent to conciliate the matter in order to bring about a proper remedy. Employees are advised of legal options to file employment discrimination complaints with the Connecticut Commission on Human Rights and Opportunities, United States Equal Employment Opportunity Commission, United States Department of Labor, Wage and Hour Division, and any other agencies, state, federal or local, that enforce laws concerning discrimination in employment.