

AFFIRMATIVE ACTION PLAN

**SUMMARY OF OBJECTIVES**

**September 2018**

The Department of Economic and Community Development has completed its biennial Affirmative Action Plan for the reporting period of March 1, 2016 through February 28, 2018. The Plan continues to be utilized as a tool to assist in the effort and realization of Equal Employment Opportunities for all individuals without consideration of the following: race; color; religious creed; age; sex; pregnancy; sexual orientation; workplace hazards to reproductive systems, 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 groups.

Included in the plan are an analysis of the DECD workforce by race and sex within each occupational category and a comparison of the workforce to the availability of these individuals in the relevant labor market area. Where a disparity exists, numerical goals and timetables have been established to assist in achieving parity. The Plan further reviews the Department’s previous year’s Plan with regard to progress to goals.

The Department of Economic and Community Development continues to review its employment processes on an ongoing basis to assure all processes and procedures are administered in accordance with equal employment opportunity and affirmative action guidelines.

All employees are invited to review the Plan and submit comments about the Plan to our Equal Employment Opportunity Specialist 2, Jennifer Taplin. She can be reached at the Department of Administrative Services, Equal Employment Opportunity Unit, 450 Columbus Boulevard, Suite 1501, Hartford, CT 06103, or at [jennifer.taplin@ct.gov](mailto:jennifer.taplin@ct.gov). Her phone number at the agency is (860) 713-5309.

A copy of the Affirmative Action Plan Policy Statement as well as other relevant policy statements that are contained in the Plan will be forwarded to all DECD employees and will be posted on the Department’s Website. The Department of Economic and Community Development will make every good faith effort to achieve the objectives, goals and timetables as set forth in the Affirmative Action Plan and will hold all DECD employees accountable for their responsibilities in helping achieve its objectives.