



STATE OF CONNECTICUT
DEPARTMENT OF MOTOR VEHICLES
 60 State Street, Wethersfield, CT 06161
<http://ct.gov/dmv>



AFFIRMATIVE ACTION POLICY

CHAPTER: **Affirmative Action**
 SUBJECT: **Policy Statement**

Policy No: 106

Approved: Sibongile Magubane
 Sibongile Magubane, Commissioner

11/13/2020
 Date

AFFIRMATIVE ACTION POLICY STATEMENT

The Department of Motor Vehicles (DMV) recognizes Affirmative Action and Equal Employment Opportunity as immediate and necessary objectives of our agency. Therefore, we reaffirm our quest to achieve the full and fair participation in our management and workforce of minorities, women, older workers, the physically disabled and all other protected groups.

We are strongly committed to providing equal employment opportunities to all individuals without consideration of race, color, sex, including pregnancy, sexual harassment, sexual orientation, gender identity or expression, marital status, religious creed, age, national origin, ancestry, physical disability (including, but not limited to, blindness), learning disability, intellectual disability, mental disability (past or present) or history thereof, workplace hazards to reproductive systems, veterans status, past or present criminal record (in state employment and licensing), or genetic information in accordance with all provisions of the Connecticut General Statutes which prohibit discrimination; with only those exceptions allowed by law and based solely upon bona fide occupational qualifications.

Affirmative action will be the instrument by which we achieve these goals. Affirmative action is positive action, undertaken by the department, with conviction and good faith effort, to overcome the residual effects of past practices, policies and/or barriers to equal employment opportunity. As stated by the U.S. Supreme Court, discrimination not only refers to situations in which intended discrimination has occurred, but also encompasses practices, criteria and procedures which, although neutral on the face, have a discriminatory effect on classes of individuals protected against employment discrimination.

Affirmative action shall guide us through every step of the employment process including, but not limited to, the areas of recruitment and selection, training, promotion and upgrading, benefits, compensation, counseling, personnel policies, grievance investigation, evaluation, layoff, termination and all other vital areas to assure, promote and protect equal employment opportunity. A diligent effort is being made and shall continue to be made, to inform all protected groups of the opportunities available under our program, and to encourage the active involvement of all of our employees as we strive to protect the ideals of equal employment opportunity and affirmative action.

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DMV recognizes the hiring difficulties experienced by the physically disabled, the learning disabled and the older worker. We shall continue to strive to recruit members of these protected groups, and will set program goals, as necessary, to overcome the present effects of past discrimination.

Furthermore, DMV recognizes sexual harassment as a form of sex discrimination, and hereby notifies all employees that unwelcome sexual advances, requests for sexual favors, or other verbal and/or physical contact used either as a condition of employment or which creates an intimidating, hostile or offensive work environment will not be tolerated.

Our goals for this year reiterate our commitment to affirmative action and equal employment opportunity, as we strive to learn, and thus improve our employment practices and to ensure that we affirmatively provide all services and programs in a fair and impartial manner.

Any employee who wishes to discuss or file a complaint concerning a possible discriminatory act or who wishes to voice concerns and/or comments about the agency's affirmative action plan should contact: Natalie Shipman, Equal Employment Opportunity Manager, Department of Motor Vehicles, 60 State Street, Wethersfield, CT 06161 or call her at (860) 263-5264. Comments regarding the agency's plan will be accepted at any time during the year and will be addressed in the corresponding submission.

As Commissioner of this agency, I am personally committed to the effective implementation of the department's Affirmative Action policy and program, and hereby direct all employees to actively commit their support. Only by working together each day can we ensure the reality of equal employment opportunity in the Connecticut Department of Motor Vehicles.