



STATE OF CONNECTICUT  
DEPARTMENT OF HOUSING



## **AFFIRMATIVE ACTION PLAN**

### **SUMMARY OF OBJECTIVES**

**2019**

The Department of Housing has completed its Affirmative Action Plan for the reporting period of September 1, 2015 through August 31, 2017. 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 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) or criminal record, and military or veteran status, unless the provisions of §46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or 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 DOH 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 Housing 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 Director, Alicia Nuñez. Ms. Nuñez is located on the 15<sup>th</sup> floor at 450 Columbus Boulevard, Hartford, CT 06103. Her phone number is (860) 713-5317. 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 you shortly under separate cover as well as will be posted on the Department OF Housing's Website.

The Department of Housing 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 DOH employees accountable for their responsibilities in helping achieve its objectives.

*update 2019-A.N.*