



CONNECTICUT DEPARTMENT OF TRANSPORTATION

POLICY STATEMENT

POLICY NO. EX.O.-3
February 27, 2019

SUBJECT: Affirmative Action Policy

As the Commissioner of the Connecticut Department of Transportation (Department), I pledge my full support to the principles of equal employment opportunity and affirmative action. I assume full responsibility for insuring that all programs, employment, and promotional opportunities within the Department will be conducted in a non-discriminatory manner and consistent with the program goals and timetables established in our Affirmative Action Plan. I expect the full cooperation of every member of the Department in implementing this policy and in sharing in the responsibility of meeting our immediate and necessary agency objectives of affirmative action and equal employment opportunity.

Discrimination is embedded in our Nation's history. Unless consciously addressed, the present effects of past discriminatory practices will continue to exist. We recognize that to overcome past discrimination and achieve equal employment opportunity for everyone, there must be a specific program and action plan that addresses and measures our efforts and success. Federal and State equal employment opportunity and affirmative action laws have been enacted in response to this history of discrimination. In accordance with these applicable laws and regulations and as an essential part of our fundamental operating policy, we have developed an Affirmative Action Plan.

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. Affirmative action to implement this policy shall apply to all aspects of the employer/employee relationship, including, but not limited to, advertising, recruitment, hiring, training, reclassification, promotion, benefits, compensation, discipline, termination, layoff, terms and conditions of employment. It is the policy of the Department to implement the principle of equal employment opportunity and affirmative action by providing employment and advancement opportunities solely on the basis of potential, ability, and job related skills. Successful achievement of Equal Employment Opportunity/Affirmative Action goals will provide benefits to the Department through fuller utilization and development of previously underutilized human resources.

Equal employment opportunity is employment without consideration of an individual's protected class status of age, ancestry, color, genetic information, learning disability, marital status, mental disability (past or present), intellectual disability, national origin, physical disability, race, religious creed, sex, pregnancy, sexual harassment, gender identity or expression, sexual orientation, veteran status, criminal record (in state employment or licensing) or previously opposed discrimination unless provisions of Connecticut General Statutes §§ 46a-60(b), 46a-80(b), or 46a-81(b) are controlling or there is a bona fide occupational qualification excluding individuals. Employees whose jobs bring them in contact with reproductive hazards are also protected under this policy statement.

Additionally, the Department recognizes that sexual harassment is a form of sex discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, which are used as a condition of employment and/or create an intimidating, hostile or offensive working environment is a violation of both State and federal equal opportunity laws.

It is the Department's policy that all employees, volunteers, contractors, subcontractors, vendors, visitors, parties, and others have a right to work and be in an environment free of discrimination, which encompasses freedom from sexual harassment. Sexual harassment undermines the integrity of the workplace and the personal dignity of the individual and will not be tolerated.

The Department has established a separate comprehensive Sexual Harassment Prevention Policy and Reporting Procedure.

We also recognize the hiring difficulties experienced by individuals with disabilities and by many older persons. In order to ensure the full and fair utilization of these persons in our workforce, we will set program goals for action as necessary.

The Department's Office of Equal Opportunity and Diversity will continue to use viable affirmative action measures in all stages of the employment process in accordance with Chapter X (46a-68-87) of its Affirmative Action Plan.

As Commissioner, I pledge that services and programs of this agency will be provided in a fair and impartial manner consistent with affirmative action. All education and training programs conducted by this agency will be open to qualified persons. Each contractor, supplier, union, or other cooperative agency with which we do business shall support this policy by complying with applicable State and federal equal opportunity laws, regulations, guidelines, and executive orders prohibiting discrimination. The Department shall not be a party to any agreement or contract, which has the effect of sanctioning discriminatory practices. I expect all supervisory personnel to adhere to this mandate by carrying out their affirmative action responsibilities, as set forth in this

plan, with the same vigor and effectiveness as all of their other responsibilities. In evaluation of all supervisors, performance of affirmative action responsibilities will be of prime consideration.

No employee shall be coerced, intimidated, or retaliated against by the agency or any person for performing any of the duties recited in this section. Any person so aggrieved may file a complaint with the Office of Equal Opportunity and Diversity, and/or with the Commission on Human Rights and Opportunities, provided that nothing herein shall preclude disciplining or discharging an employee for just cause. If you report an alleged incident of harassment or discrimination and believe that you are being retaliated against as a result, you should report this to the Office of Equal Opportunity and Diversity. However, if you knowingly make a false accusation under the Equal Employment Opportunity/Affirmative Action Policy, you will be subject to appropriate disciplinary action up to and including termination.

Our policy is posted and distributed annually to all Department employees. All Department employees have the right to review and comment on the Department's Affirmative Action Plan. Copies of the Affirmative Action Plan are kept in the Office of Equal Opportunity and Diversity and the Department's Office of Human Resources. Mr. Eric Smith, Equal Employment Opportunity Director, has been assigned affirmative action responsibilities. He can be reached at (860) 594-2211. The office is located at the Department of Transportation, 2800 Berlin Turnpike, Newington, Connecticut.

(This Policy Statement supersedes Policy Statement No. EX.O.-3 dated February 6, 2017)



Joseph J. Giulietti
Commissioner