STATE OF CONNECTICUT

DEPARTMENT OF REVENUE SERVICES

OFFICE OF THE COMMISSIONER

POLICY STATEMENT

As Commissioner of the Department of Revenue Services and personally as a citizen of Connecticut, I am firmly committed to equal employment opportunity for all state employees (including interns) and applicants to overcome the present effects of past practices, policies, or barriers to equal employment opportunity and to achieving the full and fair participation of all, regardless of race, color, sex (including transgender, pregnancy, and sexual harassment), age, religious creed, political belief, ancestry, national origin, criminal record, marital status, sexual orientation, genetic information, present or past history of mental disability, intellectual disability, learning disability, physical disability including, but not limited to, blindness, veteran status, or gender identity or expression. I am further committed to achieving all the goals set forth in our Affirmation Action Plan within the timetables established.

To advance these commitments, equal employment opportunity is established as our goal and affirmative action the immediate and necessary vehicle to achieve it, in accordance with all existing federal/state constitutional provisions, laws, regulations, guidelines, and executive orders. New programs and opportunities for advancement will be generated to complement and expand upon those presently in place. Particular attention will be given to such areas as recruitment, interviewing, testing, training, appointment, assignment, evaluation, and promotion to ensure that employment opportunity infiltrates every area of our employment system. We recognize the hiring difficulties experienced by individuals with disabilities and by many older persons; program goals will be utilized to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the workplace.

This policy of non-discrimination is not limited to employment practices but extends, as well, to services and programs provided by the agency and affirmative steps will be taken to ensure they are provided in a fair and impartial manner. The agency also recognizes the protection granted to employees by C.G.S 46a-60(10) regarding workplace exposure to hazardous substances.

Penny Potter, the Department's Equal Employment Opportunity Manager, has primary responsibility for overseeing affirmative action and equal employment opportunity. She is located at 450 Columbus Boulevard, Suite 1, Hartford, Connecticut 06103 and may be contacted at (860) 297-5708. The agency Discrimination, Sexual Harassment, and ADA Complaint Procedure is available in the Office of Diversity & Equity and on the DRS Website.

To ensure that our Affirmative Action Plan is integral to the Department's core mission and operations, each person involved in its implementation and utilization will be held accountable for its success and progress. Regardless of an employee's position or classification, constant efforts must be made to ensure that affirmative action is more than mere words or some distant goal. At DRS, we are committed to strive for equal employment opportunity and advancement for all every day in every way.

John Biello
Acting Commissioner of Revenue Services

1/24/2020
Date