Department of Revenue Services

STATE OF CONNECTICUT
DEPARTMENT OF REVENUE SERVICES

OFFICE OF THE COMMISSIONER

SEXUAL ORIENTATION POLICY

All employees are prohibited from discriminating against another employee or agent of the Department of Revenue Services on the basis of his/her sexual orientation, in accordance with Connecticut General Statutes, Sections 46a-81r.

For purposes of this policy, "sexual orientation" means having a preference for heterosexuality, homosexuality, or bisexuality; having a history of such preference; or being identified with such preference.

The following shall be considered a discriminatory practice in violation of this policy and Connecticut General Statutes, Section 46a-81c:

1) If an employer, except in the case of a bona fide occupational qualification or need, refuses to hire, or employ, or to bar or to discharge from employment any individual or to discriminate against him in compensation or in terms, conditions, or privileges of employment because of the individual's sexual orientation.

2) If any person, employer, employment agency or labor organization, except in the case of a bona fide occupational qualification or need, advertises employment opportunities in a manner that restricts such employment so as to discriminate against individuals because of their sexual orientation.

Nothing in this policy shall be deemed or construed to mean that the Department of Revenue Services authorizes or permits the use of numerical goals or quota, or other types of affirmative action programs, with respect to heterosexuality, homosexuality, or bisexuality in the administration of this policy.

Procedure

Any employee who feels that he or she is the victim of discrimination based on his or her sexual orientation may file a written complaint with the Office of Diversity and Equity using the established complaint forms.

John Biello
Acting Commissioner of Revenue Services

1/24/2020
Date