



STATE OF CONNECTICUT

ADJUTANT GENERAL'S OFFICE

MILITARY DEPARTMENT

360 BROAD STREET, HARTFORD, CONNECTICUT 06105-3706

NED LAMONT
GOVERNOR
COMMANDER-IN-CHIEF

FRANCIS J. EVON, JR.
MAJOR GENERAL

AFFIRMATIVE ACTION POLICY STATEMENT

The State of Connecticut Military Department ("CMD") will ensure that no person is discriminated against or denied the benefits of any activity, program or employment process receiving public funds, in whole or in part on the basis of the factors mentioned below.

What is Equal Employment Opportunity?

"Equal Employment Opportunity" means employment of individuals without consideration of:

- | | |
|---|--|
| Age | Harassment (including Pregnancy and Sexual Harassment) |
| Ancestry/Alienage | Marital Status |
| Color | National Origin |
| Criminal Record (in state employment and/or licensing) | Previously Opposed Discrimination (Retaliation) |
| Disability (includes Physical Disability, Learning Disability and/or Intellectual Disability) | Past or Present History of Mental Disability |
| Gender/Sex | Race |
| Genetic Information | Religious Creed |
| Gender Identity or Expression | Sexual Orientation |
| | Transgender Status |
| | Veteran Status |
| | Workplace Hazards to Reproductive Systems |

Unless the provisions of §46a-60(b), §46a-80(b) and §46a-81(b) of the Connecticut General Statutes are controlling, or if there is a bona fide occupational qualification excluding persons in one of the above protected groups.

Connecticut law prohibits discrimination which affects employment terms and conditions including, but not limited to:

- | | |
|-------------|----------------------------|
| Recruitment | Benefits |
| Hiring | Leave/Laying Off |
| Testing | Training Opportunities |
| Promotion | Performance Evaluations |
| Assignments | Demotion |
| Transfer | Discharge |
| Salary | Terms & Working Conditions |
| Referring | Advertising |
| Classifying | Compensating |

860 524-4953

An Affirmative Action/Equal Employment Opportunity Employer



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It is the Policy of CMD to implement the principles of Equal Employment Opportunity (“EEO”) and Affirmative Action (“AA”) by providing employment and advancement opportunities solely on the basis of job-related skills, ability and potential.

Prohibited Activity

Cyber-harassment, is defined as repeated, unsolicited, threatening behavior by a person or group using mobile and/or Internet technology including audio/video or other recording devices with the intent to bother, terrify, intimidate, humiliate, threaten, harass or stalk someone else because of their protected class basis. The harassment can take place in any electronic environment where communication with others is possible, such as on social networking sites, on message boards, in chat rooms or through email. Just posting a general opinion on a discussion board, or in a forum is not considered harassment.

Purpose and Need

Equal Employment Opportunity is the purpose and goal of Affirmative Action under the provisions of §46a-68-75 through §46a-68-114 of the Affirmative Action Regulations of Connecticut State Agencies. The basis of this policy statement for equal employment opportunity is not only because it is the law, but also because it is an essential part of the philosophy of CMD. Employees are invited to review and comment on the Affirmative Action Plan anytime during the Reporting Period.

What is Affirmative Action?

“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 and to achieve the full and fair participation of women, Blacks and Hispanics and any other protected group found to be underutilized in the workforce or affected by policies or practices having an adverse impact. The *purpose* of affirmative action is to secure the full and fair utilization of protected groups in the workforce, and the need for such action is measured by any lack of such utilization. CMD recognizes the need to remedy the hiring difficulties experienced by the physically disabled and by many older persons. To this end, program goals for past discrimination, if any, have been established and are described in the Program Goals §46a-68-88 of the CMD’s Affirmative Action Plan.

Steps of the Employment Process with Affirmative Action

The role of affirmative action in the advertising/recruiting step is to create the largest pool of qualified applicants by expending sufficient resources and exercising creativity to reach likely sources of applicants from protected groups. The role of affirmative action in the testing step is to work with State Personnel to insure that all testing procedures are free of adverse impact. Affirmative action and equal employment opportunity *are at all times immediate and necessary agency objectives*. CMD pledges to affirmatively provide services and programs in a fair and impartial manner. It is the goal of CMD to ultimately achieve full utilization of minorities, women, older persons, and the physically disabled and other protected classes within CMD’s workforce. EEO Complaint(s) made against The Adjutant General and/or the EEO Designee, will be automatically referred to the State of Connecticut Commission on Human Rights and Opportunities (“CCHRO”) and if appropriate, investigation by the Department of Administrative Services (“DAS”) under §46a-68(b).

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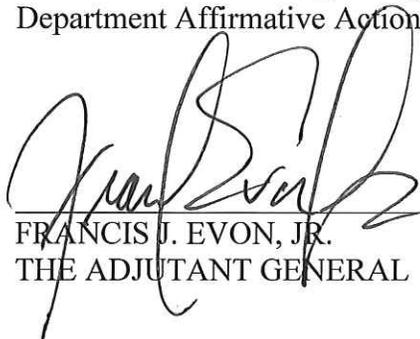
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I, FRANCIS J. EVON, JR., direct all personnel to adhere to this Affirmative Action Policy Statement and to familiarize themselves with the CMD's Affirmative Action Plan. In order to satisfy these lawful obligations, CMD has an Equal Employment Opportunity Designee.

If you have any questions and/or concerns about any employment matters or to obtain more information about this Affirmative Action Policy Statement and/or any other EEO related matters, such as the EEO Discrimination Complaint Procedures; please forward all inquiries by regular mail, electronic mail, fax, and/or telephone contact to:

Anthony Lewis, Human Resources Manager/EEO Designee
State of Connecticut Military Department
360 Broad Street Hartford Armory
Hartford, Connecticut 06105-3706
Telephone: (860) 548-3248
Fax: (860) 548-3218
Email:anthony.lewis@ct.gov

As The Adjutant General and Appointing Authority of the State of Connecticut Military Department, I am committed to achieving the goals within the timetables set forth in the State of Connecticut Military Department Affirmative Action Plan.



FRANCIS J. EVON, JR.
THE ADJUTANT GENERAL

11 FEB 2018
DATE

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