



Jeanne Milstein  
Child Advocate

**STATE OF CONNECTICUT**  
**OFFICE OF THE CHILD ADVOCATE**  
999 Asylum Avenue, Hartford, Connecticut 06105

**AFFIRMATIVE ACTION POLICY STATEMENT**

As Child Advocate of the Office of the Child Advocate (OCA), I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, persons who are older, and all the protected groups found to be underutilized in the OCA's workforce or affected by policies having an adverse impact. The Office of the Child Advocate reaffirms the principles of Affirmative Action and Equal Employment Opportunity in all of its employment activities. They are consistent, immediate and necessary objectives of this Office. I further state that the Office of the Child Advocate will comply with the anti-discrimination provisions of the State and Federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many persons who are older and, where appropriate, I have set program goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the workforce. I further pledge that the OCA will affirmatively provide services and programs in a fair and impartial manner.

The Affirmative Action Plan is not only a way by which the Office of the Child Advocate can achieve equal employment opportunity objectives, but will also serve as a mechanism to prevent and eliminate discrimination. The OCA will take additional efforts to recruit, employ, and promote members of groups, which we find should be included.

"Affirmative Action" is 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 other protected groups found to be underutilized in the work force or affected by policies or practices having an adverse impact.

"Equal Employment Opportunity" is the employment of individuals without consideration of race, color, religious creed, age, sex, marital status, national origin, ancestry,

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*An Affirmative Action / Equal Opportunity Employer*

mental retardation, physical disability, learning disability, sexual orientation, past or present history of mental disability, genetic information, or criminal record, unless the provisions of Sections 46a-60(b), 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 groups. Equal Employment Opportunity is the purpose and goal of Affirmative Action under Sections 46a-68-31 through 46a-68-74 of the Regulations of Connecticut State Agencies.

This policy statement will be given annually to all OCA employees and will also be posted throughout the Office. I also expect each supplier, union, consultant and other State agencies with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The OCA will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal antidiscrimination law.

I also promise to make every good-faith effort to achieve the goals within the timetables set forth in this Plan.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to Debby Hearl, Human Resources Specialist, Department of Administrative Services, 165 Capitol Avenue, State Office Building 5<sup>th</sup> Floor East, Hartford, CT 06106, telephone at (860) 713-5314, e-mail at debby.hearl@ct.gov and Ngina Gibson, Equal Employment Opportunity Specialist, Department of Administrative Services, 165 Capitol Avenue, State Office Building 5<sup>th</sup> Floor East, Hartford, CT 06106, telephone at (860) 713-5258, e-mail at ngina.a.gibson@ct.gov

  
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Jeanne Milstem, Child Advocate  
The Office of the Child Advocate (OCA)

Date

4/25/11