



STATE OF CONNECTICUT

STATE DEPARTMENT OF EDUCATION



AFFIRMATIVE ACTION POLICY STATEMENT

SECTION 46a-68-78

The Connecticut State Department of Education (CSDE) recognizes its responsibility to uphold the principles of affirmative action and equal employment opportunity and regards both as immediate and necessary agency objectives. The purpose of affirmative action is to overcome the current effects of past discrimination. The CSDE is committed to ensuring that these principles are upheld with conviction and intensive effort. Therefore, the CSDE has implemented detailed, results-oriented programs in order to combat discrimination and achieve its affirmative action goals and objectives. The CSDE pledges to take affirmative steps to provide services and programs in a fair and impartial manner.

The Connecticut State Department of Education recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons. Program goals and timetables will be established to overcome the current effects of past discrimination, if any, and to achieve the full and fair participation of individuals with disabilities and older persons in the workforce.

The Connecticut State Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of age, ancestry, color, criminal record, gender identity or expression, genetic information, intellectual disability, learning disability, marital status, mental disability/disorder (past or present history thereof), national origin, physical disability (included but not limited to blindness), race, religious creed, retaliation (for complaining of conduct believed to be discriminatory), sex (including pregnancy, sexual harassment, sexual orientation, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws unless there is a bona fide occupational qualification excluding persons in any of the above protected groups).

If any person feels that he or she has been discriminated against based on his or her protected class status with respect to this internal policy, there is an internal process in place to handle these complaints of discrimination. The full internal discrimination complaint process is available on our intranet and by contacting the Affirmative Action Office. Levy Gillespie, EEO Director has been assigned affirmative action duties and he may be reached at the State of Connecticut Department of Education, Affirmative Action Office, 450 Columbus Boulevard, Suite 607, Hartford, CT 06103 or at 860-807-2071, by fax at 860-326-0550 or by e-mail at: levy.gillespie@ct.gov.

This Policy Statement is based on both the spirit and the letter of state and federal anti-discrimination laws, regulations and executive orders and is posted throughout the Department as well as distributed annually to all employees. Each employee has the right to review and comment upon the affirmative action plan annually, throughout the year prior to its submission on June 30th.

In accordance with legal requirements, the CSDE recognizes its responsibility to implement this policy in all aspects of the employment process, including recruitment, selection, assignment, compensation, promotion, upgrading, training, educational assistance, transfer, discipline, job qualification, job specifications, personnel policies, orientation, evaluation, termination, layoff, recall and all other terms, conditions and privileges of employment. The affirmative action staff monitors all activity undertaken in these areas and makes a good-faith effort in relation to any problems identified. The Connecticut Department of Education's *good-faith efforts* include, but are not limited to recommending policies and procedures that will eliminate actual or potential problems, establishing goals and timetables, and taking other appropriate measures to address and resolve existing problems. The CSDE's Affirmative Action Office will continue to use viable affirmative action measures in all aspects of the employment process in accordance with its affirmative action plan.

As Commissioner of the CSDE, I pledge that services and programs of this agency will be provided in a fair and impartial manner consistent with the principles of affirmative action and equal employment opportunity. All education and training programs conducted by this agency will be open to qualified persons. Each contractor, supplier, union or

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The Connecticut State Department of Education is an affirmative action/equal opportunity employer.

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 CSDE 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 effort as their other responsibilities.

In my role as Commissioner of the CSDE, I am fully committed to the principles of affirmative action and equal employment opportunity. This commitment includes the successful implementation of the agency's affirmative action plan, and ensuring that all employees are allowed to work in an environment free from insulting, degrading or discriminatory treatment and unlawful harassment of any kind, including sexual harassment. This policy statement evidences my commitment to achieving the goals set forth in the plan.

February 1, 2017
Effective Date

Dianna R. Wentzell
Dr. Dianna R. Wentzell
Commissioner of Education