



The Connecticut Agricultural Experiment Station

123 HUNTINGTON STREET, P.O. BOX 1106, NEW HAVEN, CONNECTICUT 06504

Founded 1875

***Putting Science to Work for Society
Protecting Agriculture, Public Health, and the Environment***

STATEMENT OF AFFIRMATIVE ACTION POLICY

January 17, 2021

The Experiment Station confirms its continuing policy of commitment to affirmative action and equal opportunity employment as immediate and necessary objectives of the Station and, further, it recognizes the distinction between the two. 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, Hispanics, and any other protected group found to be underutilized at the Station or affected by policies or practices having an adverse impact.

Equal employment opportunity means employment of people without consideration of race, color, religious creed, age, sex, marital status, veteran status, sexual orientation, gender identity, gender expression, national origin, ancestry, criminal conviction record, genetic information, learning disability, present or past history of mental disability, intellectual or physical disability, including, but not limited to blindness, of an applicant for employment or an employee, unless the mental disability or physical disability prevents adequate performance. The Station also recognizes the hiring difficulties experienced by the physically disabled and by many older persons. Employment at the Station is offered to all without regard to age or physical disability unrelated to occupational requirements.

Legislation sets forth the requirements for our affirmative action policies including the 5th, 13th, and 14th Amendments to the U.S. Constitution, and Sections 1, 3, and 20 of Article First of the Connecticut Constitution. Additional U.S. and Connecticut statutes, legislation, regulations, guidelines, and executive orders are shown in the attached summary.

Our policy of affirmative action applies to all aspects of research and outreach programs and the employment process, such as employment applications, job qualifications, job specifications, recruitment, hiring, promotion, personnel policies including those against sexual harassment, job structuring, orientation, training, counseling, grievance procedures, evaluation, layoffs, and termination. It also includes notification of the general public and all bidders, contractors, subcontractors, and suppliers of material that the Station will not knowingly provide services and programs for or do business with anyone who discriminates against protected persons. All employees have a right to a reasonable period of review and have 30 days to comment on the Station's Affirmative Action Plan after receiving written notice. All comments thereto shall be directed to Dr. Wade H. Elmer, Equal Employment Officer.

Vice Director Wade H. Elmer and the agency head are responsible for developing and implementing our Affirmative Action Plan. We watch the performance in striving for maximum use of every person's potential, in meeting our objectives of affirmative action and equal employment opportunity, and in carrying out our pledge to affirmatively provide services and programs in a fair and impartial manner. Dr. Elmer may be reached at 123 Huntington Street, Box 1106, New Haven, CT 06504 or at 203-974-8503 for further details concerning our affirmative action plan or to file a complaint/grievance with regard to this agency policy. Director Jason C. White may be reached at the same address or at 203-974-8440.

Clearly, our goal of discovery and service requires that we rely solely on merit and accomplishment in judging people. Therefore, as Director, I pledge my continued commitment in achieving our goals of affirmative action and equal employment opportunity, and to the full use and help of all, and I expect everyone else to act affirmatively in pursuit of our policy.

Jason C. White
Director

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An Affirmative Action/Equal Opportunity Employer

UNITED STATES			
<u>Constitutional Amendments</u>		<u>Subject</u>	
First		Freedom of speech	5-227
Thirteenth		Prohibits slavery and involuntary servitude	5-267
Fourteenth		Equal protection	8-265
<u>Statutes</u>			
No. - Section			10a-10
29 - 260, <i>et seq.</i>		Equal Pay Act, 1963	10a-11
29 - 621, <i>et seq.</i>		Age Discrimination in Employment Act, 1973	17-206j
29 - 701, <i>et seq.</i>		Vocational Rehabilitation Act, 1973	27-59
31 - 1221, <i>et seq.</i>		State and Local Fiscal Assistance Act, 1972	31-51d
42 - 1981		Equal rights under law	31-75
42 - 1982		Property rights	32-9e
42 - 1983		Civil action for deprivation of rights	36-445
42 - 2000d, <i>et seq.</i>		Title VI of the Civil Rights Act, 1964	38-172
42 - 2000e, <i>et seq.</i>		Title VII of the Civil Rights Act, 1964	38-262j
42 - 3601, <i>et seq.</i>		Title VIII of the Civil Rights Act, 1968	46a-60
20- 1681 <i>et seq.</i>		Title IX of Educational Amendments of 1972	46a-64
<u>Regulations</u> - From Code of Federal Regulations			
No. - Part			46a-64a
29 - 30		Nondiscrimination in apprenticeship	46a-66
29 - 32		Handicap discrimination regulations	46a-68
29 - 1602		EEOC records and reports	46a-69
29 - 1620		Equal Pay Act regulations	46a-70
29 - 1627		ADEA records and reports	46a-71
31 - 51		Revenue sharing recipients	46a-72
41 - 60-1		OFCCP regulations	46a-73
41 - 60-741		AA regulations for handicapped workers	46a-74
101 - 336		Americans with Disabilities Act	46a-75
<u>Guidelines</u> - From Code of Federal Regulations			
29 - 1604		Sex discrimination guidelines	46a-76
29 - 1605		Religious discrimination guidelines	46a-77
29 - 1606		National origin guidelines	46a-80
29 - 1607		Employee selection procedures	53-37
29 - 1608		Affirmative action guidelines	53-37a
29 - 1625		ADEA interpretations	Legislation
<u>Executive Orders</u>			
11141		Age discrimination	PA89-205
11246		Nondiscrimination in federal contracts	PA 91-58
11625		Developing minority businesses	PA 92-85
12138		Women's business enterprises	PA98-180
<u>Constitution</u>			
Article First			PA99-180
Section 1		Equality of rights	PA00-72
Section 3		Right of religious liberty	PA01-53
Section 20		Equal protection	PA02-136
<u>General Statutes</u>			
Sec. 4-61u		Upward mobility	PA03-151
4a-60		Nondiscrimination clauses in state contracts	Regulations
4a-60a		Nondiscrimination (sexual orientation) in state contracts	46a,54-1 through 54-152
4a-61		Minority business enterprises	46a,54-200 through 207
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Section 3		Right of religious liberty	46a-68j-21
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