Founded 1875

The Connecticut Agricultural Experiment Station

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

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

	UNITED STATES		
Constitutional Amendments	Subject	5-227	Discrimination prohibited in state employment
First	Freedom of speech	5-267	Compliance by officers, appointing authorities and employees
Thirteenth	Prohibits slavery and involuntary servitude	8-265	Discrimination re housing financed by CHFA barred
Fourteenth	Equal protection	10a-10	Office of education opportunity
<u>Statutes</u>		10a-11	Strategic plan to ensure racial and ethnic diversity
No Section		17-206j	Denial of employment, housing, licenses because of history of mental disability
29 - 260, et seq.	Equal Pay Act, 1963	27-59	Discrimination prohibited by armed forces
29 - 621, et seq.	Age Discrimination in Employment Act, 1973	31-51d	Apprenticeship programs
29 - 701, et seq.	Vocational Rehabilitation Act, 1973	31-75	Discrimination in compensation on account of sex
31 - 1221, et seq.	State and Local Fiscal Assistance Act, 1972	32-9e	Set aside program for minority business enterprises
42 - 1981	Equal rights under law	36-445	Discrimination in mortgage or home improvement loans
42 - 1982	Property rights	38-172	Discrimination in insurance
42 - 1983	Civil action for deprivation of rights	38-262j	Age discrimination in group insurance coverage
42 - 2000d, et seq.	Title VI of the Civil Rights Act, 1964	46a-60	Discriminatory employment practices
42 - 2000e, et seq.	Title VII of the Civil Rights Act, 1964	46a-64	
42 - 3601, et seq.	Title VIII of the Civil Rights Act, 1968		Discriminatory public accommodation practices
20- 1681 et seq.	Title IX of Educational Amendments of 1972	46a-64a	Discrimination against families with children
Regulations - From Code of F		46a-66	Discriminatory credit practices
No Part	coordi regulations	46a-68	State affirmative action plans
29 - 30	Nondiscrimination in apprenticeship	46a-69	Discriminatory practices by state
29 - 32	Handicap discrimination regulations	46a-70	Guarantee of equal employment in state agencies
29 - 1602	•	46a-71	Discriminatory practices by state agencies
29 - 1620	EEOC records and reports	46a-72	Discrimination in job placement by state agencies
	Equal Pay Act regulations	46a-73	Discrimination in state licensing and charter procedures
29 - 1627	ADEA records and reports	46a-74	Violations of Public Accommodations Act
31 - 51	Revenue sharing recipients	46a-75	Discrimination in educational and vocational programs
41 - 60-1	OFCCP regulations	46a-76	Discrimination in allocation of state benefits
41 - 60-741	AA regulations for handicapped workers	46a-77	Cooperation with CHRO required
101 - 336	Americans with Disabilities Act	46a-80	Denial of employment based on prior conviction of a crime
Guidelines - From Code of Fe	-	53-37	Ridicule on account of race, creed or color
29 - 1604	Sex discrimination guidelines	53-37a	Deprivation of a person's civil rights
29 - 1605	Religious discrimination guidelines	<u>Legislation</u>	
29 - 1606	National origin guidelines	PA89-205	An act concerning state employment opportunities for persons with disabilities
29 - 1607	Employee selection procedures	PA 91-58	An act concerning discrimination on the basis of sexual orientation
29 - 1608	Affirmative action guidelines	PA 92-85	An act concerning sexual harassment education and training in the workplace
29 - 1625	ADEA interpretations	PA98-180	An act prohibiting the use of genetic information in employment decisions
Executive Orders		PA99-180	An act concerning diversity training for state employees
11141	Age discrimination	PA00-72	An act concerning intimidation based on bigotry or bias
11246	Nondiscrimination in federal contracts	PA01-53	An act concerning state agency Affirmative Action Plans and diversity training
11625	Developing minority businesses	PA02-136	An act concerning employment protection for crime victims and persons whose
12138	Women's business enterprises		criminal records have been erased
	CONNECTICUT	PA03-151	An act concerning affirmative action officers
Constitution	Subject	Regulations	
Article First	<u>Subject</u>	46a,54-1 through 54-152	Description of Organizations (CHRO), Rules of Practice, and Personal data
Section 1	Equality of rights	46a,54-200 through 207	Sexual harassment posting and training requirements
Section 3	Right of religious liberty	46a, 68-1 through 68-17 46a, 68-31 through 74	Apprenticeship regulations Affirmative action by state government regulations
Section 3	Equal protection	46a-68j-21	Contract compliance
General Statutes	Equal protection	Guidelines	1
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Sec. 4-61u	Upward mobility	Executive Orders	,
4a-60	Nondiscrimination clauses in state contracts	18, Gov. Meskill	Affirmative Action
4a-60a	Nondiscrimination (sexual orientation) in state	11, Gov. Grasso	Equal employment opportunity and affirmative action
4. 61	contracts	12, Gov. Grasso	Governor's Council, Opportunities for the Spanish speaking
4a-61	Minority business enterprises	9, Gov. O'Neill	Affirmative Action