



# State of Connecticut COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Contract Compliance Unit – 450 Columbus Blvd., Suite 2, Hartford, CT 06103

*Promoting Equality and Justice for all People*

## NOTICE CONCERNING CONTRACT COMPLIANCE RESPONSIBILITIES

To All Labor Unions, Workers Representatives, and Vendors:

Any State of Connecticut-funded contract that this contractor holds shall be performed in accordance with Conn. Gen. Stat. §§ 4a-60, 4a-60a, and 4a-60g.

This means that this contractor:

1. Agrees to provide the Commission on Human Rights and Opportunities (“CHRO”) with any information concerning this contractor's employment practices and procedures which relates to the Commission’s responsibilities under Conn. Gen. Stat. §§ 4a-60, 4a-60a, 4a-60g or 46a-56; and
2. Agrees to include the provisions of Conn. Gen. Stat. §§ 46a-60(a) and 4a-60a in each and every subcontract and purchase order and to take whatever action the CHRO deems necessary to enforce these provisions.

WITH REGARD TO RACE, COLOR, RELIGIOUS CREED, AGE, MARITAL STATUS, NATIONAL ORIGIN, ANCESTRY, SEX, GENDER IDENTITY OR EXPRESSION, STATUS AS A VETERAN, STATUS AS A VICTIM OF DOMESTIC VIOLENCE, INTELLECTUAL DISABILITY, MENTAL RETARDATION OR PHYSICAL DISABILITY, INCLUDING, BUT NOT LIMITED TO, BLINDESS, this means that this contractor:

1. Shall not discriminate or permit discrimination against anyone;
2. Shall take affirmative action so that persons applying for employment are hired on the basis of job-related qualifications and that employees once hired are treated without regard to race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, status as a veteran, status as a victim of domestic violence, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such contractor that such disability prevents performance of the work involved;
3. Shall state, in all solicitations or advertisements for employees placed by or on behalf of the contractor, that it is an affirmative action-equal opportunity employer;
4. Shall comply with Conn. Gen. Stat. §§ 4a-60, 46a-68e, and 46a-68f and with each regulation or relevant order issued by the CHRO pursuant to sections 46a-56, 46a-68e, 46a-68f, and 46a-86
5. Shall make good faith efforts to employ minority business enterprises as subcontractors and as suppliers of materials.



**State of Connecticut**  
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WITH REGARD TO SEXUAL ORIENTATION AND GENDER IDENTITY OR EXPRESSION:

1. The contractor will not discriminate or permit discrimination against anyone, and employees will be treated without regard to their sexual orientation, gender identity or expression once employed; and
2. The contractor agrees to fully comply with Conn. Gen. Stat. § 4a-60a and each regulation or relevant order issued by the CHRO under Conn. Gen. Stat. § 46a-56.

Persons having questions about this notice or their rights under the law are urged to contact the:

COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
AFFIRMATIVE ACTION AND CONTRACT COMPLIANCE UNIT  
450 Columbus Boulevard, Suite 2  
Hartford, CT 06103  
(860) 541-3434

**COPIES OF THIS NOTICE SHALL BE POSTED IN CONSPICUOUS PLACES  
AVAILABLE TO ALL EMPLOYEES AND APPLICANTS FOR EMPLOYMENT**