



DISCRIMINATION and ILLEGAL HARASSMENT PREVENTION POLICY

For Current/Prospective CHRO Employees and Persons Doing Business with CHRO

PURPOSE

The Connecticut Commission on Human Rights and Opportunities (CHRO), in accordance with C.G.S. §46a-60 *et seq.*, and Title VII of the 1964 Civil Rights Act, 42 U.S.C. § 2000e-2(a)(1) affirms its commitment to ensuring a work environment free from any form of discrimination and illegal harassment (including sexual harassment). Discrimination and illegal harassment (including sexual harassment) in the workplace is a form of misconduct that undermines the integrity of the employment relationship.

The CHRO strictly prohibits discrimination and illegal harassment (including sexual harassment) based on all legally protected classes, including age; ancestry; color; marital status; national origin; race; religious creed; gender (including sexual harassment and pregnancy); transgender status; gender identity or expression; sexual orientation; criminal record (in state employment and licensing and consideration of any criminal record in violation of the state's Clean Slate Act); veteran status; victim of domestic violence; workplace hazards to reproductive systems; present or past history of mental disability, intellectual disability, learning disability, genetic information, physical disability, including, but not limited to, blindness; or a member of any other protected class recognized by federal and state law, absent a bona fide occupational qualification or need.

PREVENTING DISCRIMINATION AND ILLEGAL HARASSMENT (INCLUDING SEXUAL HARASSMENT)

To prevent the spread of discrimination and illegal harassment (including sexual harassment) within the CHRO all CHRO employees are encouraged to inform the Office of Diversity and Equity Programs (ODEP) of any incident that may violate this policy.

All supervisors, managers, and any other members of management share responsibility for the implementation of this policy. It is each supervisor's, manager's, and any other member of management's responsibility to maintain a work environment free of discrimination and illegal harassment (including sexual harassment) and to ensure mutual dignity and respect. Every supervisor, manager, and any other member of management will discuss this policy with their employees, assuring them that they are not to endure any behaviors or incident that may violate this policy.

Any supervisor, manager, or any other member of management who receives a complaint about discrimination or illegal harassment (including sexual harassment), witnesses discrimination or illegal harassment (including sexual harassment), becomes aware of, or believes that someone is engaging or has engaged in behaviors or conduct that may violate this policy have the duty to immediately report the incident to the ODEP. Any supervisors, managers, or any other member of management found to be in violation of any part of this policy shall be subject to disciplinary action, up to and including termination. Supervisors, managers, or any other member of management who are unsure whether an incident may violate this policy shall nevertheless immediately report the incident to the ODEP to make such determination.

The CHRO considers discrimination and illegal harassment in any form, whether in the workplace, at assignments outside the workplace, at work sponsored social functions or elsewhere a violation of this policy. Off-duty or non-duty behavior or conduct that influences an individual's employment may also be considered a violation of this policy. The "workplace" encompasses the actual physical workplace as well as any other place that is work-connected, as well as the conditions or atmosphere under which people are required to work.

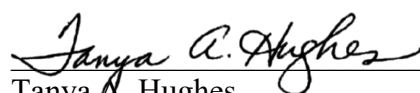
Any employee who believes they have been subjected to illegal harassment (including sexual harassment), or who has witnessed illegal workplace harassment by any employee, prospective employee, vendor, client, or any other person connected with the CHRO should immediately report the incident to:

Connecticut Commission on Human Rights and Opportunities
c/o The Connecticut Department of Labor
Office of Diversity and Equity Programs
200 Folly Brook Blvd.
Wethersfield, Connecticut
Office: 860.263.6063 or State Cellular: 860.502.5004
E-mail: jeri.d.beckford@ct.gov
Confidential Fax: 860.263.6699

If the complainant prefers, the allegation of illegal harassment may be reported directly to a supervisor, Human Resources, or any other member of management.

RETALIATION FOR REPORTING ILLEGAL WORKPLACE HARASSMENT IS PROHIBITED

It is prohibited by law and by this policy to retaliate against individuals who report discrimination or illegal harassment (including sexual harassment), object to discrimination or illegal harassment (including sexual harassment) or participate in a discrimination or illegal harassment (including sexual harassment) investigation. An employee who believes they may have been retaliated against may file a separate complaint with the ODEP.



Tanya A. Hughes
Executive Director

Connecticut Commission on Human Rights and Opportunities

July 21, 2023

Date