Commissioner Susan I. Hamilton MSW, JD
Department of Children & Families

CONNECTICUT

Department of Children and Families 2025-2026
Policy Statement- Section 46a-68-78

The Department of Children and Families (DCF) is committed to an aggressive and comprehensive equal opportunity and affirmative action program to assure equal employment opportunity to all, and to ensure that we provide all our services and programs to our workforce and to the public in a fair and culturally competent manner. The goal of affirmative action is equal employment opportunity for all individuals, without regard to race (inclusive of hair texture and protective hairstyles), color, religious creed, age, sex, gender identity or expression, veteran status, sexual orientation, marital status, national origin, ancestry, mental disability or history thereof, intellectual disability, learning disability, physical disability, blindness, pregnancy, relation for previously opposed discrimination or coercion, status as a victim of domestic violence; sexual assault; or human trafficking, prior criminal record, genetic information, or workplace hazards to reproductive systems, unless there is a bona fide occupational qualification excluding persons in one of these protected classes.

The DCF fully supports all state, federal and constitutional mandates concerning affirmative action and equal employment opportunity, including the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Americans with Disabilities Act and the Rehabilitation Act of 1973, as amended, the Equal Pay Act, the Vietnam Era Veteran's Readjustment Assistance Act of 1973, Governors' Executive Orders and the relevant sections of the state statutes, as amended. Affirmative action and equal employment opportunity are paramount to serving CT children and their families in a culturally competent manner.

To that end, DCF has developed an affirmative action plan, which commits the agency to aggressively pursue equal employment opportunity and to ensure that all services and programs are provided to the public in a fair and impartial manner. Affirmative action is the instrument by which we will achieve our goals. It is positive action, undertaken with vigor, conviction and good faith to overcome the residual effects of past practices, policies and/or barriers.

Affirmative action plays an important and necessary role in all stages of the employment process, including, but not limited to, the areas of recruitment and selection, training, promotion and upgrading, benefits, compensation, counseling, personnel policies, grievance investigation, evaluation, layoff, termination and all other vital areas to assure, promote and protect equal opportunity. The role of affirmative action is to provide an environment for the application of equal opportunity principles and to monitor the employment process to prevent instances of illegal discrimination from arising or existing.

The Department also recognizes sexual harassment as a form of sex discrimination, and hereby notifies all employees that unwelcome sexual advances, requests for sexual favors, or other verbal and/or physical contact used either as a condition of employment or which has the effect of creating an intimidating, hostile or offensive work environment will not be tolerated.

DCF has in place DCF Policy 7-1, Office of Diversity and Equity Overview. A copy of this policy, including complaint forms, is distributed annually to all employees by the ODE and is posted on the Agency's internet and intranet websites. A copy is also posted in conspicuous places in the Central Office, area offices and facilities.

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As Commissioner, I am committed to ensuring a culturally competent and diverse workforce necessary to provide the best quality services to our children and families. I monitor the agency's hiring and promotion practices and the client/staff statistical analysis to ensure that there is significant progress made toward our staff more closely reflecting the race and ethnicity of the children being served. Additionally, I attest that Monica Rams, Director of the office Multicultural Affairs/Diversity and Equity, reports directly to me.

As Commissioner, I pledge DCF will make every good faith effort to provide services and programs in a fair and impartial manner to achieve the objectives, goals and timetables set forth in this Plan. The affirmative action influence on the employment process seeks to ensure that:

1. Recruitment and hiring of protected group members reflect their availability in the job market and, when possible, reflect the representation of the children served.
2. Employee selection, placement and related activities are based upon job-related factors and criteria, and that practices with an illegal discriminatory impact are identified and eliminated.
3. Transfer, reassignment, separation, and termination decisions are non-discriminatory and do not result in an illegal adverse impact upon protected groups.

I believe in diversity in every context. I firmly support the principles and objectives of equal opportunity and affirmative action. Not only must we recognize the hiring difficulties experienced by minorities, women, persons with physical and mental disabilities, older persons and other individuals protected by affirmative action and equal opportunity laws, but we also must develop and implement an affirmative action plan and set program goals that will overcome the effects of any past discrimination, and ensure the full and fair participation in the workforce of members of all protected classes.

DCF employees have the right to a period of review and comment on the agency's affirmative action plan. In keeping with our commitment to the spirit of the law, the agency will accept comments at any time throughout the year; and will incorporate said comments with the next plan submission. Any employee who wishes to comment, review the plan or to discuss or file a complaint concerning a possible harassment and/or discriminatory act should contact:

Ms. Monica Rams
Director of Multicultural Affairs and Office of Diversity and Equity
505 Hudson Street
Hartford, CT 06106
(860) 550-6460
monica.rams@ct.gov

This plan reflects my own strong commitment to fairness and equality in all our practices, and I call on every agency employee to actively commit to making equal employment opportunity a reality for all.

Susan I. Hamilton, MSW, JD
Commissioner

6/24/26
Date