



STATE OF CONNECTICUT
DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES
A Healthcare Service Agency

NED LAMONT
GOVERNOR

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COMMISSIONER

Affirmative Action
Summary of Objectives

The overall objective of the Affirmative Action Program is to uphold the law in terms of providing equal employment opportunities in all aspects of the employment process and to ensure that policies and employment practices are free from discrimination and artificial barriers.

The Objectives of Affirmative Action are:

1. To maintain a policy of equal employment opportunity in all areas of the employment process for all individuals without regard to race, color, religious creed, age, sex, pregnancy, sexual orientation, sexual harassment, retaliation for previously opposed discrimination or coercion, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability (including, but not limited to, blindness), status as a veteran, genetic information, workplace hazards to reproductive systems, criminal record or other factors which cannot lawfully be the basis for employment actions, unless such employment is governed by the provisions of Connecticut General Statutes Section 46a-60(b), or 46a-80(b) or 46a-81(b) or there is a bona fide occupational qualification excluding persons in one of the above protected groups.
2. To eliminate artificial barriers in the employment process.
3. To assign responsibility and accountability to managers and supervisors for affirmative action progress, this includes making a good faith effort towards meeting Affirmative Action Plan goals and objectives.
4. To promote acceptance of ethnic and cultural differences among staff and clients.
5. To emphasize the importance of and the use of effective communication skills as well as the use of conflict resolution skills in a diverse workforce to resolve internal complaints of discrimination. DMHAS recognizes the right of the individual to utilize the internal discrimination complaint procedure to have discrimination and sexual harassment issues investigated and resolved.