



**STATE OF CONNECTICUT
ADJUTANT GENERAL'S OFFICE
MILITARY DEPARTMENT
GOVERNOR WILLIAM A. O'NEILL ARMORY
360 BROAD STREET, HARTFORD, CONNECTICUT 06105**

NED LAMONT
GOVERNOR
COMMANDER-IN CHIEF

FRANCIS J. EVON, JR.
MAJOR GENERAL
THE ADJUTANT GENERAL

**CONNECTICUT MILITARY DEPARTMENT (CTMD)
ANTI-HARASSMENT AND DISCRIMINATION POLICY**

PURPOSE

The CTMD is committed to providing a work environment in which all people are treated with respect and dignity. All employees are expected to participate in this effort and to report violations.

PROHIBITED CONDUCT

Federal and state law, including Title VII of the 1964 Civil Rights Act, 42 U.S.C. § 2000e-2(a)(1), and the Connecticut Fair Employment Practices Act, C.G.S. §46a-60et seq., prohibit various forms of discrimination and illegal harassment in employment. CTMD strictly prohibits discrimination, including sexual harassment and harassment based on all of the following legally protected classes: race; color; religious creed; age; sex; pregnancy; sexual orientation; gender identity or expression; marital status; national origin; ancestry; intellectual disability; genetic information; learning disability; physical disability (including, but not limited to, blindness); mental disability (past/present history thereof); military or veteran status; or criminal record.

"Harassment" means any verbal, physical, graphic or written conduct when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting that individual; or
- Such conduct interferes with another's work performance or creates an intimidating, offensive or hostile work environment.

CTMD shall not tolerate discrimination or harassment on the basis of a protected class by anyone, including any supervisor, co-worker, vendor, client or customer, whether in the workplace, at assignments outside of the workplace, at CTMD-sponsored social events or elsewhere.

REPORTING DISCRIMINATION AND HARASSMENT

1. Claimants - If you believe that you are being harassed or otherwise discriminated against because of your protected class, you should immediately report the harassment/discrimination to either your supervisor or manager or to the CTMD Equal Employment Opportunity Officer (EEOO), Ms. Maria Morales-Diaz, Hartford Armory, 360 Broad Street, Hartford, CT 06105, (860) 524-4995, maria.morales-diaz@ct.gov.

2. Witnesses - Any employee who witnesses harassment or other forms of discrimination prohibited under this policy or becomes aware that another employee has been subjected to such harassment or discrimination is also urged to immediately report the conduct to your supervisor or manager or to the CTMD EEOO.

3. Supervisors and Managers - Any supervisor or manager who receives a complaint about prohibited harassment or other forms of discrimination or who believes that someone is engaging in such conduct, are mandated to report it to Ms. Maria Morales-Diaz. Ignoring such conduct is not optional and may subject the supervisor or manager to disciplinary action.

NO RETALIATION

CTMD strictly forbids retaliation against employees who report discrimination, including harassment, or who participate in internal or external investigations involving such conduct. Agents of CTMD shall not retaliate against, coerce, intimidate, threaten, harass, or interfere with any individual exercising or enjoying his or her rights under Federal or State law or because an individual aided or encouraged any other individual in the exercise of rights granted or protected by State or Federal law. All employees are strongly urged to report all instances of retaliation via one of the avenues listed above.

INVESTIGATION OF COMPLAINTS

CTMD takes all complaints and reports of harassment and discrimination seriously. All complaints and reports will be investigated promptly. All employees are expected to cooperate fully with all administrative complaint investigations and any actions taken by CTMD as a result of such investigations. The CTMD Complaint Discrimination Process, issued as a separate policy, governs the process used to report and investigate harassment and discrimination complaints.

CORRECTIVE ACTION

If an investigation confirms that discrimination or harassment prohibited under this policy has occurred, CTMD will take corrective action promptly. Discipline, up to and including discharge from state service, may be imposed.

Francis J. Evon, Jr.
Major General
The Adjutant General

Date