



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

SEXUAL ORIENTATION POLICY STATEMENT

The Office of Policy and Management (OPM) is committed to creating a professional work environment for all its employees, fellows and interns, and, as a consequence, no form of discrimination will be tolerated against any individual on the basis of sexual orientation, either in its employment or fellowship/internship practices or in providing services to the people of the State of Connecticut.

Employees, fellows and interns should be aware that C.G.S. Secs. 46a-81b to 46a-81q, inclusive, prohibits discrimination on the basis of sexual orientation. "Sexual orientation" is defined as "a person's identity in relation to the gender or genders to which they are romantically, emotionally, or sexually attracted, inclusive of any identity that a person (A) may have previously expressed, or (B) is perceived by another person to hold."

Such discrimination can take the form of a denial of an employee, fellow or intern benefit (e.g., a promotion, job transfer, fellowship/internship opportunity), the refusal to hire, or the firing of any individual based on their sexual preference. Discrimination can also be any way in which individuals, because of their sexual orientation, are treated differently, such as being subjected to a hostile or intimidating environment in which jokes, insults or other derogatory comments are made or condoned.

Any employee, fellow or intern who believes that OPM has discriminated against them because of their sexual orientation with regard to employment or to any program, service or activity at this agency may choose to file a complaint in accordance with the agency's Discrimination Complaint Procedure.

Carolyn Kozak, OPM's Designated Equal Employment Opportunity Officer, will receive and investigate all complaints of discrimination based on sexual orientation in accordance with the agency's Discrimination Complaint Procedure. Upon receiving a complaint, the Designated Equal Employment Opportunity Officer will follow established procedures to determine whether there is evidence to support the allegation. If investigation reveals the presence of discrimination based on sexual orientation, the employee, fellow or intern behaving in such an inappropriate manner will be subject to progressive discipline.

In accordance with C.G.S. Sec. 46a-68(b)(4)(B), discrimination complaints based on sexual orientation made against the Secretary of OPM or OPM's Designated Equal Employment Opportunity Officer alleging that he/she directly or personally engaged in discriminatory conduct, or discrimination complaints made by the Secretary of OPM or OPM's Designated Equal Employment Opportunity Officer, should be directed to OPM's General Counsel in accordance

with the agency's Discrimination Complaint Procedure. Upon receiving a complaint, OPM's General Counsel will refer such complaint to the Commission on Human Rights and Opportunities (CHRO) for review and, if appropriate, investigation by the Department of Administrative Services (DAS).

No employee, fellow or intern will be coerced, intimidated, or retaliated against by OPM or any employee, fellow or intern for performing any of the duties and responsibilities of developing and implementing the agency's affirmative action plan. Any employee, fellow or intern so aggrieved may file a complaint with CHRO. Furthermore, no employee, fellow or intern will be retaliated or discriminated against by OPM or any employee, fellow or intern for opposing any discriminatory employment or fellowship/internship practice or for exercising their right to file or participate in the processing of a discrimination complaint.

We expect each OPM employee, fellow and intern to be sensitive to the complexities of this issue and to help create and maintain a work environment in which all OPM employees, fellows, interns and people of the State of Connecticut are treated with respect and dignity.

 10-6-23

Jeffrey R. Beckham Date
Secretary