

OFFICE OF THE CHAIRMAN
Workers' Compensation Commission
Capitol Place, 4th Floor Suites
21 Oak Street
Hartford, CT 06106

Tel: (860) 493-1500
Fax: (860) 247-1361

Web Site: <http://wcc.state.ct.us>



**STATE OF CONNECTICUT
WORKERS' COMPENSATION COMMISSION**

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SUMMARY OF OBJECTIVES

November 2023

The Workers' Compensation Commission has completed its biennial Affirmative Action Plan for the reporting period of *May 1, 2021 through April 30, 2023*. The Plan continues to be utilized as a tool to assist in the effort and realization of Equal Employment Opportunities for all individuals, regardless of race; color; religious creed; age; sex; pregnancy; sexual orientation; workplace hazards to reproductive systems, gender identity or expression; marital status; national origin; ancestry; retaliation for previously opposed discrimination or coercion; intellectual disability; genetic information; learning disability; physical disability (including, but not limited to, blindness); mental disability (past/present history thereof); military or veteran status; status as a victim of domestic violence; or criminal record in state employment, unless the provisions of §46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling; unless there is a bona fide occupational qualification excluding persons in one of the above protected groups.

Included in the plan is an analysis of the WCC workforce by race and sex within each occupational category and a comparison of the workforce to the availability of these individuals in the relevant labor market area. Where a disparity exists, numerical goals and timetables have been established to assist in achieving parity. The Plan further reviews the Commission's previous year's Plan with regard to goal progress.

The Workers' Compensation Commission continues to review its employment processes on an ongoing basis to assure all processes and procedures are administered in accordance with equal employment opportunity and affirmative action guidelines.

All employees are invited to review the Plan and submit comments about the Plan to our Leadership Associate/HR Associate, Shaun Simoneau. Mr. Simoneau is located at 450 Columbus Boulevard, Suite 1503, Hartford, CT 06103. His phone number is (860)-816-8844. A copy of the Affirmative Action Plan Policy Statement as well as other relevant policy statements that are contained in the Plan will be forwarded to all WCC employees and will be posted on the Commission's Website.

The Workers' Compensation Commission will make every good faith effort to achieve the objectives, goals and timetables as set forth in the Affirmative Action Plan and will hold all WCC employees accountable for their responsibilities in helping achieve its objectives.