

**CONNECTICUT STATE COLLEGES AND UNIVERSITIES
AFFIRMATIVE ACTION PLAN
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT
SECTION 46a-68-78**

This section was in compliance in the last Affirmative Action Plan.

As the statewide policy making authority for public higher education in Connecticut. The Connecticut State Colleges and Universities (CSCU) System Office is committed to leading, by example, in the areas of affirmative action equal employment opportunity for all of the Connecticut State Colleges and Universities. Additionally, the CSCU System has been charged by state statutes to promote representative racial and ethnic diversity among the students, faculty, administrators and staff at public institutions of higher education. The CSCU's policies also advances compliance with the Americans with Disabilities Act (ADA) and Title IX requirements through all of the Connecticut State Colleges and Universities (CSCU). Equal employment opportunity and affirmative action are essential to achieving higher education's twin goals of academic excellence and equity.

Subsection (a)

The Connecticut State Colleges and Universities is submitting an Affirmative Action Plan that contains a policy statement that:

- 1.) Identifies the purpose and need for affirmative action and equal employment opportunity;
- 2.) Identifies the classes protected under all Federal and State constitutions, laws, regulations and executive orders that prohibit or outlaw discrimination;
- 3.) Establishes affirmative action as an immediate and necessary agency objective;
- 4.) Pledges the agency to take affirmative steps to provide services and programs in a fair and impartial manner;
- 5.) Recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons and sets program goals for action to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the workforce;
- 6.) Advises employees of the existence of the agency's internal complaint procedures; and
- 7.) Identifies the agency Equal Employment Opportunity Officer or person assigned affirmative action duties by name, position or position classification, address and telephone number.

Subsection (b)

The Policy Statement is also signed and dated by the CSCU President and shall evidence his commitment to achieve the goals set forth in the Connecticut State Colleges and Universities (CSCU) Affirmative Action Plan.

**CONNECTICUT STATE COLLEGES AND UNIVERSITIES
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

As the statewide policy making authority for public higher education in Connecticut, the Connecticut State Colleges and Universities (CSCU) is committed to leading, by example, in the areas of equal employment opportunity and affirmative action. Additionally, the Connecticut State Colleges and Universities has been charged by state statutes to promote representative racial and ethnic diversity among the students, faculty administrators and staff at public institutions of higher education. The Connecticut State Colleges and Universities (CSCU) policies also advances compliance with Title IX requirements and the Americans with Disabilities Act (ADA) at all Connecticut State Colleges and Universities. Equal employment opportunity and affirmative action are essential to achieving higher education's goals of academic excellence and equity.

The Connecticut State Colleges and Universities (CSCU) recognizes that affirmative action is positive action undertaken with diligence and conviction to:

Overcome any remaining effects of past practices, policies or barriers to equal employment opportunity, and;

Achieve the full and fair participation of all protected class members found to be underutilized in the workplace, or adversely impacted by policies or practices.

The Connecticut State Colleges and Universities (CSCU) deems equal employment opportunity to be the education or employment of individuals without consideration of race, color, age, sex, including pregnancy, sexual harassment and sexual assault, religious creed, marital status, national origin, ancestry, physical or mental disabilities (including learning disabilities, intellectual disabilities, past or present history of mental disability), gender identity or expression, sexual orientation, transgender status, workplace hazards to reproductive systems or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. The Connecticut State Colleges and Universities (CSCU) will not request or require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. Additionally, the Connecticut State Colleges and Universities (CSCU) will not unlawfully discriminate against persons with a prior criminal conviction. Equal employment opportunity is the purpose and goal of affirmative action.

It is the policy of the Connecticut State Colleges and Universities to administer all personnel policies in manners that insure that there is no discrimination based upon race, color, age, sex, including pregnancy, sexual harassment and sexual assault, religious creed, marital status, national origin, ancestry, physical or mental disabilities (including learning disabilities, intellectual disabilities, past or present history of mental disability), gender identity or expression, genetic information, sexual orientation, transgender status, criminal record, workplace hazards to reproductive systems or other factors which cannot lawfully be the basis for employment actions.

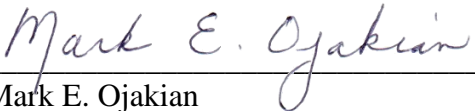
The Connecticut State Colleges and Universities recognizes the hiring difficulties experienced by persons with disabilities and by many older persons. If necessary, program goals shall be established with the Affirmative Action Plan for action eliminating hiring barriers and actively recruiting members from these groups, to overcome any remaining effects of past discrimination against these groups and to achieve full and fair participation of such persons in the workforce.

The Connecticut State Colleges and Universities shall explore alternative approaches wherever personnel practices have a negative impact on protected classes and establish procedures for the extra effort deemed necessary to assure that the recruitment and hiring of protected group members reflect their availability in the job market. To this end, the Connecticut State Colleges and Universities shall continuously review its personnel policies and procedures to ensure that barriers that unnecessarily exclude protected classes and practices that have a discriminatory impact are identified and eliminated. Recognizing that there are residual effects of past discrimination, the CSCU pledges not only to provide services in a fair and impartial manner, but also establish, through this policy, affirmative action and equal employment opportunity as immediate and necessary objectives throughout all of the Connecticut State Colleges and Universities.

The Connecticut State Colleges and Universities is committed to maintaining a work environment free from influence or prejudicial behavior and sexual harassment and a workplace in which all terms, conditions, privileges and benefits are administered in an equitable manner. The Connecticut State Colleges and Universities has an internal discrimination complaint procedure and system to process and resolve grievances.

Mark Ojakian, the President of the Connecticut State Colleges and Universities is committed to successfully implementing the Affirmative Action Plan and goals within timetables set forth. The President assures that all employees, especially managers and supervisors understand the policies and their responsibilities for implementing such and take positive steps to ensure compliance with the Affirmative Action Plan, AA/EEO policies, procedures and programs and also Americans with Disabilities Act (ADA) and Title IX requirements and mandates.

Leah Glende, Manager of Diversity and Inclusion is the appointed Equal Employment Opportunity Officer for the Connecticut State Colleges and Universities System Office and reports directly to the President of the Connecticut State Colleges and Universities (CSCU) regarding all affirmative action, equal employment opportunity, diversity, inclusion, ADA and Title IX matters. The Affirmative Action Plan is available to all members of the workforce and the CSCU System through the Human Resources Office which is located at 61 Woodland Street, 3rd Floor, Hartford, CT 06105. Ms. Glende can be reached by telephone at (860)-723-0727 or by email at glendel@ct.edu.



Mark E. Ojakian
President
Connecticut State Colleges & Universities (CSCU)

6/28/2016

Date

Federal and State constitutional provisions, laws, regulations, guidelines and executive orders that prohibit or outlaw discrimination, that identify each class of protected persons and that require and regulate the development of the Affirmative Action Program are included in the Connecticut State Colleges and Universities (CSCU) System Office Affirmative Action Plan.

FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

CONNECTICUT

CONSTITUTIONAL PROVISIONS

SUBJECT

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| Article First, Section 1 | Equality of Rights |
| Article First, Section 3 | Right of Religious Liberty |
| Article First, Section 20, as amended by | Equal Protection under the law for all persons; |
| Article V and Article XXI of the Amendments to the Connecticut Constitution | nondiscrimination in exercise of civil and political rights on the basis of religion, race, color, ancestry, national origin and sex or physical and mental disability. |

CONNECTICUT GENERAL STATUTES

SUBJECT

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| C.G.S. Section 2-120 | Establishment of Latino and Puerto Rican Affairs Commission. |
| C.G.S. Section 2-121 | Establishment of African Affairs Commission. |
| C.G.S. Section 4-61t | Committee on Career Entry and Mobility established re: needs of persons with disabilities |
| C.G.S. Section 4-61u | Upward mobility, accommodation/training of persons with disabilities |
| C.G.S. Section 4-61aa | Committee to encourage employment by the State of persons with disabilities |
| C.G.S. Section 4-61dd(b)(2)(3) | Whistleblower complaint provisions, allows state or quasi-public agency employees, or employees of large state contractors to file retaliation complaints with CHRO Chief Human Rights Referee or Attorney General. |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 4-61nn | Adaptation of administration of tests to needs of persons with disabilities |
| C.G.S. Section 4a-2c | Diversity Training Program |
| C.G.S. Section 4a-59 | Award of Contracts |
| C.G.S. Section 4a-59a | Restrictions of contract extensions |
| C.G.S. Section 4a-60 | Affirmative Action provisions in state contracts and nondiscrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation and physical disabilities (including blindness) |
| C.G.S. Section 4a-60a | Nondiscrimination clauses in state contracts on the basis of sexual orientation |
| C.G.S. Section 4a-60g to 4a-60j | Establishment of small business and minority business set-aside program involving state contracts administered by the Department of Administrative Services |
| C.G.S. Section 4a-61 | Requirement of procedures for the award of state Contracts concerning minority business enterprises |
| C.G.S. Section 4a-62 | Establishment of Minority Business Enterprise Review Committee |
| C.G.S. Section 5-195 | Merit principles to be observed |
| C.G.S. Section 5-219 | Character of examinations, qualifications for admission |
| C.G.S. Section 5-227 | Prohibition of discrimination in state classified Service because of discriminatory employment practices (as defined in CGS Section 46a-51) and discrimination due to political affiliation. |
| C.G.S. Section 5-227a | Promotion by reclassification of promotion |
| C.G.S. Section 5-228 | Promotional appointments, original appointments, hiring protected class members, sex discrimination |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 5-228e | Meeting affirmative action goals in state agencies |
| C.G.S. Section 5-267 | Officers, appointing authorities and employees to comply with law |
| C.G.S. Section 8-265c | Non-discrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, ancestry or sex; affirmative action required of contractors engaged in construction of housing financed by CHFA |
| C.G.S. Section 10-15c | Discrimination in public schools prohibited on the basis of race, color, sex, religion, national origin or sexual orientation. |
| C.G.S. Section 10-17f | Requirement of program of bilingual education in public schools where applicable. |
| C.G.S. Section 10-18a | Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes. |
| C.G.S. Section 10-153 | Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status. |
| C.G.S. Section 10a-10 | Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education. |
| C.G.S. Section 10a-11(a) | The Board of Governors for Higher Education shall develop a strategic plan to Strategic plan to ensure racial and ethnic diversity of workforce within state system of higher education. |
| C.G.S. Section 17a-541, 17a-549 | Prohibition against denying housing, employment, civil or legal rights on the basis of psychiatric disability or past or present history of mental disability. |
| C.G.S. Section 19a-581 to 19a-590 | AIDS testing and medical information |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 27-59 | Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed or color |
| C.G.S. Section 29-7m | Record and classification of crimes motivated by bigotry or bias |
| C.G.S. Section 31-22p | Non-discrimination in apprenticeship program training standards within state on the basis of race, color, religion, sex, age and national origin; provide training, employment and upgrading opportunities for disadvantaged workers. |
| C.G.S. Section 31-40 | Breastfeeding in the Workplace |
| C.G.S. Section 31-51d | Apprenticeship programs |
| C.G.S. Section 31-75 | Discrimination in compensation based solely on the basis of sex |
| C.G.S. Section 31-128i | Privacy Rights for State Employees |
| C.G.S. Section 32-9e through h | Set aside program for minority business enterprises |
| C.G.S. Section 36a-737 | Prohibition against discrimination in granting of mortgage and home improvement loans for owner-occupied properties by financial institutions on the basis of geographical or neighborhood areas. |
| C.G.S. Section 38a-446 | Prohibition against discrimination towards classes of insureds in transactions involving life insurance. |
| C.G.S. Section 38a-488 | Discrimination in insurance prohibited |
| C.G.S. Section 38a-543 | Age discrimination in group insurance coverage prohibited |
| C.G.S. Section 38a-816 | Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, mental retardation, blindness and genetic information. |
| C.G.S. Section 38a-824 | Prohibition against redlining in real estate transactions. |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 40a-60g | Transferring enforcement of the Set-aside program from DECD to DAS and CHRO |
| C.G.S. Section 46a-1 | Establishment of a Permanent Commission on Women. |
| C.G.S. Section 46a-10 | Establishment of an Office of Protection and Advocacy for persons with disabilities |
| C.G.S. Section 46a-27 | Establishment of a commission for the advocacy of deaf and hearing impaired persons; and providing of qualified interpreter services |
| C.G.S. Section 46a-52 | Concerning the review and dismissal of discriminatory practice complaints by CHRO |
| C.G.S. Section 46a-54 | Concerning Diversity Training for State Employees |
| C.G.S. Section 46a-54(15)(a) | Sexual harassment education and training in the workplace |
| C.G.S. Section 46a-54(16) | Requirement that state agencies conduct diversity training for state employees |
| C.G.S. Section 46a-56 | Broad grant of authority regarding discriminatory practices |
| C.G.S. Section 46a-57 (d) | Chief Human Rights Referees |
| C.G.S. Section 46a-58 | Deprivation of rights, desecration of property, or cross burning |
| C.G.S. Section 46a-58(a) | Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability |
| C.G.S. Section 46a-59(a) | Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex or color |
| C.G.S. Section 46a-60 | Discriminatory employment practices prohibited |

CONNECTICUT GENERAL STATUTES

SUBJECT

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| C.G.S. Section 46a-60 (a)(1) | Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or in terms, conditions or privileges of employment, or on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability and physical disability (including blindness) without bona fide occupational qualifications or need |
| C.G.S. Section 46a-60 (a)(2) | Prohibition against employment agencies' failure or refusal to properly classify or refer one on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability and physical disability (including blindness) |
| C.G.S. Section 46a-60 (a)(3) | Prohibition against discrimination regarding membership and membership rights; discrimination against members or employers or to expel from membership by labor organizations on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, learning disability and physical disability (including blindness) |
| C.G.S. Section 46a-60 (a)(4) | Prohibition against retaliation for exercising right to file or participate in the processing of a discrimination complaint; prohibition against retaliation on the basis of opposing discriminatory employment practices |
| C.G.S. Section 46a-60 (a)(5) | Prohibition against aiding, abetting or inciting discriminatory employment practices |
| C.G.S. Section 46a-60 (a)(6) | Prohibition against advertising of employment opportunities in a manner that discriminates on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability and physical disability (including blindness) |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 46a-60 (a)(7) | Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer |
| C.G.S. Section 46a-60 (a)(8) | Prohibition against sexual harassment in employment |
| C.G.S. Section 46a-60 (a)(9) | Prohibition against requiring information on familial responsibilities, pregnancy or birth control information in employment situations |
| C.G.S. Section 46a-60 (a)(10) | Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to C.G.S. Section 46a-60 (a) (9) |
| C.G.S. Section 46a-60(a)(11) | Use of genetic information in employment decisions prohibited |
| C.G.S. Section 46a-64 | Prohibition against discrimination and segregation in places of public accommodations on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, mental retardation, mental disability, or physical disability; requirement of full and equal access to blind, deaf or mobility impaired persons with guide dog; prohibits limiting breastfeeding |
| C.G.S. Section 46a-64a | Discrimination against families with children prohibited |
| C.G.S. Section 46a-64c | Prohibition against housing discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability |
| C.G.S. Section 46a-66 | Prohibition against discriminatory credit practices by creditors on the basis of sex, age, race, color, religious creed, national origin, ancestry, marital status, mental retardation, learning disability, blindness or physical disability |

CONNECTICUT GENERAL STATUTES

SUBJECT

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| C.G.S. Section 46a-68 (as amended by Public Acts 99-233 & 01-28) | State affirmative action plans; filing; monitoring report; affirmative action officers; regulations |
| C.G.S. Section 46a-68(a) | Each state agency shall develop and implement, in cooperation with CHRO an affirmative action plan that commits the agency to a program of affirmative action in all aspects of personnel and administration. |
| C.G.S. Section 46a-68(b)(2) | CHRO shall provide training and technical assistance to affirmative action officers in plan development and implementation. |
| C.G.S. Section 46a-68(b)(3) | CHRO and the Permanent Commission on the Status of Women shall provide training concerning state and federal discrimination laws and techniques for conducting internal investigations of discrimination complaints to persons designated by state agencies as affirmative action officers and persons designated by the Attorney General or the Attorney General's designee to represent the agency. Such training shall be provided for a minimum of ten hours during the first year of service and a minimum of five hours per year thereafter |
| C.G.S. Section 46a-68(b)(4) | Each person designated by an agency or department board as an affirmative action officer shall (A) be responsible for mitigating any discriminatory conduct within the agency or department, (B) investigate all complaints of discrimination made against the state agency or department, (C) report all findings and recommendations upon the conclusion of an investigation to the commissioner or director of a state agency or department for proper action and (D) complete 10 hours of training by the CHRO and PCSW |

CONNECTICUT GENERAL STATUTES

SUBJECT

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| C.G.S. Section 46a-68(b)(5) | No person designated by an agency or department as an affirmative action officer shall represent the agency or department before CHRO or EEOC. If a complaint of discrimination is filed with CHRO or EEOC against a state agency or department, the Attorney General or designee, of the Attorney General, other than the affirmative action officer shall represent the agency or department before CHRO and EEOC |
| C.G.S. Section 46a-68(c) | Requires state agencies to file affirmative action plans with CHRO. Agencies with fewer than 20 employees to file biennially. |
| C.G.S. Section 46a -68-75 – 114 | State affirmative action plans; filing; monitoring; reporting; amended AA Regulations |
| C.G.S Section 46a-69 | Discriminatory practices by state agencies |
| C.G.S. Section 46a-70 (as amended by Public Act 01-28) | Guarantee of equal employment in state agencies on the basis of race, color religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness) |
| C.G.S. Section 46a-70 (a) | Judicial Department included in guarantee of equal employment in State Agencies. |
| C.G.S. Section 46a-71 (as amended by Public Act 01-28) | Non-discrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness) |
| C.G.S. Section 46a-72 (as amended by Public Act 01-28) | Discrimination in job placement by state agencies prohibited |
| C.G.S. Section 46a-73 amended by Public Act 01-28) | Discrimination in state licensing and charter (as procedures prohibited |

CONNECTICUT GENERAL STATUTES

SUBJECT

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| C.G.S. Section 46a-74 | State agencies not to permit discriminatory practices in professional or occupational associations, public accommodations or housing |
| C.G.S. Section 46a-75(a) (as amended by Public Act 01-28) | Non-discrimination in state educational, counseling, apprenticeship and on the job training programs on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness) |
| C.G.S. Section 46a-76(a) (as amended by Public Act 01-28) | Non-discrimination in allocation of state benefits on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness) |
| C.G.S. Section 46a-77 | Cooperation with CHRO required of all state agencies. Compliance with Americans with Disabilities Act |
| C.G.S. Section 46a-77(a) | All state agencies shall cooperate with CHRO in their enforcement and educational programs |
| C.G.S. Section 46a-77(b) | All state agency shall comply with CHRO's request for information concerning practices inconsistent with the state policy against discrimination and shall consider recommendations for effectuating and implementing that policy |
| C.G.S. Section 46a-77(c) | Each state agency shall comply in all of its services, programs and activities with provisions of the Americans with Disabilities Act (42USC 12101) to the same extent that provides rights and protections for persons with physical or mental disabilities beyond those provided for by the laws of the state |
| C.G.S. Section 46a-79 | Statement of encouragement for employers to hire qualified persons with criminal conviction records; re employment of criminal offenders |
| C.G.S. Section 46a-80 | Denial of employment based on prior conviction of a crime. Dissemination of arrest record prohibited |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 46a-81a to 46a-81r, inclusive | Discrimination on the basis of sexual orientation |
| C.G.S. Section 46a-81b | Prohibition against discrimination in professional and occupational associations on the basis of sexual orientation |
| C.G.S. Section 46a-81c | Prohibition against employment discrimination on the basis of sexual orientation |
| C.G.S. Section 46a-81d | Prohibition against discrimination and segregation in places of public accommodation on the basis of sexual orientation |
| C.G.S. Section 46a-81e | Prohibition against housing discrimination on the basis of sexual orientation |
| C.G.S. Section 46a-81f | Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation. |
| C.G.S. Section 46a-81h | Requirement of equal employment in state agencies on the basis of sexual orientation. State agencies to promulgate written directives and conduct orientation and training programs. |
| C.G.S. Section 46a-81i | Non-discrimination in services provided by state agencies on the basis of sexual orientation. |
| C.G.S. Section 46a-81j | Non-discrimination in job placement activities by state agencies on the basis of sexual orientation. |
| C.G.S. Section 46a-81k | Non-discrimination in state licensing and charter procedures on the basis of sexual orientation. |
| C.G.S. Section 46a-81 l | Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations, or housing in violation of state anti-discrimination laws regarding sexual orientation. |
| C.G.S. Section 46a-81m | Non-discrimination in state educational, counseling, apprenticeship, and on-the-job programs on the basis of sexual orientation. |

CONNECTICUT GENERAL STATUTES**SUBJECT**

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| C.G.S. Section 46a-81n | Non-discrimination in allocation of state benefits on the basis of sexual orientation. |
| C.G.S. Section 46a-82 | Discrimination Complaint Filing Procedure |
| C.G.S. Section 46a-83 | Complaint Procedure of CHRO |
| C.G.S. Section 46a-83a | Right of appeal by complainant. Reconsideration requests by CHRO |
| C.G.S. Section 46-83b | Alternative Dispute Resolution/ available to address discriminatory practice complains filed with CHRO; CHRO can promulgate procedural regulations for ADR. |
| C.G.S. Section 46a-94a (c) | Concerning the reopening of matters by CHRO. |
| C.G.S. Section 47-59a | Recognition of equal rights & privileges for resident Indians of State tribes. |
| C.G.S. Section 47-59b (a) | Establishment of Indian Affairs Council to oversee rights of Indians of State tribes. |
| C.G.S. Section 51-279d | Hate Crimes Advisory Committee |
| C.G.S. Section 53-37 | Fine imposed for ridicule on account of race, creed or color, denomination, nationality or race prohibited. |
| C.G.S. Section 53-37a | Deprivation of a person's civil rights by a person wearing a mark or hood |
| C.G.S. Section 53-37b | Deprivation of a person's equal rights and privileges by force or threat |
| C.G.S. Section 53-40a | Persistent offenders of crimes involving bigotry and bias |
| C.G.S. Section 53a-181b | Intimidation based on bigotry and bias |

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 54-1m(f)(6)

Municipal and state police prohibited from stopping, detaining or searching a person solely on basis of race, color, ethnicity, age, gender or sexual orientation; African-American Affairs Commission authorized to review reports and make recommendations.

GUIDELINES

SUBJECT

Guidelines prepared by the Committee on Upward Mobility

Upward Mobility Guidelines established in 1978

PUBLIC ACTS

SUBJECT

Public Act 03-151

An Act Concerning Affirmative Action Officers

Public Act 07-62

An Act Concerning the Deprivation of Rights on Account Of Sexual Orientation

Public Act 07-142

An Act Concerning Procedures for the Hearing of Complaints Against State Contractors and Subcontractors by the Commission on Human Rights and Opportunities and documentation of Nondiscrimination Policies Adopted by State Contractors

Public Act 07-181

An Act Concerning the Investigation of a Discrimination Complaint Against or By An Agency Head or State Commission or Board

Public Act 07-245

An Act Concerning Family and Medical Leave for Municipal Employees and the Applicability of Certain Statutory Provisions to Civil Union Status.

Public Act 08-4

Allows permanent full-time state employees and quasi-public agency employees, who are blind or physically disabled, to use up to 15 days of accumulated paid sick leave to take guide dog or assistance dog training.

PUBLIC ACTS

SUBJECT

PUBLIC ACTS

SUBJECT

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| Public Act 08-45 | Prohibits the state from claiming or applying a lien against any money received as a settlement or award in a public accommodation discrimination case by people who have been supported wholly or in part by the state in a humane institution. |
| Public Act 08-49 | Makes it a violation of the Connecticut General Statutes Section 46a-58 to place a noose or simulation thereof on public property or on private property without the consent of the owner with the intent to intimidate or harass. |
| Public Act 08-166 | Establishes a 13 member Asian Pacific American Affairs Commission within the Legislative Department. |
| Public Act 09-13 | An Act Implementing the Guarantee of Equal Protection under the Constitution of the State for same sex couples |
| Public Act 09-33 | An Act Concerning Confidentiality of certain employer data |
| Public Act 09-44 | An Act Concerning Claims against the State of Connecticut |
| Public Act 09-55 | An Act Concerning the Office of Protection and Advocacy for Persons with Disabilities |
| Public Act 09-70 | An Act Concerning updates to the Family and Medical Leave Act |
| Public Act 09-145 | An Act Concerning Technical Changes to the Statutes regarding Persons with Psychiatric Disabilities and Persons with Substance Use Disorders |
| Public Act 09-158 | An Act Concerning certain state contracting nondiscrimination requirements |
| Public Act 09-191 | An Act Concerning penalties for violations of certain personnel files, statutes and equal pay for equal work |

PUBLIC ACTS

Public Act 09-208

SUBJECT

An Act making a number of changes regarding consumer credit licensees.

Public Act 11-55

An Act to prohibit discrimination in various contexts on the basis of gender identity and expression.

Public Act 14-11

An Act Concerning Sexual Assault, Stalking and Intimate Partner Violence on Campus

Public Act 15-14

An Act Concerning Excessive Use of Force

Public Act 16-3

An Act creating the Commission on Equity and Opportunity and the Commission on Women, Children and Seniors

Public Act 16-15

An Act Concerning Revisions to the Higher Education Statutes

REGULATIONS**SUBJECT**

Sections 4-66-1 to 4-66-7, inclusive

Employment and training opportunities for women in Connecticut's work force

Sections 4a-52-1 to 4a-52-22, inclusive

State purchasing procedures

Sections 19a-586-1 to 19a-586-3, inclusive

Informed consent for and HIV-related testing

Sections 27-1021(d)-72 to 27-1021(d)-74, inclusive

Discrimination and sexual harassment of veterans prohibited

Sections 31-51d-1 to 31-51d-12, inclusive

Work training standards for apprenticeship and training programs

Sections 32-9f-1 to 32-9f-3a, inclusive

Small contractor's set-aside program

Sections 32-9f-4a to 32-9f-10a, inclusive

Minority contractor loans

Sections 46a-54-1 to 46a-54-152

Description of Organizations, Rules of Practices and Personal Data

Sections 46a-54-200 to 46a-54-207, inclusive

Sexual Harassment posting and training requirements

REGULATIONS

Sections 46a-54-1a – 46a-54-103a

SUBJECT

Complaint processing and contested case proceedings regulations

Sections 46a-68-1 to 46a-68-17, inclusive

Apprenticeship regulations

Sections 46a-68-31 to 46a-74, inclusive

Affirmative action by state government

Sections 46a-68-1 – 46a-68-17

Apprenticeship Programs

Sections 46a- 68-32 – 46a-68-74

Agency Affirmative Action Plan Regulations

Sections 46a-68j-21 to 46a-68j-43, Inclusive, Sections 46a-68k –1 to 46a-68k-8, Section 46a-54d-1 to 46a-54(d) - 7

Contract compliance regulations re nondiscrimination in state contracts

Sections 4-61dd-1 through 4-61dd-21

Rules of practice for contested case proceedings under the Whistleblower Protection Act

EXECUTIVE ORDERS**SUBJECT**

Executive Order No. 3,
Governor Thomas J. Meskill

Requirement that State Contractors file compliance reports with the Commissioner of Labor on their equal employment opportunity practices

Executive Order No. 9,
Governor William A. O’Neill

Affirmative action

Executive Order No. 10,
Governor William A. Weicker

Governor’s Council for Latino and Puerto Rican Affairs

Executive Order No. 11,
Governor Ella T. Grasso

Equal employment opportunity and affirmative action

Executive Order No. 12,
Governor Ella T. Grasso

Governor’s Council on opportunities for the Spanish speaking

Executive Order No. 16,
Governor John G. Rowland

Violence in the Workplace

Executive Order No. 18,
Governor Thomas J. Meskill

Affirmative action

UNITED STATES

CONSTITUTION

First Amendment

Freedom of speech

Thirteenth Amendment

Prohibits slavery and involuntary servitude

Fourteenth Amendment

Equal protection

Fifteenth Amendment

Prohibits denying voting rights on the basis of race and color

Nineteenth Amendment

Abolishment of voting restrictions on the basis of sex

FEDERAL LAWS

SUBJECT

15 U.S.C. Section 1691

Equal Credit Opportunity Act, prohibiting discrimination by creditors on the basis of race, color, religion, national origin, sex, marital status, age, or as a result of income derived from public assistance.

20 U.S.C. Section 1092 (f)

Clergy Act requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

20 U.S.C. Section 1681 (a)

Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex, in federally funded educational services and programs.

29 U.S.C. Section 206 (d) et seq.

Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex.

29 U.S.C. Section 501, et seq.

Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibiting discrimination in the federal sector and federally funded activities and programs on the basis of disability.

29 U.S.C. Section 621 et seq.

Age Discrimination in Employment Act of 1973

29 U.S.C. Section 701 et seq.

Vocational Rehabilitation Act of 1973

FEDERAL LAWS

29 U.S.C. Section 795 et seq.

29 U.S.C. Section 2501 et seq.

29 U.S.C. Section 3001 et seq.

31 U.S.C. Section 1221 et seq.

41 U.S.C. Section 701 et seq.

42 U.S.C. Section 1981 et seq.

42 U.S.C Section 1981 A, et seq.

42 U.S.C. Section 1982

42 U.S.C. Section 1983

42 U.S.C. Section 2000a

42 U.S.C. Section 2000d et seq.

42 U.S.C. Section 2000e et seq.

SUBJECT

Employment Opportunities for Handicapped
Individuals Act

Women in Apprenticeship and Non Traditional
Occupations

Assistive Technology for Individuals with
Disabilities

State and Local Fiscal Assistance Act of 1972

Drug-Free Workplace Act of 1988

Equal rights under law

Civil Rights Act of 1991, providing additional
coverage and remedies under several federal anti-
discrimination laws, involving age, disability, race,
color, national origin, sex, and religious
discrimination, specifically provides for damages in
cases of intentional discrimination in employment.

Property rights

Civil action for deprivation of rights

Prohibition against discrimination or segregation in
places of public accommodation

Title VI of the Civil Rights Act of 1964, prohibition
against exclusion from participation in, denial of
benefits of, and discrimination under federally
assisted programs on grounds of race, color, or
national origin.

Title VII of the Civil Rights Act of 1964, as
amended, prohibiting employment discrimination
on the basis of race, color, religion, national origin
and sex.

FEDERAL LAWS

42 U.S.C. Section 3601 et seq.

SUBJECT

Title VIII of the Civil Rights Act of 1968, as amended, prohibiting discriminatory housing on the basis of race, color, religion, sex, national origin, disability and familial status, specifically provides for fair housing throughout the United States.

42 U.S.C. Section 6101 et seq.

Age Discrimination Act of 1975

42 U.S.C. Section 12101 et seq.

Americans with Disabilities Act (ADA) of 1990, prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications.

PUBLIC LAWS

PL 101-336

SUBJECT

Americans with Disabilities Act of 1990

FEDERAL REGULATIONS

12 CFR Part 202.1 et seq.

SUBJECT

Equal Credit Opportunity Regulations

28 CFR Part 36

Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities.

28 CFR Part 35

Regulations on the basis of disability in state and local government

29 CFR Part 30

Nondiscrimination in apprenticeship

29 CFR Part 32

Handicap discrimination regulations

29 CFR Part 35

Nondiscrimination on basis of disability in state services

29 CFR 1600 through 1699

Regulations of the Equal Employment Opportunity Commission (EEOC).

29 CFR Part 1602

EEOC records and reports

29 CFR Part 1620

Equal Pay Act regulations

29 CFR Part 1627

ADEA records and reports

FEDERAL REGULATIONS

SUBJECT

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| 29 CFR Part 1630 | Equal employment opportunity for individuals with disabilities |
| 31 CFR Part 51 | Nondiscrimination by revenue sharing recipients |
| 41 CFR Part 60-1 | OFCCP regulations |
| 41 CFR Part 60-741 | Affirmative action regulations for handicapped workers |
| 29 CFR Part 1604 | Sex discrimination guidelines |
| 29 CFR Part 1605 | Religious discrimination guidelines |
| 29 CFR Part 1606 | National origin guidelines |
| 29 CFR Part 1607 | Uniform Guidelines on Employee Selection Procedures |
| 29 CFR Part 1608 | Affirmative action guidelines |
| 29 CFR Part 1620 | Interpretations of Equal Pay Act |
| 29 CFR Part 1625 | ADEA interpretations |

EXECUTIVE ORDERS

SUBJECT

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| Executive Order 10590 Government | Establishment of the President's Committee on |
| President Dwight D. Eisenhower | Employment Policy as amended by EO10722 and supersede by EO 11246 |
| Executive Order 10652 | Establishment of Equal Opportunity Commission, amended EO 10773, amended by EO 11051, Revoked by EO 12148. |
| Executive Order 10952 President John F. Kennedy | Establishment of Equal Employment Opportunity Commission (EEOC). |
| Executive Order 11063 | Establishment of the President's Committee on Equal Opportunity In Housing, amended by EO 12259, repealed in part by EO 12892. |

EXECUTIVE ORDERS**SUBJECT**

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| Executive Order 11141 | Age discrimination |
| Executive Order 11246 and 11375 President Lyndon B. Johnson Amended by Executive Orders 11375, 11478, 12086 and 12107 | Nondiscrimination in Federal Contracts |
| Executive Order 11478, as amended By Executive Order 11590, Executive Order 12106 and Executive Order 13087 | Equal Employment Opportunity in Federal Government |
| Executive Order 11625 | Developing minority businesses |
| Executive Order 12067 Amended by Executive Order 12107 | Providing for Coordination of Federal Equal Employment Opportunity Programs |
| Executive Order 12138 Amended by Executive Order 12608 President James Carter | Women's business enterprises |
| Executive Order 12190 Continued by Executive Orders 12258, 12399, 12489, 12534, 12610 | Establishment of Advisory Committee on Small and Minority Business Ownership |
| Executive Order 12259 | Leadership and Coordination of Fair Housing in Federal Programs. |
| Executive Order 12336, as amended by Executive Order 12355 | Task force on Legal Equity |
| Executive Order 12432 President Ronald Reagan | Development of Minority Business Enterprise. |
| Executive Order 12640 | Re-establishment of the President's Committee on Employment of People with Disabilities, See also EO10555. |
| Executive Order 12898 President William Clinton | Environmental Justice |
| Executive Order 13050 | Advisory board on Race |
| Executive Order 13078 | National Task force on Employment of Adults with Disabilities |

104th Congress

Public Law 104-1

An Act applying and extending rights and protections (including those under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and Title 1 of the Americans with Disabilities Act of 1990) to the legislative branch of the federal government “Congressional Accountability Act of 1995”.

Public Law 104-76

Act to amend the Fair Housing Act to modify the exemption from certain familial status discrimination prohibitions granted to housing for the older persons “Housing for Older Persons Act of 1995”.

Public Law 104-188

Small Business Job Protection Act of 1996.

Public Act 104-331

(same as above) applied to Executive Office of the President “Presidential and Executive Office Accountability Act”.

105th Congress

Public Law 105-114

Act amending Title 38, providing for Equal Employment Opportunities for veterans.

Public Law 105-220

“Workforce Investment Act of 1998” Act to consolidate and improve employment, training, literacy and vocational rehabilitation programs in the United States; Various programs noted, for example: Title 1, Subtitled Section 166 – Native American programs, Section 167 – Migrant and seasonal worker programs, Section 168 – Veteran’s workforce investment programs Title IV – Rehabilitation Act Amendments of 1998 Dealing with persons with disabilities.

Public Law 105-255

An Act to establish the Commission on the Advancement of Women and Minorities in Science, Engineering and Technology Development.

106th Congress

Public Law 106-50

An Act to provide technical, financial and procurement assistance to veteran owned small businesses (“Veterans Entrepreneurship and Small Business Development Act of 1999”).

106th Congress

Public Law 106-205

Supporting the Day of Honor 2000 to honor and recognize the Service of minority veterans in the United States Armed Forces during World War II.

110th Congress

Public Law 110-233

An Act prohibiting discrimination on the basis of genetic information. Genetic Information Nondiscrimination Act of 2008. (GINA)