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 Americas 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 sexual harassment, sexual assault, pregnancy and workplace hazards to reproductive
systems), religious creed, marital status, national origin, ancestry, past or present history of
mental disability, intellectual disability, learning disability, physical disability (including, but not
limited to blindness), veteran status, Civil Air Patrol, gender identity or expression, sexual
orientation, retaliation, or other factors which cannot lawfully be the basis for employment
actions, unless there is a bona fide occupational qualification. 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 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 ensure that there is no discrimination. The Connecticut State Colleges
and Universities recognizes the hiring difficulties experiences 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, programs and also Americans with Disabilities Act (ADA) and Title IX requirements and mandates.

Leah Glende, Director 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.

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