



**Connecticut State
Colleges & Universities**

Terrence Cheng
President

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

The Connecticut State Colleges and Universities (CSCU) is committed to leading, by example, in the areas of equal employment opportunity and affirmative action. Additionally, CSCU 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. CSCU policies also advance compliance with Title IX requirements and the Americans with Disabilities Act (ADA) at all 17 institutions and system office. 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.

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 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 CSCU to administer all personnel policies in manners that ensure that there is no discrimination. CSCU 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.

CSCU 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, CSCU 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.

CSCU 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. CSCU has an internal discrimination complaint procedure and system to process and resolve grievances.

As CSCU President, I am committed to successfully implementing the Affirmative Action Plan and goals within timetables set forth. As President, I will continue to ensure that all employees, especially managers and supervisors, understand the policies and their responsibilities for implementing such. As a System we will 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.

Nicholas D'Agostino, Director of Equal Employment Opportunity is the appointed Equal Employment Opportunity Officer for the Connecticut State Colleges and Universities System Office and reports directly to my office regarding all affirmative action, equal employment opportunity, 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. Mr. D'Agostino can be reached by telephone at (860)-723-0727 or by email at NDagostino@commnet.edu.



Terrence Cheng
President
Connecticut State Colleges & Universities (CSCU)

11/15/2021

Date