

Affirmative Action / Equal Employment Opportunity Policy Statement

Central Connecticut State University is committed to providing equal employment opportunities to all individuals and to maintaining employment practices that are fair, lawful, and based on merit. In accordance with Connecticut law, Central has developed and implemented an Affirmative Action Plan to support these principles and to ensure compliance with applicable state and federal nondiscrimination requirements.

Affirmative action at Central is a proactive, analytical, and preventive process designed to identify and remove barriers that may unintentionally impede equal access to employment opportunities. It is not a system of quotas or preferences, nor does it permit employment decisions to be made on the basis of race, sex, or any other protected characteristic. All employment decisions are based on job-related qualifications, demonstrated ability and institutional need, consistent with applicable law.

Central's Equal Employment Opportunity commitment prohibits discrimination or retaliation in any employment practice, including recruitment, hiring, promotion, compensation, training, discipline, and termination, on the basis of any characteristic protected by state or federal law.

The University's affirmative action efforts operate in tandem with this nondiscrimination obligation by emphasizing lawful recruitment practices, objective evaluation standards, and consistent decision-making processes. Our affirmative action and equal employment opportunity principles are applied throughout every step in the employment process, including but not limited to, job descriptions and advertisements, recruitment practices, hiring, promotion, compensation, personnel policies and procedures, job structuring, orientation training, counseling, discrimination complaint processes, evaluations, layoffs and terminations.

Responsibility for the development, implementation, and monitoring of the Affirmative Action Plan is assigned to the University's Equal Employment Opportunity Officer, under the authority of the President. Central regularly reviews its employment practices, workforce data, and procedures to ensure ongoing compliance and to promote transparency, accountability, and continuous improvement.

Central expects all employees involved in employment-related decisions to uphold these principles and to assist in carrying out the University's affirmative action and equal employment opportunity responsibilities in good faith and in accordance with law.

This policy statement is not limited to employment practices but will extend to services and programs provided by the University. It is the policy of Central Connecticut State University that unlawful discrimination is prohibited.

Consequently, it is a violation of University policy for any member of the University community to discriminate against any individual with respect to any terms, conditions, or privileges relating to employment (including interns and student workers) or attendance at the University based on

age, ancestry, color, gender identity or expression; intellectual disability, learning disability, mental disability or history thereof; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, sexual harassment and sexual assault; human trafficking victim status, sexual orientation; criminal record; veteran status; status as a victim of domestic violence, and genetic information unless the provision of Sections 46a-60(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding a candidate. Equal employment opportunities are the purpose and goal of affirmative action under Sections 46a-68-31 through 46a-68-74. The University will consistently review all practices and procedures to ensure full compliance with the spirit and letter of Section 46a-68j-21 through 46a-68j-43 of the Administrative Regulations of State Agencies regarding Contract Compliance.

All executive, administrative and supervisory personnel are expected to discharge their affirmative action responsibilities, in word and deed, consistent with the agency's objective of establishing and implementing affirmative action and equal employment opportunities.

The Equal Opportunity Officer responsible for overseeing affirmative action and equal employment opportunity is Rebecca Cannon-Klemenz, Director of the Office of Regulatory Affairs at Central Connecticut State University, Davidson Hall, Room 119, 1615 Stanley street, New Britain, CT 06510; (t) 860-832-1904; (e): r.cannon-klemenz@ccsu.edu.