

Town of East Haven

AFFIRMATIVE ACTION POLICY STATEMENT

As Community Development Coordinator for the Town of East Haven, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people, with disabilities, older persons, and all other protected groups found to be underutilized in the Town of East Haven work force or affected by policies having an adverse impact. In the spirit of Executive Order 11, signed by Governor Ella Grasso, November 21, 1975, and Executive Order 9, signed by Governor William A. O'Neill on January 3, 1984, I further state that this Town of East Haven will comply with the anti-discrimination provisions of the State and Federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many older person and, where appropriate, I have set goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the work force. I further pledge that the Town of East Haven will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town of East Haven will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of the Town of East Haven to provide equal employment opportunities without consideration of race color, religion, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities including but, not limited to blindness, sexual orientation, political belief, or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b), and 46a-81(b) of the Connecticut General Statutes are controlling or there is a bonafide occupational qualification excluding persons in on of the above protected groups. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

The Town of East haven will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations and executive orders listed below 13th, 14th, and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870,1871, Equal pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, presidential Executive Orders 11246, amended by 11375 (Nondiscrimination under federal contracts), Act 1 Section 1 and 20 of the Connecticut Constitution Governor Grasso's Executive Order Number 9, the Connecticut Fair Employment Practices Law (46a-63-64), Discrimination against Criminal Offenders (46a-80), Connecticut General Statues and Connecticut Code of Fair Accommodations Law (46a-63-64).

Name/Title

Council Clerk

Signature

Date