



## **NORTHWESTERN CONNECTICUT COMMUNITY COLLEGE AFFIRMATIVE ACTION POLICY STATEMENT**

Northwestern Connecticut Community College is committed to a policy of affirmative action, equal employment opportunity, equal education, non-discrimination, and diversity in the workplace. I reaffirm my personal commitment to it and attest to the College's commitment in providing a safe learning and working environment to all students, faculty, staff, and the community which values the diverse background of all people.

To attain parity demands the purpose and need for affirmative action and equal employment opportunity, a program of purposeful activity to be undertaken with conviction and a dedicated effort to overcome employment barriers. Our Affirmative Action Plan is updated to analyze our workforce and the availability of under-represented groups in the labor force to create our hiring goals. These goals guide our recruitment efforts and hiring process with the objective of achieving the full and fair participation of men and women of all backgrounds, persons with disabilities, older persons, and other protected groups found to be underutilized in the workforce or adversely affected by past policies and practices. The College recognizes the hiring difficulties experienced by persons with disabilities and by many older persons. We remain committed to establishing program goals within the Affirmative Action Plan for action eliminating hiring barriers and actively recruiting members from these groups, to overcome the present effects of past discrimination against these groups, and to achieve full and fair participation of such persons in the workforce.

Northwestern Connecticut Community College deems equal employment opportunity to be the education or employment of individuals without consideration of race, color, religious creed, age, sex, including pregnancy, sexual harassment and sexual assault, marital status, national origin or ancestry, sexual orientation, transgender status, gender identity or expression, genetic information, workplace hazards to reproductive systems, past or present history of mental disability, intellectual disability, learning disability or physical disability, prior criminal record, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification excluding persons in one of the above protected groups. Additionally, the College will not discriminate against persons on the grounds of political beliefs or veteran status. The College prohibits the sexual harassment of any applicant, employee, or student.

Affirmative Action and Equal Employment Opportunity are immediate and necessary objectives. Affirmative Action is necessary throughout all aspects of the employment process, including but not limited to recruiting, hiring, promoting, training, compensation, benefits, transfer, discipline, layoffs, and termination. Northwestern Connecticut Community College regularly reexamines all policies and procedures to discover and remove barriers to access and to change practices that may have an illegally discriminatory impact. In addition, we seek to accelerate the entry of underrepresented groups into the workforce and to support their mobility once they are hired. We are equally vigilant in ensuring that all terms, conditions, and privileges of employment, including upward and lateral mobility, are equitably administered. To ensure full and fair participation of protected group members in the employment process, the Equal Employment Opportunity Officer shall be consulted and shall monitor the complete employment process.

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All staff members, managers, and supervisors have an obligation to recognize and implement his or her responsibilities in the integration of the Affirmative Action programs and its requirements into the College's daily activities ensuring full compliance and dedication to the accomplishment of the program. Our activities must reflect the positive, active spirit of this policy and must be supported by all staff. Affirmative Action and equal employment opportunity are college-wide priorities, and will remain so until our goals are met for all categories of employees.

The Affirmative Action Plan for the reporting period February 1, 2017 through January 31, 2019 details our efforts, goals, and responsibilities, and establishes our goals for 2019-2021. The Commission approved our prior Plan at its August 9, 2017 public meeting. As a public document, that Plan is available for review by employees, students, candidates for employment and the general public. Copies of the Plan are located in the Human Resources Office and the College Library. Your comments are welcomed and should be directed in writing. The next Plan will be filed with CHRO on May 30, 2019 and will be available for review after that date.

Wendy Bovia, Director of Human Resources/Equal Employment Opportunity Officer, is responsible for monitoring and enforcing our Affirmative Action Program and reports directly to the President. Ms. Bovia is available in the Human Resources Office located in the English Building, 46 Park Place East, Winsted, CT 06098, and can be reached by telephone at (860) 738-6325.

Employees and others wishing to file a complaint of discrimination or of affirmative action policy violations may do so by contacting the Equal Employment Opportunity Officer. The policy concerning discrimination and harassment appears in the Northwestern Connecticut Community College Affirmative Action Plan along with the internal complaint procedures.

As President of Northwestern Connecticut Community College, I pledge my personal commitment and support to achieve the goals within the timetables set forth in the College's Affirmative Action Plan and as required by pertinent state and federal legislation, detailed in the pages which follow. I further pledge that the College takes affirmative steps to provide services and programs in a fair and impartial manner.



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Dr. Michael A. Rooke, President  
January 30, 2019

## FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

### CONNECTICUT

#### CONSTITUTIONAL PROVISIONS

#### SUBJECT

Article First, Section 1	Equality of Rights
Article First, Section 3	Right of Religious Liberty
Article First, Section 20, as amended by Article V and Article XXI of the Amendments to the Connecticut Constitution	Equal Protection under the law for all persons; 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

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.
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)

**CONNECTICUT GENERAL STATUTES****SUBJECT**

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
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.

**CONNECTICUT GENERAL STATUTES**

**SUBJECT**

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
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

**CONNECTICUT GENERAL STATUTES****SUBJECT**

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.
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**

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)
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

**CONNECTICUT GENERAL STATUTES**

**SUBJECT**

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
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



**CONNECTICUT GENERAL STATUTES**

**SUBJECT**

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

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  
(as amended by Public Act 01-28)

Discrimination in state licensing and charter procedures prohibited

**CONNECTICUT GENERAL STATUTES**

**SUBJECT**

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 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
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

**CONNECTICUT GENERAL STATUTES**

**SUBJECT**

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-th-job programs on the basis of sexual orientation.
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 field 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.

**CONNECTICUT GENERAL STATUTES**

**SUBJECT**

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
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
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**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 ACTS**

**SUBJECT**

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 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 Act 09-208	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

## REGULATIONS

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

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

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

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

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

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

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

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

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

Sections 46a-54-1a – 46a-54-103a

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

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

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

Sections 46a-68-1 – 46a-68-17

Sections 46a- 68-32 – 46a-68-74

Sections 46a-68j-21 – 46a-68j43  
Sections 46a-68k-1 through 46a68k-8  
Sections 46a-56(d)-1 – 46a- 56(d) – 7

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

## SUBJECT

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

State purchasing procedures

Informed consent for and HIV-related testing

Discrimination and sexual harassment of veterans prohibited

Work training standards for apprenticeship and training  
programs

Small contractor's set-aside program

Minority contractor loans

Description of Organizations, Rules of Practices and Personal  
Data

Sexual Harassment posting and training requirements

Complaint processing and contested case proceedings  
Regulations

Apprenticeship regulations

Affirmative action by state government

Contract compliance regulations re nondiscrimination  
in state contracts

Apprenticeship Programs

Agency Affirmative Action Plan Regulations

Contract Compliance Regulations

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

**EXECUTIVE ORDERS**

Executive Order No. 3,  
Governor Thomas J. Meskill

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

Executive Order No. 10,  
Governor William A. Weicker

Executive Order No. 11,  
Governor Ella T. Grasso

Executive Order No. 12,  
Governor Ella T. Grasso

Executive Order No. 16,  
Governor John G. Rowland

Executive Order No. 18,  
Governor Thomas J. Meskill

**UNITED STATES**

**CONSTITUTION**

First Amendment

Thirteenth Amendment

Fourteenth Amendment

Fifteenth Amendment

Nineteenth Amendment

**FEDERAL LAWS**

15 U.S.C. Section 1691

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

**SUBJECT**

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

Affirmative action

Governor's Council for Latino and Puerto Rican Affairs

Equal employment opportunity and affirmative action

Governor's Council on opportunities for the Spanish speaking

Violence in the Workplace

Affirmative action

**SUBJECT**

Freedom of speech

Prohibits slavery and involuntary servitude

Equal protection

Prohibits denying voting rights on the basis of race and color

Abolishment of voting restrictions on the basis of sex

**SUBJECT**

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.

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.

## **FEDERAL LAWS**

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

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

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

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

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

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**

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

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

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.

Age Discrimination in Employment Act of 1973

Vocational Rehabilitation Act of 1973

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.

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

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

**PUBLIC LAWS**

PL 101-336

**FEDERAL REGULATIONS**

12 CFR Part 202.1 et seq.

28 CFR Part 36

28 CFR Part 35

29 CFR Part 30

29 CFR Part 32

29 CFR Part 35

29 CFR 1600 through 1699

29 CFR Part 1602

29 CFR Part 1620

29 CFR Part 1627

29 CFR Part 1630

31 CFR Part 51

41 CFR Part 60-1

41 CFR Part 60-741

**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.

Age Discrimination Act of 1975

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

**SUBJECT**

Americans with Disabilities Act of 1990

**SUBJECT**

Equal Credit Opportunity Regulations

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

Regulations on the basis of disability in state and local government

Nondiscrimination in apprenticeship

Handicap discrimination regulations

Nondiscrimination on basis of disability in state services

Regulations of the Equal Employment Opportunity Commission (EEOC).

EEOC records and reports

Equal Pay Act regulations

ADEA records and reports

Equal employment opportunity for individuals with disabilities

Nondiscrimination by revenue sharing recipients

OFCCP regulations

Affirmative action regulations for handicapped workers

**FEDERAL REGULATIONS**

29 CFR Part 1604

29 CFR Part 1605

29 CFR Part 1606

29 CFR Part 1607

29 CFR Part 1608

29 CFR Part 1620

29 CFR Part 1625

**EXECUTIVE ORDERS**

Executive Order 10590  
President Dwight D. Eisenhower

Executive Order 10652

Executive Order 10952  
President John F. Kennedy

Executive Order 11063

Executive Order 11141

Executive Order 11246 and 11375  
President Lyndon B. Johnson  
Amended by Executive Orders 11375, 11478,  
12086 and 12107

Executive Order 11478, as amended  
By Executive Order 11590, Executive  
Order 12106 and Executive Order 13087

Executive Order 11625

Executive Order 12067  
Amended by Executive Order 12107

Executive Order 12138  
Amended by Executive Order 12608  
President James Carter

**SUBJECT**

Sex discrimination guidelines

Religious discrimination guidelines

National origin guidelines

Uniform Guidelines on Employee Selection Procedures

Affirmative action guidelines

Interpretations of Equal Pay Act

ADEA interpretations

**SUBJECT**

Establishment of the President's Committee on Government  
Employment Policy as amended by EO10722 and supersede by  
EO 11246

Establishment of Equal Opportunity Commission,  
amended EO 10773, amended by EO 11051, Revoked by EO  
12148.

Establishment of Equal Employment Opportunity Commission  
(EEOC).

Establishment of the President's Committee on Equal Opportunity  
In Housing, amended by EO 12259, repealed in part by EO 12892.

Age discrimination

Nondiscrimination in Federal Contracts

Equal Employment Opportunity in Federal Government

Developing minority businesses

Providing for Coordination of Federal Equal Employment  
Opportunity Programs

Women's business enterprises

## **EXECUTIVE ORDERS**

Executive Order 12190  
Continued by Executive Orders 12258,  
12399, 12489, 12534, 12610

Executive Order 12259

Executive Order 12336, as amended  
by Executive Order 12355

Executive Order 12432  
President Ronald Reagan

Executive Order 12640

Executive Order 12898  
President William Clinton

Executive Order 13050

Executive Order 13078

## **104<sup>th</sup> Congress**

Public Law 104-1

## **SUBJECT**

Establishment of Advisory Committee on Small and Minority  
Business Ownership

Leadership and Coordination of Fair Housing in Federal  
Programs.

Task force on Legal Equity

Development of Minority Business Enterprise.

Re-establishment of the President's Committee on Employment of  
People with Disabilities, See also EO10555.  
Environmental Justice

Advisory board on Race

National Task force on Employment of Adults with Disabilities

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".

## **104<sup>th</sup> Congress**

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".

## **105<sup>th</sup> Congress**

Public Law 105-114

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

**105<sup>th</sup> Congress**

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.

**106<sup>th</sup> 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”).

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.

**110<sup>th</sup> Congress**

Public Law 110-233

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