

**2.001****Affirmative Action/Equal Employment Opportunity Policy**

EASTCONN is committed to the promotion of affirmative action and equal employment opportunity. In furtherance of these objectives, EASTCONN is committed to the promotion of nondiscrimination and an environment free of harassment. Therefore, it is the policy of EASTCONN that no person shall be excluded from participation in, denied the benefits of, or otherwise discriminated against under any service or program, including employment, because of race, color, religious creed, age, marital or civil union status, national origin, sex, sexual orientation, gender identity or expression, ancestry, residence, present or past history of mental disorder, mental retardation, learning disability or physical disability, including, but not limited to blindness, or pregnancy. Such actions shall include, but not be limited to, the following: hiring, employment upgrading or promotion, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; selection for training, including apprenticeship and other terms, conditions or privileges of employment.

EASTCONN emphasizes this policy to assure compliance to the Civil Rights Act of 1964 as amended, Presidential Executive Orders #11246 and #11375, the Connecticut Fair Employment Practices Act, The Equal Pay Act of 1963; the Age Discrimination in Employment Act 1973, Veteran's Readjustment Act of 1974, the Americans with Disabilities Act of 1990 and all other laws which pertain to Equal Employment Opportunity.

The Executive Director will develop administrative regulations to insure that EASTCONN recruit, employ, promote, and implement the hiring of qualified staff of diversity at all levels. The Executive Director, or his/her designee, will communicate the contents of this policy and its regulations to employees and all applicants for employment.

EASTCONN will additionally assert its leadership within the community to achieve full employment and effective utilization of the capabilities and productivity of all persons without regard for race, color, religious creed, sex, age, marital or civil union status, national origin, sex, sexual orientation, gender identity or expression, ancestry, residence, present or past history of mental disorder, mental retardation, learning disability or physical disability, including, but not limited to blindness, or pregnancy.

All of EASTCONN programs shall demonstrate a commitment to non-discriminatory practices and affirmative action.

Adopted: April 24, 2018

Revised: