

Affirmative Action Policy Statement: Connecticut State Community College

The goal of affirmative action is equal opportunity. It is the need and purpose of affirmative action to overcome the present effects of past practices or policies that may have created barriers to equal employment opportunity for all current and future employees. A policy of nondiscrimination was consistently applied without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, status as a victim of domestic violence, sexual assault, and/or trafficking or any other federal or state protected class in its employment, programs, and activities, unless the provisions of Section 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there are bona fide occupational qualifications excluding persons in one of the above protected groups.

We are fully committed to the principles and practices of affirmative action and equal opportunity in employment and provide our services in a fair and impartial manner. We continually examine the practices and promotion of employees with the express purpose of achieving our goal of a full representative workforce. CT State Community College recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons and will set program goals to address any problem areas identified.

Considering the dual role of affirmative action to provide an environment for the application of equal opportunity principles and to monitor the employment process to prevent instances of illegal discrimination from arising or existing, the following procedures are operative within CT State Community College:

1. Every effort is made to recruit and hire protected group members reflective of their availability in the job market. An employment process is in place at the CT State Community College which addresses the role affirmative action plays at each stage. A summary of the Hiring Goals and Program Goals included in the plan shall be posted with the College's Affirmative Action Policy Statement on all official bulletin boards.
2. Opportunities are made available to all employees for training, development, and advancement consistent with individual ability and performance.
3. Principles of equal opportunity and affirmative action will undergird decisions on promotions as a result of the institution strictly imposing only those requirements valid to the process.
4. Personnel decisions regarding transfer, reassignment, separation and termination encompasses the principles of equal opportunity and affirmative action to assure that members of any protected class will not be adversely impacted.

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5. All educational programs and student support services are administered in a manner which do not adversely impact students because of age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, status as a victim of domestic violence and workplace hazards to reproductive systems, or any other protected group recognized by local, state or federal laws and regulations.

The CT State Community College Interim Vice President of Diversity, Equity, and Inclusion, Dr. Arnita Walls, serves as the Equal Employment Opportunity Officer for CT State Community College and his office is located at Ct State, 185 Main Street, New Britain, CT 06051. I have delegated to her and her team the lead responsibility for all matters within CT State Community College related to affirmative action, civil rights, and equal employment opportunity. CT State Community College has an internal discrimination complaint process for employees who believe that they have been discriminated against. The CSCU Interim Discriminatory Harassment, Nondiscrimination, and Title IX policies will be posted throughout CT State Community College, on the website, and distributed to all employees in accordance with statutory mandates.

As the appointing authority for the Connecticut State Community College, I am fully committed to the achievement of the affirmative action goals and timetables set forth in this Affirmative Action Plan and urge all parts of the college community to assist us in achieving our goals. At CT State Community College, we acknowledge that affirmative action is an immediate and necessary college objective.



Feb 25, 2026

Dr. Christina Royal
Interim President, CT State Community College

Date