

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Food processing workers	51-3000 / 7800
Food service managers	11-9051 / 0310
Fundraisers	13-1131 / 0726
Glaziers	47-2121 / 6360
Grounds maintenance workers	37-3010 / 4251
Hazardous materials removal workers	47-4041 / 6720
Helpers, construction trades	47-3010 / 6600
Highway maintenance workers	47-4051 / 6730
Hosts and hostesses, restaurant, lounge, and coffee shop	35-9031 / 4150
Human resources managers	11-3121 / 0136
Human resources workers	13-1070 / 0630
Industrial engineers, including health and safety	17-2110 / 1430
Industrial production managers	11-3051 / 0140
Information and record clerks, except customer service representatives	43-40XX / 5200
Insulation workers	47-2130 / 6400
Laborers and Material Movers	53-7060 / 9610
Lawyers, judges, and related workers	23-1000 / 2100
Legal support workers	23-2000 / 2145
Librarians, curators, and archivists	25-4000 / 2400
Life, physical, and social science technicians	19-4000 / 1900
Lodging managers	11-9081 / 0340
Logisticians	13-1081 / 0700
Management analysts	13-1111 / 0710
Marine engineers and naval architects	17-2121 / 1440
Market research analysts and marketing specialists	13-1161 / 0735
Material recording, scheduling, dispatching, and distributing workers	43-50XX / 5500
Materials engineers	17-2131 / 1450
Mathematical science occupations	15-2000 / 1200
Mechanical engineers	17-2141 / 1460
Medical and health services managers	11-9111 / 0350
Medical records specialists	29-2072 / 3515
Meeting, convention, and event planners	13-1121 / 0725
Metal workers and plastic workers	51-4000 / 7925
Meter readers, utilities	43-5041 / 5530
Miscellaneous first-line supervisors, protective service workers	33-1090 / 3725
Miscellaneous healthcare diagnosing or treating practitioners	29-1290 / 3261
Natural sciences managers	11-9121 / 0360
News analysts, reporters, and journalists	27-3023 / 2810
Nursing, psychiatric, and home health aides	31-1100 / 3601
Occupational health and safety specialists and technicians	19-5010 / 1980
Occupational therapy and physical therapist assistants and aides	31-2000 / 3610
Opticians, dispensing	29-2081 / 3520
Optometrists	29-1041 / 3040
Other assemblers and fabricators	51-20XX / 7750
Other computer occupations	15-12YY / 1050
Other construction and related workers	47-40XX / 6765
Other engineers	17-21YY / 1530
Other entertainers and performers, sports, and related workers	27-20XX / 2700
Other extraction workers	47-50XX / 6950
Other financial specialists	13-20XX / 0810
Other food preparation and serving related workers	35-90XX / 4130
Other health technologists and technicians	29-20XX / 3300
Other healthcare practitioners and technical occupations	29-9000 / 3550
Other healthcare support occupations	31-9000 / 3630
Other installation, maintenance, and repair workers	49-XXXX / 7010
Other life scientists	19-10XX / 1650
Other managers	11-91XX / 0440
Other material moving workers	53-70XX / 9510
Other media and communication equipment workers	27-40XX / 2905
Other media and communication workers	27-30XX / 2805
Other motor vehicle operators	53-30XX / 9110
Other nurses	29-11XX / 3256
Other office and administrative support workers	43-9000 / 5810
Other personal care and service workers	39-YYYY / 4340
Other production workers	51-9000 / 8640
Other protective service workers	33-90YY / 3900
Other sales and related workers, except real estate brokers and sales agents	41-90XX / 4900
Other social scientists and related workers, including urban and regional planners	19-30XX / 1840
Other teachers and instructors, education, training, and library workers	25-XXXX / 2350
Other therapists	29-112X / 3150
Other transportation workers	53-6000 / 9350
Painters and paperhangers	47-2140 / 6410
Personal appearance workers	39-5000 / 4500
Pest control workers	37-2021 / 4240
Petroleum, mining and geological engineers, including mining safety engineers	17-21XX / 1520
Pharmacists	29-1051 / 3050
Photographers	27-4021 / 2910
Physical scientists, all other	19-2099 / 1760
Physical therapists	29-1123 / 3160
Physician assistants	29-1071 / 3110
Physicians and surgeons	29-12XX / 3090
Pipelayers, plumbers, pipefitters, and steamfitters	47-2150 / 6441
Plant and system operators	51-8000 / 8600
Plasterers and stucco masons	47-2161 / 6460
Podiatrists	29-1081 / 3120
Police officers	33-3050 / 3870
Postal service workers	43-5050 / 5540
Postsecondary teachers	25-1000 / 2205
Preschool and kindergarten teachers	25-2010 / 2300
Printing workers	51-5100 / 8250
Private detectives, investigators, security guards and gaming surveillance officers	33-90XX / 3910
Probation officers and correctional treatment specialists	21-1092 / 2015
Project management specialists	13-1082 / 0705
Property, real estate, and community association managers	11-9141 / 0410
Psychologists	19-3030 / 1821
Purchasing agents, except wholesale, retail, and farm products	13-1023 / 0530
Purchasing managers	11-3061 / 0150
Radiation therapists	29-1124 / 3200
Rail and water transportation workers	53-XXXX / 9210
Rail-track laying and maintenance equipment operators	47-4061 / 6740

Hartford County

51-3000 / 7800	1,725	1,220	505	615	320	135	15	360	140	110	20	0	10
11-9051 / 0310	2,570	1,465	1,105	1,045	735	125	65	130	230	145	45	20	30
13-1131 / 0726	300	60	240	60	210	0	0	0	15	0	15	0	0
47-2121 / 6360	10	10	0	10	0	0	0	0	0	0	0	0	0
37-3010 / 4251	4,105	3,805	300	2,215	225	160	75	1,355	0	40	0	35	0
47-4041 / 6720	124	74	50	25	40	4	0	45	10	0	0	0	0
47-3010 / 6600	25	25	0	25	0	0	0	0	0	0	0	0	0
47-4051 / 6730	245	235	10	160	10	55	0	20	0	0	0	0	0
35-9031 / 4150	828	90	738	80	575	0	4	0	155	0	4	10	0
11-3121 / 0136	1,675	525	1,150	385	870	20	65	100	170	20	25	0	20
13-1070 / 0630	2,670	865	1,805	685	1,265	40	210	115	285	0	35	25	10
17-2110 / 1430	1,200	990	210	765	155	70	10	70	25	70	20	15	0
11-3051 / 0140	805	530	275	495	195	0	0	25	80	10	0	0	0
43-40XX / 5200	7,475	1,585	5,890	925	3,530	265	1,000	305	1,065	80	155	10	140
47-2130 / 6400	160	160	0	110	0	10	0	40	0	0	0	0	0
53-7060 / 9610	13,715	10,515	3,200	4,500	1,285	2,705	615	2,770	1,220	255	65	285	15
23-1000 / 2100	4,760	3,015	1,745	2,925	1,560	15	40	30	80	20	50	25	15
23-2000 / 2145	1,779	209	1,570	115	1,275	45	70	45	205	4	0	0	20
25-4000 / 2400	1,134	229	905	180	780	45	90	0	10	4	15	0	10
19-4000 / 1900	839	504	335	350	250	50	0	65	15	35	70	4	0
11-9081 / 0340	238	124	114	100	95	20	4	0	15	4	0	0	0
13-1081 / 0700	245	110	135	95	95	15	0	0	25	0	15	0	0
13-1111 / 0710	3,380	1,875	1,505	1,510	1,160	85	70	95	160	175	95	10	20
17-2121 / 1440	50	50	0	20	0	0	0	0	0	30	0	0	0
13-1161 / 0735	1,343	449	894	365	655	4	65	40	125	40	45	0	4
43-50XX / 5500	4,655	2,995	1,660	1,640	965	700	100	545	545	45	30	65	20
17-2131 / 1450	235	170	65	130	65	0	0	0	0	40	0	0	0
15-2000 / 1200	1,780	1,010	770	830	580	0	20	30	10	70	130	80	30
17-2141 / 1460	1,005	925	80	745	35	60	0	30	0	65	45	25	0
11-9111 / 0350	2,385	640	1,745	470	1,130	40	310	85	220	30	70	15	15
29-2072 / 3515	409	25	384	25	185	0	140	0	55	0	0	0	4
13-1121 / 0725	355	95	260	55	260	0	0	0	0	40	0	0	0
51-4000 / 7925	7,370	6,315	1,055	4,280	440	625	140	955	435	420	40	35	0
43-5041 / 5530	15	15	0	15	0	0	0	0	0	0	0	0	0
33-1090 / 3725	204	169	35	105	35	30	0	30	0	0	0	4	0
29-1290 / 3261	839	34	805	4	650	10	25	10	80	10	35	0	15
11-9121 / 0360	30	20	10	20	10	0	0	0	0	0	0	0	0
27-3023 / 2810	269	150	119	125	100	0	15	15	4	10	0	0	0
31-1100 / 3601	13,915	2,035	11,880	370	3,440	1,250	5,265	390	2,360	10	410	15	405
19-5010 / 1980	195	140	55	85	35	55	10	0	0	0	0	0	10
31-2000 / 3610	260	70	190	55	135	15	35	0	10	0	10	0	0
29-2081 / 3520	160	80	80	65	65	0	0	0	0	15	15	0	0
29-1041 / 3040	124	70	54	70	40	0	0	0	10	0	4	0	0
51-20XX / 7750	2,350	1,225	1,125	655	455	50	100	460	405	20	150	40	15
15-12YY / 1050	5,445	4,230	1,215	2,580	850	305	95	405	30	855	175	85	65
47-40XX / 6765	80	80	0	80	0	0	0	0	0	0	0	0	0
17-21YY / 1530	1,729	1,585	144	1,255	120	70	10	35	4	225	10	0	0
27-20XX / 2700	1,913	1,110	803	780	655	70	10	215	115	25	19	20	4
47-50XX / 6950	20	20	0	20	0	0	0	0	0	0	0	0	0
13-20XX / 0810	5,734	2,855	2,879	2,395	2,250	225	300	130	245	75	64	30	20
35-90XX / 4130	1,465	910	555	480	295	150	80	250	120	20	0	10	60
29-20XX / 3300	6,880	1,260	5,620	595	3,115	340	1,425	230	625	80	295	15	160
29-9000 / 3550	165	95	70	80	70	15	0	0	0	0	0	0	0
31-9000 / 3630	4,680	545	4,135	355	2,050	45	575	100	1,225	35	145	10	140
49-XXXX / 7010	6,590	6,220	370	4,150	145	705	50	1,100	150	180	25	85	0
19-10XX / 1650	560	190	370	90	270	10	20	10	15	60	65	20	0
11-91XX / 0440	12,455	7,725	4,730	6,180	3,525	500	490	290	410	675	230	80	75
53-70XX / 9510	1,649	1,465	184	570	25	305	4	520	155	0	0	70	0
27-40XX / 2905	155	140	15	105	15	10	0	10	0	15	0	0	0
27-30XX / 2805	1,140	450	690	345	505	40	40	55	100	10	45	0	0
53-30XX / 9110	1,540	1,305	235	610	80	390	60	200	80	90	15	15	0
29-11XX / 3256	700	105	595	50	445	20	95	35	45	0	10	0	0
43-9000 / 5810	10,754	2,705	8,049	1,650	5,290	500	1,265	355	985	165	274	35	235
39-YYYY / 4340	4,080	1,790	2,290	1,210	1,570	270	195	210	350	25	20	75	155
51-9000 / 8640	10,084	6,870	3,214	3,935	1,190	965	715	1,465	1,070	385	239	120	0
33-90YY / 3900	1,274	550	724	335	380	60	145	105	195	10	4	40	0
41-90XX / 4900	1,699	709	990	580	610	30	95	95	150	4	80	0	55
19-30XX / 1840	85	75	10	30	10	0	0	0	0	45	0	0	0
25-XXXX / 2350	3,599	1,135	2,464	850	1,790	50	335	155	295	80	40	0	4
29-112X / 3150	1,220	165	1,055	120	740	15	175	10	95	20	25	0	20
53-6000 / 9350	965	820	145	380	45	105	50	255	20	40	30	40	0
47-2140 / 6410	1,289	1,244	45	740	45	80	0	420	0	0	0	4	0
39-5000 / 4500	3,680	650	3,030	325	1,825	40	160	100	615	185	360	0	70
37-2021 / 4240	224	224	0	220	0	0	0	4	0	0	0	0	0
17-21XX / 1520	10	10	0	10	0	0	0	0	0	0	0	0	0
29-1051 / 3050	1,099	465	634	310	415	35	40	0	45	60	130	60	4
27-4021 / 2910	298	190	108	175	100	15	0	0	4	0	4	0	0
29-2099 / 1760	500	335	165	175	105	20	10	10	30	130	20	0	0
29-1123 / 3160	819	129	690	125	650	0	0	0	25	4	15	0	0
29-1071 / 3110	460	120	340	120	275	0	20	0	0	0	35	0	10
29-12XX / 3090	3,855	2,380	1,475	1,505	885	60	60	215	75	580	435	20	20
47-2150 / 6441	1,070	1,070	0	775	0	140	0	115	0	0	0	40	0
51-8000 / 8600	490	475	15	340	0	45	15	75	0	15	0	0	0
47-2161 / 6460	25	25	0	25	0	0	0	0	0	0	0	0	0
29-1081 / 3120	45	45	0	45	0	0	0	0	0	0	0	0	0
33-3050 / 3870	1,794	1,495	299	1,195	190	160	65	125	15	15	4	0	25
43-5050 / 5540	2,250	1,570	680	740	220	565	345	110	75	130	40	25	0
25-1000 / 2200	3,940	1,950	1,990	1,355	1,625	80	135	180	30	240	130	95	70
25-2010 / 2305	2,050	35	2,015	10	1,545	0	225	25	175	0	40	0	30
51-5100 / 8250	780	665	115	355	45	90	15	190	30	10	25	20	0
33-90XX / 3910	3,050	2,435	615	1,160	360	705	130	485	115	30	0	55	10
21-1092 / 2015	240	100	140	60	40	30	30	10	35	0	35	0	0
13-1082 / 0705	1,665	1,265	1,210	1,035	1,030	40	85	35	60	145	25	10	10
11-9141 / 0410	2,479	945	724	705	560	55	100	95	4	80	20	10	40
19-3030 / 1821	975	240	735	240	625	0	25	0	75	0	0	0	10
13-1023 / 0530	749	460	289	325	225	70	40	55	0	10	4	0	20
11-3061 / 0150	759	449	310	320	255	55	20	4	10	55	10	15	15
29-1124 / 3200	10	0	10	0	10	0	0	0	0	0	0	0	0
53-XXXX / 9210	164	164	0	65	0	95	0	4	0	0	0	0	0
47-4061 / 6740	0	0	0	0	0	0	0	0	0	0	0	0	0

Instructions

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Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Real estate brokers and sales agents  
Registered nurses  
Religious workers  
Retail sales workers, except cashiers  
Roofers  
Sales representatives, services  
Sales representatives, wholesale and manufacturing  
Secondary school teachers  
Secretaries and administrative assistants  
Sheet metal workers  
Social and community service managers  
Software and web developers, programmers, and testers  
Solar photovoltaic installers  
Special education teachers  
Speech-language pathologists  
Structural iron and steel workers  
Structural metal fabricators and fitters  
Supervisors of food preparation and serving workers  
Supervisors of personal care and service workers  
Supervisors of transportation and material moving workers  
Surface mining machine operators and earth drillers  
Tax examiners and collectors, and revenue agents  
Teaching assistants  
Technical writers  
Television, video, and film camera operators and editors  
Textile, apparel, and furnishings workers  
Top executives  
Total, all occupations  
Training and development managers  
Training and development specialists  
Transportation security screeners  
Transportation, storage, and distribution managers  
Underground mining machine operators  
Vehicle and mobile equipment mechanics, installers, and repairers  
Veterinarians  
Waiters and waitresses  
Wholesale and retail buyers, except farm products  
Woodworkers  
Writers and authors

Hartford County

41-9020 / 4920	1,875	870	1,005	680	730	95	90	35	160	50	25	10	0
29-1141 / 3255	10,249	870	9,379	610	7,130	120	1,115	55	650	60	329	25	155
21-2000 / 2040	1,154	779	375	600	330	130	10	15	35	30	0	4	0
41-20XX / 4740	10,410	4,925	5,485	3,255	3,165	540	605	805	1,135	220	360	105	220
47-2181 / 6515	469	469	0	195	0	115	0	135	0	20	0	4	0
41-3000 / 4800	5,580	3,365	2,215	2,905	1,705	165	180	235	215	60	20	0	95
41-4010 / 4850	4,095	2,930	1,165	2,500	950	130	25	165	145	135	10	0	35
25-2030 / 2320	3,235	1,510	1,725	1,245	1,350	65	105	170	145	0	60	30	65
43-6010 / 5710	9,940	540	9,400	350	7,150	45	735	75	1,095	55	225	15	195
47-2211 / 6520	260	250	10	185	10	35	0	20	0	10	0	0	0
11-9151 / 0420	1,579	550	1,029	280	720	150	245	90	60	0	0	30	4
15-1250 / 1010	7,675	5,530	2,145	2,830	1,125	170	100	125	110	2,305	655	100	155
47-2231 / 6540	59	59	0	30	0	4	0	25	0	0	0	0	0
25-2050 / 2330	1,175	195	980	155	750	10	170	0	50	0	10	30	0
29-1127 / 3230	400	45	355	30	280	15	25	0	40	0	10	0	0
47-2221 / 6530	174	174	0	140	0	0	0	30	0	0	0	4	0
51-2041 / 7740	15	15	0	15	0	0	0	0	0	0	0	0	0
35-1010 / 4000	3,235	2,075	1,160	1,135	545	340	275	340	290	225	30	35	20
39-1000 / 4330	334	129	205	80	120	0	60	30	0	4	25	15	0
53-1000 / 9005	509	444	65	190	55	135	0	105	0	4	10	10	0
47-5020 / 6825	115	115	0	115	0	0	0	0	0	0	0	0	0
13-2081 / 0930	255	95	160	60	160	10	0	25	0	0	0	0	0
25-9040 / 2545	4,975	820	4,155	405	2,775	200	630	100	575	15	155	100	20
27-3042 / 2840	120	45	75	45	55	0	0	0	0	0	20	0	0
27-4030 / 2920	220	195	25	60	15	55	0	80	0	0	10	0	0
51-6000 / 8300	1,300	520	780	265	240	170	160	65	235	20	145	0	0
11-10XX / 0010	7,070	4,935	2,135	4,395	1,770	190	95	120	150	135	40	95	80
00-0000 / 0000	479,250	244,350	234,900	158,640	149,505	28,520	32,695	37,395	36,755	15,275	11,035	4,520	4,910
11-3131 / 0137	90	25	65	25	40	0	25	0	0	0	0	0	0
13-1151 / 0650	320	145	175	70	155	65	0	10	0	0	20	0	0
33-9093 / 3945	35	25	10	25	0	0	0	0	0	0	10	0	0
11-3071 / 0160	570	515	55	310	55	100	0	80	0	25	0	0	0
47-5040 / 6850	0	0	0	0	0	0	0	0	0	0	0	0	0
49-3000 / 7140	4,299	4,185	114	2,965	70	305	0	805	40	65	4	45	0
29-1131 / 3250	315	80	235	70	90	0	90	0	0	10	35	0	20
35-3031 / 4110	5,095	1,500	3,595	995	2,400	150	330	265	580	70	140	20	145
13-1022 / 0520	585	250	335	145	265	60	35	15	35	30	0	0	0
51-7000 / 8500	415	325	90	270	70	0	10	25	10	30	0	0	0
27-3043 / 2850	548	220	328	220	290	0	20	0	10	0	4	0	4

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Litchfield County

Occupation	Code	Total	White		Black		Hispanic or Latino		AAIANHNP		2 or More Races			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Accountants and auditors	13-2011 / 0800	1,244	485	759	450	735	25	4	10	10	0	10	0	0
Administrative services and facilities managers	11-3010 / 0101	195	115	80	115	35	0	0	4	0	45	0	0	0
Advertising, marketing, promotions, public relations, and sales managers	11-2000 / 0040	439	239	200	175	185	15	0	4	0	30	0	15	15
Aerospace engineers	17-2011 / 1320	150	150	0	115	0	0	0	35	0	0	0	0	0
Agents and business managers of artists, performers, and athletes	13-1011 / 0500	65	0	65	0	65	0	0	0	0	0	0	0	0
Agricultural and food scientists	19-1010 / 1600	20	20	0	20	0	0	0	0	0	0	0	0	0
Agricultural workers	45-2000 / 6010	400	130	270	75	270	0	0	55	0	0	0	0	0
Air transportation workers	53-2000 / 9030	145	90	55	90	55	0	0	0	0	0	0	0	0
Architects, surveyors, and cartographers	17-1000 / 1305	165	85	80	85	80	0	0	0	0	0	0	0	0
Architectural and engineering managers	11-9041 / 0300	119	115	4	95	4	0	0	20	0	0	0	0	0
Art and design workers	27-1000 / 2600	783	290	493	290	485	0	0	0	4	0	4	0	0
Astronomers and physicists	19-2010 / 1700	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletes, coaches, umpires, and related workers	27-2020 / 2721	245	185	60	185	60	0	0	0	0	0	0	0	0
Atmospheric and space scientists	19-2021 / 1710	10	10	0	10	0	0	0	0	0	0	0	0	0
Audiologists	29-1181 / 3140	20	0	20	0	20	0	0	0	0	0	0	0	0
Baggage porters, bellhops, and concierges, and tour and travel guides	39-XXXX / 4530	104	100	4	70	4	0	0	0	0	0	0	30	0
Bailiffs, correctional officers, and jailers	33-3010 / 3801	153	129	24	125	4	4	0	0	0	0	0	0	20
Bartenders	35-3011 / 4040	260	170	90	115	90	0	0	55	0	0	0	0	0
Bioengineers, biomedical and agricultural engineers	17-20XX / 1340	0	0	0	0	0	0	0	0	0	0	0	0	0
Biological scientists	19-1020 / 1610	40	40	0	40	0	0	0	0	0	0	0	0	0
Boilermakers	47-2011 / 6210	0	0	0	0	0	0	0	0	0	0	0	0	0
Bookkeeping, accounting, and auditing clerks	43-3031 / 5120	1,143	74	1,069	50	1,025	0	20	20	4	4	20	0	0
Brickmasons, blockmasons, stonemasons, and reinforcing iron and rebar workers	47-20XX / 6220	124	124	0	120	0	0	0	4	0	0	0	0	0
Budget analysts	13-2031 / 0820	0	0	0	0	0	0	0	0	0	0	0	0	0
Building cleaning workers	37-2010 / 4220	2,218	1,300	918	1,175	645	0	4	100	265	10	4	15	0
Bus drivers	53-305X / 9121	520	205	315	115	260	15	0	35	10	25	30	15	15
Business operations specialists, all other	13-1199 / 0750	145	70	75	70	60	0	0	0	0	0	15	0	0
Buyers and purchasing agents, farm products	13-1021 / 0510	0	0	0	0	0	0	0	0	0	0	0	0	0
Carpenters	47-2031 / 6230	1,285	1,245	40	1,170	40	10	0	50	0	0	0	15	0
Carpet, floor, and tile installers and finishers	47-2040 / 6240	14	10	4	10	4	0	0	0	0	0	0	0	0
Cashiers	41-2010 / 4720	1,950	535	1,415	425	1,165	0	50	30	135	70	65	10	0
Cement masons, concrete finishers, and terrazzo workers	47-2050 / 6250	25	25	0	25	0	0	0	0	0	0	0	0	0
Chemical engineers	17-2041 / 1350	105	65	40	65	40	0	0	0	0	0	0	0	0
Chemists and materials scientists	19-2030 / 1720	200	155	45	130	25	0	0	0	0	25	20	0	0
Childcare workers	39-9011 / 4600	640	50	590	50	455	0	50	0	75	0	0	0	10
Chiropractors	29-1011 / 3000	20	10	10	10	10	0	0	0	0	0	0	0	0
Civil engineers	17-2051 / 1360	184	145	39	135	25	0	10	10	0	0	4	0	0
Claims adjusters, appraisers, examiners, and investigators	13-1030 / 0540	295	110	185	110	155	0	0	0	30	0	0	0	0
Communications equipment operators	43-2000 / 5010	70	60	10	30	10	30	0	0	0	0	0	0	0
Compensation and benefits managers	11-3111 / 0135	65	50	15	50	15	0	0	0	0	0	0	0	0
Compensation, benefits, and job analysis specialists	13-1141 / 0640	49	4	45	0	45	0	0	0	0	4	0	0	0
Compliance officers	13-1041 / 0565	100	30	70	15	50	20	15	0	0	0	0	0	0
Computer and information research scientists and analysts	15-12XX / 1005	334	174	160	150	110	0	15	0	0	20	35	4	0
Computer and information systems managers	11-3021 / 0110	570	395	175	360	145	10	0	25	30	0	0	0	0
Computer hardware engineers	17-2061 / 1400	4	4	0	4	0	0	0	0	0	0	0	0	0
Conservation scientists and foresters	19-1030 / 1640	29	25	4	25	4	0	0	0	0	0	0	0	0
Construction and building inspectors	47-4011 / 6660	30	30	0	30	0	0	0	0	0	0	0	0	0
Construction equipment operators	47-2070 / 6305	515	515	0	485	0	0	0	30	0	0	0	0	0
Construction laborers	47-2061 / 6260	935	935	0	855	0	15	0	45	0	0	0	20	0
Construction managers	11-9021 / 0220	620	530	90	520	90	0	0	10	0	0	0	0	0
Cooks and food preparation workers	35-2000 / 4020	1,334	750	584	630	550	25	0	25	30	15	4	55	0
Cost estimators	13-1051 / 0600	135	100	35	80	35	0	0	20	0	0	0	0	0
Counselors, social workers, and other community and social service specialists	21-10XX / 2001	1,605	275	1,330	210	1,110	10	90	25	115	15	0	15	15
Credit analysts	13-2041 / 0830	35	35	0	35	0	0	0	0	0	0	0	0	0
Customer service representatives	43-4051 / 5240	1,827	674	1,153	655	1,115	0	4	4	10	15	20	0	4
Database and network administrators and architects	15-1240 / 1065	243	203	40	195	40	0	0	4	0	4	0	0	0
Dentists	29-1020 / 3010	45	30	15	30	15	0	0	0	0	0	0	0	0
Derrick, rotary drill, and service unit operators, and roustabouts, oil, gas, and mining	47-50YY / 6800	10	10	0	10	0	0	0	0	0	0	0	0	0
Detectives and criminal investigators	33-3021 / 3820	35	25	10	25	10	0	0	0	0	0	0	0	0
Dietitians and nutritionists	29-1031 / 3030	70	0	70	0	70	0	0	0	0	0	0	0	0
Drafters, engineering technicians, and mapping technicians	17-3000 / 1541	685	600	85	575	55	0	0	10	30	15	0	0	0
Driver/sales workers and truck drivers	53-3030 / 9130	1,795	1,665	130	1,555	120	55	10	30	0	0	0	25	0
Drywall installers, ceiling tile installers, and tapers	47-2080 / 6330	15	15	0	15	0	0	0	0	0	0	0	0	0
Economists	19-3011 / 1800	0	0	0	0	0	0	0	0	0	0	0	0	0
Editors	27-3041 / 2830	295	105	190	105	180	0	0	0	0	0	0	0	10
Education and childcare administrators	11-9030 / 0230	849	430	419	415	415	0	15	0	0	0	0	0	4
Electrical and electronics engineers	17-2070 / 1410	225	225	0	180	0	0	0	0	0	35	0	10	0
Electrical, electronics, and electromechanical assemblers	51-2020 / 7720	160	65	95	40	25	0	0	0	45	0	25	25	0
Electricians	47-2111 / 6355	745	715	30	665	30	0	0	50	0	0	0	0	0
Elementary and middle school teachers	25-2020 / 2310	3,428	740	2,688	710	2,605	0	4	20	40	0	35	10	4
Elevator and escalator installers and repairers	47-4021 / 6700	29	29	0	4	0	0	0	0	0	0	0	25	0
Emergency management directors	11-9161 / 0425	4	4	0	4	0	0	0	0	0	0	0	0	0
Emergency medical technicians and paramedics	29-2040 / 3401	170	90	80	80	80	0	0	0	0	0	0	10	0
Engine and other machine assemblers	51-2031 / 7730	15	15	0	15	0	0	0	0	0	0	0	0	0
Entertainment and recreation managers	11-9070 / 0335	50	15	35	15	25	0	0	0	10	0	0	0	0
Environmental engineers	17-2081 / 1420	60	60	0	60	0	0	0	0	0	0	0	0	0
Environmental scientists and geoscientists	19-2040 / 1745	0	0	0	0	0	0	0	0	0	0	0	0	0
Explosives workers, ordnance handling experts, and blasters	47-5032 / 6835	25	25	0	25	0	0	0	0	0	0	0	0	0
Farmers, ranchers, and other agricultural managers	11-9013 / 0205	289	155	134	155	115	0	0	0	0	0	15	0	4
Fast food and counter workers, and food servers, nonrestaurant	35-30XX / 4055	425	200	225	140	210	25	0	10	15	25	0	0	0
Fence erectors	47-4031 / 6710	0	0	0	0	0	0	0	0	0	0	0	0	0
Financial and investment analysts	13-2051 / 0845	59	30	29	20	15	10	0	0	0	10	4	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks	43-30XX / 5100	769	159	610	155	495	15	4	65	0	35	0	0	0
Financial managers	11-3031 / 0120	833	389	444	365	410	0	30	4	0	0	4	20	0
Firefighting and prevention workers	33-2000 / 3740	155	155	0	130	0	0	0	25	0	0	0	0	0
First-line supervisors of construction trades and extraction workers	47-10													

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Food processing workers	51-3000 / 7800	373	218	155	200	145	10	0	4	0	0	0	4	10
Food service managers	11-9051 / 0310	440	215	225	180	210	0	0	35	15	0	0	0	0
Fundraisers	13-1131 / 0726	165	15	150	15	140	0	0	0	10	0	0	0	0
Glaziers	47-2121 / 6360	115	115	0	15	0	0	0	100	0	0	0	0	0
Grounds maintenance workers	37-3010 / 4251	1,790	1,605	185	1,400	185	0	0	205	0	0	0	0	0
Hazardous materials removal workers	47-4041 / 6720	30	30	0	30	0	0	0	0	0	0	0	0	0
Helpers, construction trades	47-3010 / 6600	10	10	0	10	0	0	0	0	0	0	0	0	0
Highway maintenance workers	47-4051 / 6730	240	240	0	230	0	0	0	10	0	0	0	0	0
Hosts and hostesses, restaurant, lounge, and coffee shop	35-9031 / 4150	245	20	225	20	120	0	0	0	95	0	0	0	10
Human resources managers	11-3121 / 0136	185	40	145	30	110	0	20	0	0	10	15	0	0
Human resources workers	13-1070 / 0630	395	65	330	65	255	0	30	0	30	0	15	0	0
Industrial engineers, including health and safety	17-2110 / 1430	284	229	55	215	30	0	0	4	10	10	0	0	15
Industrial production managers	11-3051 / 0140	239	224	15	220	15	0	0	4	0	0	0	0	0
Information and record clerks, except customer service representatives	43-40XX / 5200	1,469	135	1,334	85	1,235	20	4	0	55	10	40	20	0
Insulation workers	47-2130 / 6400	40	40	0	40	0	0	0	0	0	0	0	0	0
Laborers and Material Movers	53-7060 / 9610	1,854	1,410	444	1,240	385	10	20	150	20	0	15	10	4
Lawyers, judges, and related workers	23-1000 / 2100	684	455	229	430	210	0	0	15	15	10	0	0	4
Legal support workers	23-2000 / 2145	395	0	395	0	375	0	10	0	10	0	0	0	0
Librarians, curators, and archivists	25-4000 / 2400	285	75	210	75	190	0	0	0	20	0	0	0	0
Life, physical, and social science technicians	19-4000 / 1900	160	80	80	80	70	0	0	0	10	0	0	0	0
Lodging managers	11-9081 / 0340	65	40	25	40	15	0	0	0	10	0	0	0	0
Logisticians	13-1081 / 0700	60	45	15	45	15	0	0	0	0	0	0	0	0
Management analysts	13-1111 / 0710	634	324	310	265	285	0	35	25	4	32	0	20	0
Marine engineers and naval architects	17-2121 / 1440	55	55	0	55	0	0	0	0	0	0	0	0	0
Market research analysts and marketing specialists	13-1161 / 0735	120	55	65	55	65	0	0	0	0	0	0	0	0
Material recording, scheduling, dispatching, and distributing workers	43-50XX / 5500	925	610	315	525	260	0	15	85	30	0	10	0	0
Materials engineers	17-2131 / 1450	15	15	0	15	0	0	0	0	0	0	0	0	0
Mathematical science occupations	15-2000 / 1200	90	65	25	65	25	0	0	0	0	0	0	0	0
Mechanical engineers	17-2141 / 1460	180	180	0	180	0	0	0	0	0	0	0	0	0
Medical and health services managers	11-9111 / 0350	425	85	340	85	305	0	15	0	10	0	0	0	10
Medical records specialists	29-2072 / 3515	55	30	25	30	25	0	0	0	0	0	0	0	0
Meeting, convention, and event planners	13-1121 / 0725	110	30	80	30	80	0	0	0	0	0	0	0	0
Metal workers and plastic workers	51-4000 / 7925	1,765	1,610	155	1,370	65	10	0	135	30	75	45	20	15
Meter readers, utilities	43-5041 / 5530	25	25	0	25	0	0	0	0	0	0	0	0	0
Miscellaneous first-line supervisors, protective service workers	33-1090 / 3725	60	60	0	45	0	0	0	15	0	0	0	0	0
Miscellaneous healthcare diagnosing or treating practitioners	29-1290 / 3261	194	4	190	4	180	0	0	0	0	0	10	0	0
Natural sciences managers	11-9121 / 0360	30	10	20	10	0	0	0	0	20	0	0	0	0
News analysts, reporters, and journalists	27-3023 / 2810	40	20	20	20	20	0	0	0	0	0	0	0	0
Nursing, psychiatric, and home health aides	31-1100 / 3601	2,465	330	2,135	245	1,815	0	115	75	80	0	60	10	65
Occupational health and safety specialists and technicians	19-5010 / 1980	100	70	30	70	30	0	0	0	0	0	0	0	0
Occupational therapy and physical therapist assistants and aides	31-2000 / 3610	34	10	24	10	20	0	4	0	0	0	0	0	0
Opticians, dispensing	29-2081 / 3520	55	25	30	25	20	0	0	0	10	0	0	0	0
Optometrists	29-1041 / 3040	10	10	0	10	0	0	0	0	0	0	0	0	0
Other assemblers and fabricators	51-20XX / 7750	568	409	159	380	100	15	4	10	35	0	10	4	10
Other computer occupations	15-12YY / 1050	709	499	210	425	210	4	0	15	0	55	0	0	0
Other construction and related workers	47-40XX / 6765	35	35	0	35	0	0	0	0	0	0	0	0	0
Other engineers	17-21YY / 1530	400	380	20	350	10	10	0	0	0	20	10	0	0
Other entertainers and performers, sports, and related workers	27-20XX / 2700	350	190	160	190	160	0	0	0	0	0	0	0	0
Other extraction workers	47-50XX / 6950	29	25	4	25	4	0	0	0	0	0	0	0	0
Other financial specialists	13-20XX / 0810	800	370	430	340	380	0	0	0	25	0	0	30	25
Other food preparation and serving related workers	35-90XX / 4130	415	315	100	210	100	15	0	55	0	0	0	35	0
Other health technologists and technicians	29-20XX / 3300	1,284	89	1,195	85	1,125	0	30	0	0	4	20	0	20
Other healthcare practitioners and technical occupations	29-9000 / 3550	60	50	10	50	10	0	0	0	0	0	0	0	0
Other healthcare support occupations	31-9000 / 3630	1,074	140	934	130	825	10	0	0	85	0	20	0	4
Other installation, maintenance, and repair workers	49-XXXX / 7010	1,910	1,850	60	1,715	60	35	0	85	0	0	0	15	0
Other life scientists	19-10XX / 1650	79	29	50	4	50	0	0	0	0	25	0	0	0
Other managers	11-91XX / 0440	2,894	1,920	974	1,755	925	45	10	70	20	50	4	0	15
Other material moving workers	53-70XX / 9510	85	85	0	75	0	0	0	10	0	0	0	0	0
Other media and communication equipment workers	27-40XX / 2905	35	35	0	35	0	0	0	0	0	0	0	0	0
Other media and communication workers	27-30XX / 2805	115	85	30	70	30	0	0	0	0	0	0	15	0
Other motor vehicle operators	53-30XX / 9110	290	255	35	255	20	0	0	0	15	0	0	0	0
Other nurses	29-11XX / 3256	145	30	115	10	100	0	0	0	0	20	15	0	0
Other office and administrative support workers	43-9000 / 5810	1,584	275	1,309	265	1,275	0	20	10	4	0	0	0	10
Other personal care and service workers	39-YYYY / 4340	1,175	420	755	350	705	15	0	55	25	0	0	0	25
Other production workers	51-9000 / 8640	2,019	1,329	690	1,165	535	60	0	100	110	0	35	4	10
Other protective service workers	33-90YY / 3900	220	140	80	80	80	0	0	45	0	0	0	15	0
Other sales and related workers, except real estate brokers and sales agents	41-90XX / 4900	514	190	324	190	300	0	0	0	20	0	0	0	4
Other social scientists and related workers, including urban and regional planners	19-30XX / 1840	8	4	4	4	4	0	0	0	0	0	0	0	0
Other teachers and instructors, education, training, and library workers	25-XXXX / 2350	774	179	595	165	505	0	15	4	75	10	0	0	0
Other therapists	29-112X / 3150	365	55	310	55	290	0	0	0	10	0	10	0	0
Other transportation workers	53-6000 / 9350	184	144	40	125	40	0	0	4	0	15	0	0	0
Painters and paperhangers	47-2140 / 6410	360	345	15	295	15	30	0	20	0	0	0	0	0
Personal appearance workers	39-5000 / 4500	989	74	915	20	790	0	0	50	70	4	40	0	15
Pest control workers	37-2021 / 4240	45	45	0	45	0	0	0	0	0	0	0	0	0
Petroleum, mining and geological engineers, including mining safety engineers	17-21XX / 1520	0	0	0	0	0	0	0	0	0	0	0	0	0
Pharmacists	29-1051 / 3050	165	70	95	70	75	0	0	0	0	0	20	0	0
Photographers	27-4021 / 2910	175	145	30	145	30	0	0	0	0	0	0	0	0
Physical scientists, all other	19-2099 / 1760	44	25	19	25	15	0	0	0	0	0	4	0	0
Physical therapists	29-1123 / 3160	245	50	195	50	165	0	0	0	0	0	30	0	0
Physician assistants	29-1071 / 3110	50	20	30	20	30	0	0	0	0	0	0	0	0
Physicians and surgeons	29-12XX / 3090	378	274	104	245	100	0	0	4	0	25	4	0	0
Pipelayers, plumbers, pipefitters, and steamfitters	47-2150 / 6441	455	455	0	400	0	0	0	55	0	0	0	0	0
Plant and system operators	51-8000 / 8600	135	135	0	135	0	0	0	0	0	0	0	0	0
Plasterers and stucco masons	47-2161 / 6460	4	4	0	4	0	0	0	0	0	0	0	0	0
Podiatrists	29-1081 / 3120	0	0	0	0	0	0	0	0	0	0	0	0	0
Police officers	33-3050 / 3870	415	375	40	365	30	10	0	0	10	0	0	0	0
Postal service workers	43-5050 / 5540	354	190	164	190	150	0	4	0	0	0	10	0	0
Postsecondary teachers	25-1000 / 2205	690	435	255	410	220	0	0	0	10	25	10	0	15
Preschool and kindergarten teachers	25-2010 / 2300	445	0	445	0	395	0	0	0	50	0	0	0	0
Printing workers	51-5100 / 8250	80	65	15	65	15	0	0	0	0	0	0	0	0
Private detectives, investigators, security guards and gaming surveillance officers	33-90XX / 3910	305	270	35	220	35	25	0	25	0	0	0	0	0
Probation officers and correctional treatment specialists	21-1092 / 2015	74	15	59	15	30	0	25	0	4	0	0	0	0
Project management specialists	13-1082 / 0705	455	200	255	200	230	0	0	0	25	0	0	0	0
Property, real estate, and community association managers	11-9141 / 0410	430	270	160	270	150	0	0	0	10	0	0	0	0
Psychologists	19-3030 / 1821	403	54	349	50	335	0	0	0	4	0	0	4	10
Purchasing agents, except wholesale, retail, and farm products	13-1023 / 0530	260	140	120	140	120	0	0	0	0	0	0	0	0
Purchasing managers	11-3061 / 0150	115	95	20	95	20	0	0	0	0	0	0	0	0
Radiation therapists	29-1124 / 3200	20	0	20	0	20	0	0	0	0	0	0	0	0
Rail and water transportation workers	53-XXXX / 9210	45	45	0	45	0	0	0	0	0	0	0	0	0
Rail-track laying and maintenance equipment operators	47-4061 / 6740	0	0	0	0	0	0	0	0	0	0	0	0	0

Litchfield County

	51-3000 / 7800	373	218	155	200	145	10	0	4	0	0	0	4	10
	11-9051 / 0310	440	215	225	180	210	0	0	35	15	0	0	0	0
	13-1131 / 0726	165	15	150	15	140	0	0	0	10	0	0	0	0
	115 115 0 15 0 0 0 100 0 0 0 0 0 0	115	115	0	15	0	0	0	100	0	0	0	0	0
	1,790 1,605 185 1,400 185 0 205 0 0 0 0 0 0 0	1,790	1,605	185	1,400	185	0	0	205	0	0	0	0	0
	30 30 0 30 0 0 0 0 0 0 0 0 0 0	30	30	0	30	0	0	0	0	0	0	0	0	0
	10 10 0 10 0 0 0 0 0 0 0 0 0 0	10	10	0	10	0	0	0	0	0	0	0	0	0
	240 240 0 230 0 0 0 10 0 0 0 0 0 0	240	240	0	230	0	0	0	10	0	0	0	0	0
	35-9031 / 4150	245	20	225	20	120	0	0	0	95	0	0	0	10
	185 40 145 30 110 0 20 0 0 10 15 0 0 0	185	40	145	30	110	0	20	0	0	10	15	0	0
	13-1070 / 0630	395	65	330	65	255	0	30	0	30	0	15	0	0
	17-1110 / 1430	284	229	55	215	30	0	0	4	10	10	0	0	15
	11-3051 / 0140	239	224	15	220	15	0	0	0	0	0	0	0	0
	43-43XX / 5200	1,469	135	1,334	85	1,235	20	4	0	55	10	40	20	0
	47-2130 / 6400	40	40	0	40	0	0	0	0	0	0	0	0	0
	53-7000 / 9610	1,854	1,410	444	1,240	385	10	20	150	20	0	15	10	4
	23-1000 / 2100	684	455	229	430	210	0	15	15	10	0	0	0	4
	33-2000 / 2145	395	0	395	0	375	0	10	0	10	0	0	0	0
	25-4000 / 2400	285	75	210	75	190	0	0	0	20	0	0	0	0
	19-4000 / 1900	160	80	80	80	70	0	0	0	10	0	0	0	0
	11-9081 / 0340	65	40	25	40	15	0	0	0	10	0	0	0	0
	13-1081 / 0700	60	45	15	45	15	0	0	0	0	0	0	0	0
	13-1111 / 0710	634	324	310	265	285	0	0	35	25	4	0	20	0
	17-2121 / 1440	55	55	0	55	0	0	0	0	0	0	0	0	0
	13-1161 / 0735	120	55	65	55	65	0	0	0	0	0	0	0	0
	43-50XX / 5500	925	610	315	525	260	0	15	85	30	0	10	0	0
	17-2131 / 1450	15	15	0	15	0	0	0	0	0	0	0	0	0
	15-2000 / 1200	90	65	25	65	25	0	0	0	0	0	0	0	0
	17-2141 / 1460	180	180	0	180	0	0	0	0	0	0	0	0	0
	11-9111 / 0350	425	85	340	85	305	0	15	0	10	0	0	0	10
	29-2072 / 3515	55	30	25	30	25	0	0	0	0	0	0	0	0
	13-1121 / 0725	110	30	80	30	80	0	0	0	0	0	0	0	0
	51-4000 / 7925	1,765	1,610	155	1,370	65	10	0	135	30	75	45	20	15
	43-5041 / 5530	25	25	0	25	0	0	0	0	0	0	0	0	0
	33-1090 / 3725	60	60	0	45	0	0	0	15	0	0	0	0	0
	29-1290 / 3261	194	4	190	4	180	0	0	0	0	0	10	0	0
	11-9121 / 0360	30	10	20	10	0	0	0	0	20	0	0	0	0
	27-3023 / 2810	40	20	20	20	20	0	0	0	0	0	0	0	0
	31-1100 / 3601	2,465	330	2,135	245	1,815	0	115	75	80	0	60	10	65
	19-5010 / 1980	100	70	30	70	30	0	0	0	0	0	0	0	0
	31-2000 / 3610	34	10	24	10	20	0	4	0	0	0	0	0	0
	29-2081 / 3520	55	25	30	25	20	0	0	0	10	0	0	0	0
	29-1041 / 3040	10	10	0	10	0	0	0	0	0	0	0	0	0
	51-20XX / 7750	568	409	159	380	100	15	4	10	35	0	10	4	10
	15-12YY / 1050	709	499	210	425	210	4	0	15	0	55	0	0	0
	47-40XX / 6765	35	35	0	35	0	0	0	0	0	0	0	0	0
	17-21YY / 1530	400	380	20	350	10	10	0	0	0	20	10	0	0
	27-20XX / 2700	350	190	160	190	160	0	0	0	0	0	0	0	0
	47-50XX / 6950	29	25	4	25	4	0	0	0	0	0	0	0	0
	13-20XX / 0810	800	370	430	340	380	0	0	0	25	0	0	30	25
	35-90XX / 4130	415	315	100	210	100	15	0	55	0	0	0	35	0
	29-20XX / 3300	1,284	89	1,195	85	1,125	0	30	0	0	4	20	0	20
	29-9000 / 3550	60	50	10	50	10	0	0	0	0	0	0	0	0
	31-9000 / 3630	1,074	140	934	130	825	10	0	0	85	0	20	0	4
	19-1040 / 7010	1,910	1,850	60	1,715	60	35	0	85	0	0	0	15	0
	19-10XX / 1650	79	29	50	4	50	0	0	0	0	25	0	0	0
	11-91XX / 0440	2,894	1,920	974	1,755	925	45	10	70	20	50	4	0	15
	73-70XX / 9510	85	85	0	75	0	0	0	10	0	0	0	0	0
	37-40XX / 2905	35	35	0	35	0	0	0	0	0	0	0	0	0
	27-30XX / 2805	115	85	30	70	30	0	0	0	0	0	0	15	0
	53-30XX / 9110	290	255	35	255	20	0	0	0	15	0	0	0	0
	29-11XX / 3256	145	30	115	10	100	0	0	0	0	20	15	0	0
	43-9000 / 5810	1,584	275	1,309	265	1,275	0	20	10	4	0	0	0	10
	39-YYXX / 4340	1,175	420	755	350	705	15	0	55	25	0	0	0	25
	51-9000 / 8640	2,019	1,329	690	1,165	535	60	0	100	110	0	35	4	10
	33-90YY / 3900	220	140	80	80	80	0	0	0	45	0	0	15	0
	41-90XX / 4500	514	190	324	190	300	0	0	0	20	0	0	0	4
	19-30XX / 1840	8	4	4	4	4	0	0	0	0	0	0	0	0
	25-XXXX / 2350	774	179	595	165	505	0	15	4	75	10	0	0	0
	29-112X / 3150	365	55	310	55	290	0	0	0	10	0	10	0	0
	53-6000 / 9350	184	144	40	125	40	0	0	4	0	15	0	0	0
	47-2140 / 6410	360	345	15	295	15	30	0	20	0	0	0	0	0
	39-5000 / 4500	989	74	915	20	790	0	0	50	70	4	40	0	15
	37-2021 / 4240	45	45	0	45	0	0	0	0	0	0	0	0	0
	17-21XX / 1520	0	0	0	0	0	0	0	0	0	0	0	0	0
	29-1051 / 3050	165	70	95	70	75	0	0	0	0	0	20	0	0
	27-4021 / 2910	175	145	30	145	30	0	0	0	0	0	0	0	0
	19-2099 / 1760	44	25	19	25	15	0	0	0	0	0	4	0	0
	29-1123 / 3160	245	50	195	50	165	0	0	0	0	0	30	0	0
	29-11XX / 3110	50	20	30	20	30	0	0	0	0	0	0	0	0
	29-12XX / 3090	378	274	104	245	100	0	0	4	0	25	4	0	0
	47-2150 / 6441	455	455	0	430	0	0	0	55	0	0	0	0	0
	51-8000 / 8600	135	135	0	100	0	0	0	0	0	0	0	0	0
	47-2161 / 6460	4	4	0	4	0	0	0	0	0	0	0	0	0
	29-1081 / 3120	0	0	0	0	0	0	0	0	0	0	0	0	0
	33-3050 / 3870	415	375	40	365	30	10	0	0	0	10	0	0	0
	43-5050 / 5540	354	190	164	190	150	0	4	0	0	0	10	0	0
	25-1000 / 2205	690	435	255	410	220	0	0	0	10	25	10	0	15
	25-2010 / 2300	445	0	445	0	395	0	0	0	50	0	0	0	0
	51-5100 / 8250	80	65	15	65	15	0	0	0	0	0	0	0	0
	33-90XX / 3910	305	270	35	220	35	25	0	25	0	0	0	0	0
	21-1092 / 2015	74	15	59	15	30	0	25	0	4	0	0	0	0
	13-1082 / 0705	455	200	255	200	230	0	0	0	25	0	0	0	0
	11-9141 / 0410	430	270	160	270	150	0	0	0	10	0	0	0	0
	19-3030 / 1821	403	54	349	50	335	0	0	0	4	0	0	4	10
	13-1023 / 0530	260	140	120	140	120	0	0	0	0	0	0	0	0
	11-3061 / 0150	115	95	20	95	20	0	0	0	0	0	0	0	0
	29-1124 / 3200	20	0	20	0	20	0	0	0	0	0	0	0	0
	53-XXXX / 9210	45	45	0	45	0	0	0	0	0	0	0	0	0
	47-4061 / 6740	0	0	0	0	0	0	0	0	0	0	0	0	0



Instructions

Select a **Geography** with the drop down menu in Cell B4.  
Select one or more **Occupations** with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Real estate brokers and sales agents  
Registered nurses  
Religious workers  
Retail sales workers, except cashiers  
Roofers  
Sales representatives, services  
Sales representatives, wholesale and manufacturing  
Secondary school teachers  
Secretaries and administrative assistants  
Sheet metal workers  
Social and community service managers  
Software and web developers, programmers, and testers  
Solar photovoltaic installers  
Special education teachers  
Speech-language pathologists  
Structural iron and steel workers  
Structural metal fabricators and fitters  
Supervisors of food preparation and serving workers  
Supervisors of personal care and service workers  
Supervisors of transportation and material moving workers  
Surface mining machine operators and earth drillers  
Tax examiners and collectors, and revenue agents  
Teaching assistants  
Technical writers  
Television, video, and film camera operators and editors  
Textile, apparel, and furnishings workers  
Top executives  
Total, all occupations  
Training and development managers  
Training and development specialists  
Transportation security screeners  
Transportation, storage, and distribution managers  
Underground mining machine operators  
Vehicle and mobile equipment mechanics, installers, and repairers  
Veterinarians  
Waiters and waitresses  
Wholesale and retail buyers, except farm products  
Woodworkers  
Writers and authors

Litchfield County

41-9020 / 4920	530	230	300	230	285	0	0	0	0	0	15	0	0
29-1141 / 3255	2,135	255	1,880	165	1,780	25	40	65	50	0	10	0	0
21-2000 / 2040	284	160	124	120	100	20	4	20	20	0	0	0	0
41-20XX / 4740	2,165	1,400	765	1,260	735	15	0	60	30	20	0	45	0
47-2181 / 6515	50	50	0	50	0	0	0	0	0	0	0	0	0
41-3000 / 4800	1,025	565	460	545	435	0	0	20	25	0	0	0	0
41-4010 / 4850	955	650	305	570	305	0	0	40	0	30	0	10	0
25-2030 / 2320	1,029	390	639	375	595	0	0	15	30	0	10	0	4
43-6010 / 5710	2,385	55	2,330	55	2,165	0	0	0	130	0	15	0	20
47-2211 / 6520	95	95	0	80	0	0	0	15	0	0	0	0	0
11-9151 / 0420	345	205	140	155	130	50	0	0	10	0	0	0	0
15-1250 / 1010	572	390	182	315	170	40	0	15	4	20	4	0	4
47-2231 / 6540	4	4	0	4	0	0	0	0	0	0	0	0	0
25-2050 / 2330	150	10	140	10	140	0	0	0	0	0	0	0	0
29-1127 / 3230	95	0	95	0	95	0	0	0	0	0	0	0	0
47-2221 / 6530	30	30	0	30	0	0	0	0	0	0	0	0	0
51-2041 / 7740	40	40	0	40	0	0	0	0	0	0	0	0	0
35-1010 / 4000	620	385	235	295	235	20	0	35	0	35	0	0	0
39-1000 / 4330	69	4	65	4	65	0	0	0	0	0	0	0	0
53-1000 / 9005	44	44	0	40	0	4	0	0	0	0	0	0	0
47-5020 / 6825	70	70	0	70	0	0	0	0	0	0	0	0	0
13-2081 / 0930	25	0	25	0	25	0	0	0	0	0	0	0	0
25-9040 / 2545	1,105	85	1,020	75	950	0	0	10	70	0	0	0	0
27-3042 / 2840	55	55	0	55	0	0	0	0	0	0	0	0	0
27-4030 / 2920	35	35	0	35	0	0	0	0	0	0	0	0	0
51-6000 / 8300	575	215	360	135	285	0	0	80	55	0	20	0	0
11-10XX / 0010	1,714	1,205	509	1,150	505	0	0	0	0	20	0	35	4
00-0000 / 0000	102,769	53,255	49,514	47,480	44,660	800	765	3,305	2,575	945	989	725	525
11-3131 / 0137	20	10	10	10	10	0	0	0	0	0	0	0	0
13-1151 / 0650	170	85	85	85	85	0	0	0	0	0	0	0	0
33-9093 / 3945	0	0	0	0	0	0	0	0	0	0	0	0	0
11-3071 / 0160	245	185	60	185	50	0	0	0	0	0	10	0	0
47-5040 / 6850	0	0	0	0	0	0	0	0	0	0	0	0	0
49-3000 / 7140	1,495	1,480	15	1,335	15	0	0	115	0	0	0	30	0
29-1131 / 3250	70	40	30	40	30	0	0	0	0	0	0	0	0
35-3031 / 4110	1,520	325	1,195	200	1,100	10	25	50	30	0	10	65	30
13-1022 / 0520	155	65	90	65	90	0	0	0	0	0	0	0	0
51-7000 / 8500	210	210	0	210	0	0	0	0	0	0	0	0	0
27-3043 / 2850	210	140	70	140	70	0	0	0	0	0	0	0	0

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Middlesex County

Occupation	Code	Total	White			Black		Hispanic or Latino		AAIANHNP		2 or More Races		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Accountants and auditors	13-2011 / 0800	1,419	625	794	550	705	0	35	60	30	15	20	0	4
Administrative services and facilities managers	11-3010 / 0101	210	125	85	125	55	0	0	0	30	0	0	0	0
Advertising, marketing, promotions, public relations, and sales managers	11-2000 / 0040	762	375	387	375	365	0	4	0	10	0	4	0	4
Aerospace engineers	17-2011 / 1320	470	355	115	300	75	0	30	55	0	0	0	0	10
Agents and business managers of artists, performers, and athletes	13-1011 / 0500	0	0	0	0	0	0	0	0	0	0	0	0	0
Agricultural and food scientists	19-1010 / 1600	0	0	0	0	0	0	0	0	0	0	0	0	0
Agricultural workers	45-2000 / 6010	55	55	0	40	0	15	0	0	0	0	0	0	0
Air transportation workers	53-2000 / 9030	90	50	40	50	40	0	0	0	0	0	0	0	0
Architects, surveyors, and cartographers	17-1000 / 1305	295	195	100	195	100	0	0	0	0	0	0	0	0
Architectural and engineering managers	11-9041 / 0300	125	105	20	105	20	0	0	0	0	0	0	0	0
Art and design workers	27-1000 / 2600	878	364	514	275	410	4	15	40	4	45	75	0	10
Astronomers and physicists	19-2010 / 1700	25	15	10	15	0	0	0	0	10	0	0	0	0
Athletes, coaches, umpires, and related workers	27-2020 / 2721	275	215	60	135	60	80	0	0	0	0	0	0	0
Atmospheric and space scientists	19-2021 / 1710	0	0	0	0	0	0	0	0	0	0	0	0	0
Audiologists	29-1181 / 3140	0	0	0	0	0	0	0	0	0	0	0	0	0
Baggage porters, bellhops, and concierges, and tour and travel guides	39-XXXX / 4530	55	0	55	0	55	0	0	0	0	0	0	0	0
Bailiffs, correctional officers, and jailers	33-3010 / 3801	150	135	15	100	15	25	0	10	0	0	0	0	0
Bartenders	35-3011 / 4040	370	110	260	110	205	0	0	0	0	0	0	0	55
Bioengineers, biomedical and agricultural engineers	17-20XX / 1340	0	0	0	0	0	0	0	0	0	0	0	0	0
Biological scientists	19-1020 / 1610	40	25	15	25	15	0	0	0	0	0	0	0	0
Boilermakers	47-2011 / 6210	15	15	0	15	0	0	0	0	0	0	0	0	0
Bookkeeping, accounting, and auditing clerks	43-3031 / 5120	834	95	739	85	695	10	4	0	20	0	20	0	0
Brickmasons, blockmasons, stonemasons, and reinforcing iron and rebar workers	47-2XXX / 6220	85	85	0	85	0	0	0	0	0	0	0	0	0
Budget analysts	13-2031 / 0820	10	0	10	0	10	0	0	0	0	0	0	0	0
Building cleaning workers	37-2010 / 4220	1,669	989	680	725	465	90	50	170	60	0	70	4	35
Bus drivers	53-305X / 9121	395	135	260	60	200	0	50	75	0	0	0	0	10
Business operations specialists, all other	13-1199 / 0750	125	50	75	50	45	0	30	0	0	0	0	0	0
Buyers and purchasing agents, farm products	13-1021 / 0510	0	0	0	0	0	0	0	0	0	0	0	0	0
Carpenters	47-2031 / 6230	925	925	0	830	0	0	0	95	0	0	0	0	0
Carpet, floor, and tile installers and finishers	47-2040 / 6240	39	35	4	10	4	25	0	0	0	0	0	0	0
Cashiers	41-2010 / 4720	1,685	475	1,210	310	905	95	100	0	190	50	15	20	0
Cement masons, concrete finishers, and terrazzo workers	47-2050 / 6250	10	10	0	10	0	0	0	0	0	0	0	0	0
Chemical engineers	17-2041 / 1350	10	10	0	0	0	0	0	0	0	10	0	0	0
Chemists and materials scientists	19-2030 / 1720	80	20	60	10	40	0	0	0	0	10	20	0	0
Childcare workers	39-9011 / 4600	640	50	590	0	450	50	0	100	0	15	0	25	0
Chiropractors	29-1011 / 3000	10	0	10	0	10	0	0	0	0	0	0	0	0
Civil engineers	17-2051 / 1360	305	295	10	260	10	0	0	0	0	10	0	25	0
Claims adjusters, appraisers, examiners, and investigators	13-1030 / 0540	274	80	194	80	165	0	4	0	0	0	25	0	0
Communications equipment operators	43-2000 / 5010	50	20	30	20	30	0	0	0	0	0	0	0	0
Compensation and benefits managers	11-3111 / 0135	4	0	4	0	0	0	0	4	0	0	0	0	0
Compensation, benefits, and job analysis specialists	13-1141 / 0640	14	4	10	4	10	0	0	0	0	0	0	0	0
Compliance officers	13-1041 / 0565	185	90	95	90	95	0	0	0	0	0	0	0	0
Computer and information research scientists and analysts	15-12XX / 1005	415	200	215	180	155	0	0	0	25	20	35	0	0
Computer and information systems managers	11-3021 / 0110	460	365	95	250	75	0	60	0	55	20	0	0	0
Computer hardware engineers	17-2061 / 1400	0	0	0	0	0	0	0	0	0	0	0	0	0
Conservation scientists and foresters	19-1030 / 1640	0	0	0	0	0	0	0	0	0	0	0	0	0
Construction and building inspectors	47-4011 / 6660	130	130	0	115	0	15	0	0	0	0	0	0	0
Construction equipment operators	47-2070 / 6305	300	300	0	285	0	0	0	15	0	0	0	0	0
Construction laborers	47-2061 / 6260	535	510	25	395	0	55	25	35	0	0	0	25	0
Construction managers	11-9021 / 0220	520	485	35	465	35	20	0	0	0	0	0	0	0
Cooks and food preparation workers	35-2000 / 4020	1,110	670	440	555	315	0	15	115	55	0	55	0	0
Cost estimators	13-1051 / 0600	120	120	0	120	0	0	0	0	0	0	0	0	0
Counselors, social workers, and other community and social service specialists	21-10XX / 2001	1,474	270	1,204	185	875	30	205	55	60	0	60	0	4
Credit analysts	13-2041 / 0830	25	10	15	10	15	0	0	0	0	0	0	0	0
Customer service representatives	43-4051 / 5240	1,760	715	1,045	680	805	0	90	20	90	15	35	0	25
Database and network administrators and architects	15-1240 / 1065	214	174	40	170	40	0	0	4	0	0	0	0	0
Dentists	29-1020 / 3010	150	60	90	60	80	0	0	0	0	0	10	0	0
Derrick, rotary drill, and service unit operators, and roustabouts, oil, gas, and mining	47-50YY / 6800	0	0	0	0	0	0	0	0	0	0	0	0	0
Detectives and criminal investigators	33-3021 / 3820	105	85	20	85	10	0	0	0	10	0	0	0	0
Dietitians and nutritionists	29-1031 / 3030	65	0	65	0	65	0	0	0	0	0	0	0	0
Drafters, engineering technicians, and mapping technicians	17-3000 / 1541	415	330	85	330	85	0	0	0	0	0	0	0	0
Driver/sales workers and truck drivers	53-3030 / 9130	1,225	1,195	30	1,110	30	40	0	25	0	0	0	20	0
Drywall installers, ceiling tile installers, and tapers	47-2080 / 6330	110	110	0	75	0	0	0	35	0	0	0	0	0
Economists	19-3011 / 1800	15	15	0	15	0	0	0	0	0	0	0	0	0
Editors	27-3041 / 2830	39	25	14	15	4	0	0	0	0	10	10	0	0
Education and childcare administrators	11-9030 / 0230	654	314	340	240	265	40	0	30	40	0	35	4	0
Electrical and electronics engineers	17-2070 / 1410	179	140	39	140	35	0	0	0	0	0	4	0	0
Electrical, electronics, and electromechanical assemblers	51-2020 / 7720	180	40	140	40	140	0	0	0	0	0	0	0	0
Electricians	47-2111 / 6355	784	784	0	770	0	4	0	10	0	0	0	0	0
Elementary and middle school teachers	25-2020 / 2310	2,715	665	2,050	615	1,905	10	25	0	95	0	15	40	10
Elevator and escalator installers and repairers	47-4021 / 6700	85	85	0	85	0	0	0	0	0	0	0	0	0
Emergency management directors	11-9161 / 0425	0	0	0	0	0	0	0	0	0	0	0	0	0
Emergency medical technicians and paramedics	29-2040 / 3401	105	105	0	105	0	0	0	0	0	0	0	0	0
Engine and other machine assemblers	51-2031 / 7730	0	0	0	0	0	0	0	0	0	0	0	0	0
Entertainment and recreation managers	11-9070 / 0335	50	30	20	30	20	0	0	0	0	0	0	0	0
Environmental engineers	17-2081 / 1420	10	10	0	10	0	0	0	0	0	0	0	0	0
Environmental scientists and geoscientists	19-2040 / 1745	30	10	20	10	20	0	0	0	0	0	0	0	0
Explosives workers, ordnance handling experts, and blasters	47-5032 / 6835	0	0	0	0	0	0	0	0	0	0	0	0	0
Farmers, ranchers, and other agricultural managers	11-9013 / 0205	115	30	85	30	70	0	0	0	0	0	0	0	15
Fast food and counter workers, and food servers, nonrestaurant	35-30XX / 4055	635	220	415	220	335	0	60	0	10	0	0	0	10
Fence erectors	47-4031 / 6710	0	0	0	0	0	0	0	0	0	0	0	0	0
Financial and investment analysts	13-2051 / 0845	160	50	110	20	110	10	0	20	0	0	0	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks	43-30XX / 5100	650	125	525	80	480	25	35	20	0	0	10	0	0
Financial managers	11-3031 / 0120	539	285	254	275	250	0	0	0	4	10	0	0	0
Firefighting and prevention workers	33-2000 / 3740	120	120	0	120	0	0	0	0	0	0	0	0	0
First-line supervisors of construction trades and extraction workers	47-1011 / 6200	510	510	0	480	0								

Select a **Geography** with the drop down menu in Cell B4.  
Select one or more **Occupations** with the drop down menu in Cell A7. You can search for and select multiple occupations.

## Middlesex County

Food processing workers	51-3000 / 7800	225	125	100	125	100	0	0	0	0	0	0	0	0
Food service managers	11-9051 / 0310	335	140	195	110	150	0	0	0	35	10	10	20	0
Fundraisers	13-1131 / 0726	94	4	90	0	20	0	40	4	0	0	0	0	30
Glaaziers	47-2121 / 6360	50	50	0	50	0	0	0	0	0	0	0	0	0
Grounds maintenance workers	37-3010 / 4251	705	650	55	585	55	65	0	0	0	0	0	0	0
Hazardous materials removal workers	47-4041 / 6720	29	25	4	0	4	0	0	25	0	0	0	0	0
Helpers, construction trades	47-3010 / 6600	0	0	0	0	0	0	0	0	0	0	0	0	0
Highway maintenance workers	47-4051 / 6730	120	120	0	100	0	0	0	20	0	0	0	0	0
Hosts and hostesses, restaurant, lounge, and coffee shop	35-9031 / 4150	255	0	255	0	150	0	0	0	105	0	0	0	0
Human resources managers	11-3121 / 0136	260	115	145	95	145	0	0	0	0	20	0	0	0
Human resources workers	13-1070 / 0630	499	80	419	80	415	0	0	0	0	0	0	0	4
Industrial engineers, including health and safety	17-2110 / 1430	190	165	25	145	10	0	0	0	15	20	0	0	0
Industrial production managers	11-3051 / 0140	110	90	20	90	20	0	0	0	0	0	0	0	0
Information and record clerks, except customer service representatives	43-4XXX / 5200	1,375	370	1,005	265	855	0	75	85	0	10	30	10	45
Insulation workers	47-2130 / 6400	15	15	0	15	0	0	0	0	0	0	0	0	0
Laborers and Material Movers	53-7060 / 9610	1,743	1,319	424	1,040	390	155	0	35	30	74	0	15	4
Lawyers, judges, and related workers	23-1000 / 2100	960	680	280	645	280	25	0	0	0	10	0	0	0
Legal support workers	23-2000 / 2145	330	15	315	15	315	0	0	0	0	0	0	0	0
Librarians, curators, and archivists	25-4000 / 2400	360	90	270	90	270	0	0	0	0	0	0	0	0
Life, physical, and social science technicians	19-4000 / 1900	255	180	75	140	75	40	0	0	0	0	0	0	0
Lodging managers	11-9081 / 0340	110	80	30	80	30	0	0	0	0	0	0	0	0
Logisticians	13-1081 / 0700	35	25	10	25	10	0	0	0	0	0	0	0	0
Management analysts	13-1111 / 0710	529	310	219	280	205	15	0	0	4	15	10	0	0
Marine engineers and naval architects	17-2121 / 1440	29	25	4	25	4	0	0	0	0	0	0	0	0
Market research analysts and marketing specialists	13-1161 / 0735	255	95	160	95	160	0	0	0	0	0	0	0	0
Material recording, scheduling, dispatching, and distributing workers	43-5XXX / 5500	1,045	650	395	625	335	0	0	0	60	25	0	0	0
Materials engineers	17-2131 / 1450	40	25	15	10	15	0	0	0	0	15	0	0	0
Mathematical science occupations	15-2000 / 1200	235	145	90	145	60	0	0	0	0	0	30	0	0
Mechanical engineers	17-2141 / 1460	125	125	0	70	0	55	0	0	0	0	0	0	0
Medical and health services managers	11-9111 / 0350	679	259	420	175	320	40	0	40	60	0	40	4	0
Medical records specialists	29-2072 / 3515	190	60	130	50	130	0	0	10	0	0	0	0	0
Meeting, convention, and event planners	13-1121 / 0725	60	20	40	0	40	0	0	20	0	0	0	0	0
Metal workers and plastic workers	51-4000 / 7925	1,060	1,030	30	770	0	95	20	130	0	25	10	10	0
Metal readers, utilities	43-5041 / 5530	0	0	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous first-line supervisors, protective service workers	33-1090 / 3725	55	55	0	55	0	0	0	0	0	0	0	0	0
Miscellaneous healthcare diagnosing or treating practitioners	29-1290 / 3261	105	0	105	0	65	0	15	0	25	0	0	0	0
Natural sciences managers	11-9121 / 0360	25	10	15	10	15	0	0	0	0	0	0	0	0
News analysts, reporters, and journalists	27-3023 / 2810	50	35	15	25	15	0	0	0	0	10	0	0	0
Nursing, psychiatric, and home health aides	31-1100 / 3601	1,900	210	1,690	65	1,100	60	410	25	130	0	40	60	10
Occupational health and safety specialists and technicians	19-5010 / 1980	40	10	30	10	10	0	0	0	20	0	0	0	0
Occupational therapy and physical therapist assistants and aides	31-2000 / 3610	105	25	80	25	65	0	0	0	0	0	15	0	0
Opticians, dispensing	29-2081 / 3520	45	10	35	10	35	0	0	0	0	0	0	0	0
Optometrists	29-1041 / 3040	10	10	0	10	0	0	0	0	0	0	0	0	0
Other assemblers and fabricators	51-20XX / 7750	550	415	135	310	120	45	15	60	0	0	0	0	0
Other computer occupations	15-12YY / 1050	1,020	830	190	685	180	45	0	10	10	40	0	50	0
Other construction and related workers	47-40XX / 6765	35	35	0	25	0	0	0	10	0	0	0	0	0
Other engineers	17-21YY / 1530	400	365	35	330	35	0	0	0	0	20	0	15	0
Other entertainers and performers, sports, and related workers	27-20XX / 2700	195	125	70	95	40	0	15	30	15	0	0	0	0
Other extraction workers	47-50XX / 6950	0	0	0	0	0	0	0	0	0	0	0	0	0
Other financial specialists	13-20XX / 0810	625	275	350	215	325	15	0	35	10	10	15	0	0
Other food preparation and serving related workers	35-90XX / 4130	194	125	69	125	65	0	0	0	4	0	0	0	0
Other health technologists and technicians	29-20XX / 3300	1,350	240	1,110	130	915	45	60	25	50	40	15	0	70
Other healthcare practitioners and technical occupations	29-9000 / 3550	40	15	25	0	25	0	0	0	0	15	0	0	0
Other healthcare support occupations	31-9000 / 3630	715	90	625	80	435	10	75	0	80	0	35	0	0
Other installation, maintenance, and repair workers	49-XXXX / 7010	1,615	1,525	90	1,400	90	15	0	110	0	0	0	0	0
Other life scientists	19-10XX / 1650	95	25	70	25	70	0	0	0	0	0	0	0	0
Other managers	11-91XX / 0440	3,120	2,130	990	2,030	940	25	10	25	30	50	0	0	10
Other material moving workers	53-70XX / 9510	140	105	35	55	35	40	0	10	0	0	0	0	0
Other media and communication equipment workers	27-40XX / 2905	95	95	0	70	0	0	0	25	0	0	0	0	0
Other media and communication workers	27-30XX / 2805	90	30	60	30	60	0	0	0	0	0	0	0	0
Other motor vehicle operators	53-30XX / 9110	89	60	29	60	4	0	15	0	10	0	0	0	0
Other nurses	29-11XX / 3256	275	30	245	30	245	0	0	0	0	0	0	0	0
Other office and administrative support workers	43-9000 / 5810	2,050	380	1,670	270	1,405	20	60	75	60	15	125	0	20
Other personal care and service workers	39-YYYY / 4340	1,260	410	850	400	680	0	45	10	70	0	45	0	10
Other production workers	51-9000 / 8640	1,340	995	345	865	300	60	0	55	45	15	0	0	0
Other protective service workers	33-90YY / 3900	100	30	70	30	45	0	25	0	0	0	0	0	0
Other sales and related workers, except real estate brokers and sales agents	41-90XX / 4900	509	234	275	205	190	4	50	0	35	25	0	0	0
Other social scientists and related workers, including urban and regional planners	19-30XX / 1840	15	0	15	0	15	0	0	0	0	0	0	0	0
Other teachers and instructors, education, training, and library workers	25-XXXX / 2350	705	225	480	165	395	0	0	0	10	50	65	10	10
Other therapists	29-112X / 3150	310	75	235	50	175	25	0	0	60	0	0	0	0
Other transportation workers	53-6000 / 9350	80	35	45	25	15	10	0	0	30	0	0	0	0
Painters and paperhangers	47-2140 / 6410	215	215	0	155	0	25	0	35	0	0	0	0	0
Personal appearance workers	39-5000 / 4500	955	85	870	65	720	0	35	0	100	20	15	0	0
Pest control workers	37-2021 / 4240	40	40	0	40	0	0	0	0	0	0	0	0	0
Petroleum, mining and geological engineers, including mining safety engineers	17-21XX / 1520	0	0	0	0	0	0	0	0	0	0	0	0	0
Pharmacists	29-1051 / 3050	280	135	145	70	90	20	0	25	35	20	20	0	0
Photographers	27-4021 / 2910	70	15	55	15	55	0	0	0	0	0	0	0	0
Physical scientists, all other	19-2099 / 1760	125	100	25	80	25	0	0	0	0	20	0	0	0
Physical therapists	29-1123 / 3160	265	95	170	95	145	0	0	0	25	0	0	0	0
Physician assistants	29-1071 / 3110	130	35	95	35	45	0	50	0	0	0	0	0	0
Physicians and surgeons	29-12XX / 3090	455	300	155	280	130	10	0	0	0	10	25	0	0
Pipelayers, plumbers, pipefitters, and steamfitters	47-2150 / 6441	420	420	0	320	0	100	0	0	0	0	0	0	0
Plant and system operators	51-8000 / 8600	105	105	0	105	0	0	0	0	0	0	0	0	0
Plasterers and stucco masons	47-2161 / 6460	0	0	0	0	0	0	0	0	0	0	0	0	0
Podiatrists	29-1081 / 3120	15	15	0	0	0	0	0	15	0	0	0	0	0
Police officers	33-3050 / 3870	359	359	0	280	0	10	0	65	0	0	0	4	0
Postal service workers	43-5050 / 5540	510	360	150	265	150	25	0	0	0	15	0	55	0
Postsecondary teachers	25-1000 / 2205	1,239	619	620	545	485	25	35	4	40	45	60	0	0
Preschool and kindergarten teachers	25-2010 / 2300	470	15	455	15	400	0	0	0	45	0	10	0	0
Printing workers	51-5100 / 8250	80	60	20	25	20	35	0	0	0	0	0	0	0
Private detectives, investigators, security guards and gaming surveillance officers	33-90XX / 3910	525	440	85	440	60	0	25	0	0	0	0	0	0
Probation officers and correctional treatment specialists	21-1092 / 2015	75	40	35	40	35	0	0	0	0	0	0	0	0
Project management specialists	13-1082 / 0705	585	315	270	295	190	0	45	0	35	20	0	0	0
Property, real estate, and community association managers	11-9141 / 0410	239	150	89	150	70	0	0	0	15	0	4	0	0
Psychologists	19-3030 / 1821	210	95	115	95	95	0	0	0	20	0	0	0	0
Purchasing agents, except wholesale, retail, and farm products	13-1023 / 0530	240	130	110	75	75	0	35	15	0	0	0	40	0
Purchasing managers	11-3061 / 0150	115	50	65	50	65	0	0	0	0	0	0	0	0
Radiation therapists	29-1124 / 3200	19	15	4	15	4	0	0	0	0	0	0	0	0
Rail and water transportation workers	53-XXXX / 9210	105	105	0	105	0	0	0	0	0	0	0	0	0
Rail-track laying and maintenance equipment operators	47-4061 / 6740	0	0	0	0	0	0	0	0	0	0	0	0	0

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Real estate brokers and sales agents
Registered nurses
Religious workers
Retail sales workers, except cashiers
Roofers
Sales representatives, services
Sales representatives, wholesale and manufacturing
Secondary school teachers
Secretaries and administrative assistants
Sheet metal workers
Social and community service managers
Software and web developers, programmers, and testers
Solar photovoltaic installers
Special education teachers
Speech-language pathologists
Structural iron and steel workers
Structural metal fabricators and fitters
Supervisors of food preparation and serving workers
Supervisors of personal care and service workers
Supervisors of transportation and material moving workers
Surface mining machine operators and earth drillers
Tax examiners and collectors, and revenue agents
Teaching assistants
Technical writers
Television, video, and film camera operators and editors
Textile, apparel, and furnishings workers
Top executives
Total, all occupations
Training and development managers
Training and development specialists
Transportation security screeners
Transportation, storage, and distribution managers
Underground mining machine operators
Vehicle and mobile equipment mechanics, installers, and repairers
Veterinarians
Waiters and waitresses
Wholesale and retail buyers, except farm products
Woodworkers
Writers and authors

Middlesex County

41-9020 / 4920	580	285	295	215	295	0	0	0	0	70	0	0	0
29-1141 / 3255	2,520	215	2,305	180	2,120	25	70	10	30	0	60	0	25
21-2000 / 2040	135	95	40	70	40	25	0	0	0	0	0	0	0
41-20XX / 4740	1,919	1,000	919	880	800	55	60	35	30	20	4	10	25
47-2181 / 6515	65	65	0	65	0	0	0	0	0	0	0	0	0
41-3000 / 4800	1,224	795	429	725	375	0	0	50	50	20	4	0	0
41-4010 / 4850	1,053	639	414	635	410	0	0	4	4	0	0	0	0
25-2030 / 2320	764	345	419	315	405	0	10	0	0	10	4	20	0
43-6010 / 5710	2,085	80	2,005	65	1,750	15	115	0	65	0	35	0	40
47-2211 / 6520	85	85	0	85	0	0	0	0	0	0	0	0	0
11-9151 / 0420	410	100	310	100	260	0	20	0	30	0	0	0	0
15-1250 / 1010	1,255	1,000	255	520	115	45	30	35	55	380	55	20	0
47-2231 / 6540	45	45	0	45	0	0	0	0	0	0	0	0	0
25-2050 / 2330	145	0	145	0	135	0	0	0	0	0	0	0	10
29-1127 / 3230	120	0	120	0	120	0	0	0	0	0	0	0	0
47-2221 / 6530	15	15	0	15	0	0	0	0	0	0	0	0	0
51-2041 / 7740	0	0	0	0	0	0	0	0	0	0	0	0	0
35-1010 / 4000	525	355	170	270	160	20	0	25	0	40	10	0	0
39-1000 / 4330	60	25	35	25	35	0	0	0	0	0	0	0	0
53-1000 / 9005	44	40	4	40	4	0	0	0	0	0	0	0	0
47-5020 / 6825	10	10	0	10	0	0	0	0	0	0	0	0	0
13-2081 / 0930	95	20	75	0	75	0	0	20	0	0	0	0	0
25-9040 / 2545	909	249	660	170	570	40	60	0	15	35	15	4	0
27-3042 / 2840	20	0	20	0	20	0	0	0	0	0	0	0	0
27-4030 / 2920	40	40	0	40	0	0	0	0	0	0	0	0	0
51-6000 / 8300	190	85	105	70	65	0	0	0	40	15	0	0	0
11-10XX / 0010	1,920	1,340	580	1,255	525	0	0	40	20	10	15	35	20
00-0000 / 0000	93,409	48,169	45,240	41,315	38,115	2,200	2,375	2,505	2,645	1,579	1,545	570	560
11-3131 / 0137	0	0	0	0	0	0	0	0	0	0	0	0	0
13-1151 / 0650	115	85	30	85	30	0	0	0	0	0	0	0	0
33-9093 / 3945	0	0	0	0	0	0	0	0	0	0	0	0	0
11-3071 / 0160	75	65	10	65	10	0	0	0	0	0	0	0	0
47-5040 / 6850	4	4	0	4	0	0	0	0	0	0	0	0	0
49-3000 / 7140	1,080	1,080	0	910	0	0	0	140	0	0	0	30	0
29-1131 / 3250	60	35	25	10	25	0	0	25	0	0	0	0	0
35-3031 / 4110	1,170	245	925	220	820	0	0	10	55	15	50	0	0
13-1022 / 0520	105	70	35	70	35	0	0	0	0	0	0	0	0
51-7000 / 8500	90	90	0	90	0	0	0	0	0	0	0	0	0
27-3043 / 2850	85	10	75	10	75	0	0	0	0	0	0	0	0

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

New Haven County

Occupation	Code	Total		White		Black		Hispanic or Latino		AAIANHNP		2 or More Races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Accountants and auditors	13-2011 / 0800	5,570	2,645	2,925	2,105	2,235	245	245	210	320	85	125	0
Administrative services and facilities managers	11-3010 / 0101	575	410	165	370	125	0	0	40	40	0	0	0
Advertising, marketing, promotions, public relations, and sales managers	11-2000 / 0040	3,245	1,815	1,430	1,545	1,175	70	35	145	105	35	100	20
Aerospace engineers	17-2011 / 1320	1,420	1,295	125	850	90	165	35	140	0	80	0	60
Agents and business managers of artists, performers, and athletes	13-1011 / 0500	55	25	30	25	30	0	0	0	0	0	0	0
Agricultural and food scientists	19-1010 / 1600	14	4	10	4	0	0	0	0	10	0	0	0
Agricultural workers	45-2000 / 6010	463	238	225	125	110	4	0	105	115	4	0	0
Air transportation workers	53-2000 / 9030	295	255	40	205	20	0	20	30	0	20	0	0
Architects, surveyors, and cartographers	17-1000 / 1305	835	625	210	570	190	0	0	55	10	0	10	0
Architectural and engineering managers	11-9041 / 0300	395	335	60	290	50	0	0	0	10	45	0	0
Art and design workers	27-1000 / 2600	2,864	1,045	1,819	895	1,485	10	65	75	170	55	95	10
Astronomers and physicists	19-2010 / 1700	20	20	0	20	0	0	0	0	0	0	0	0
Athletes, coaches, umpires, and related workers	27-2020 / 2721	1,125	705	420	480	340	120	70	10	0	30	10	65
Atmospheric and space scientists	19-2021 / 1710	0	0	0	0	0	0	0	0	0	0	0	0
Audiologists	29-1181 / 3140	100	15	85	15	40	0	45	0	0	0	0	0
Baggage porters, bellhops, and concierges, and tour and travel guides	39-XXXX / 4530	404	350	54	185	50	0	0	140	0	25	4	0
Bailiffs, correctional officers, and jailers	33-3010 / 3801	890	700	190	450	40	205	100	35	50	0	0	10
Bartenders	35-3011 / 4040	1,210	500	710	430	415	0	165	70	115	0	0	15
Bioengineers, biomedical and agricultural engineers	17-20XX / 1340	115	80	35	80	35	0	0	0	0	0	0	0
Biological scientists	19-1020 / 1610	295	110	185	80	140	0	30	0	0	20	15	10
Boilermakers	47-2011 / 6210	15	15	0	15	0	0	0	0	0	0	0	0
Bookkeeping, accounting, and auditing clerks	43-3031 / 5120	3,915	500	3,415	270	2,895	85	240	145	230	0	50	0
Brickmasons, blockmasons, stonemasons, and reinforcing iron and rebar workers	47-20XX / 6220	365	345	20	210	20	45	0	90	0	0	0	0
Budget analysts	13-2031 / 0820	80	0	80	0	70	0	0	0	10	0	0	0
Building cleaning workers	37-2010 / 4220	10,345	5,650	4,695	2,685	1,950	1,070	740	1,640	1,705	85	155	170
Bus drivers	53-305X / 9121	2,900	1,475	1,425	475	530	680	325	290	570	30	0	0
Business operations specialists, all other	13-1199 / 0750	825	460	365	325	265	10	10	40	70	70	20	15
Buyers and purchasing agents, farm products	13-1021 / 0510	15	0	15	0	15	0	0	0	0	0	0	0
Carpenters	47-2031 / 6230	4,250	4,190	60	2,935	60	220	0	1,005	0	10	0	20
Carpet, floor, and tile installers and finishers	47-2040 / 6240	275	275	0	165	0	60	0	50	0	0	0	0
Cashiers	41-2010 / 4720	10,495	2,990	7,505	1,525	3,855	545	1,430	590	1,790	260	325	70
Cement masons, concrete finishers, and terrazzo workers	47-2050 / 6250	0	0	0	0	0	0	0	0	0	0	0	0
Chemical engineers	17-2041 / 1350	155	155	0	65	0	25	0	0	0	65	0	0
Chemists and materials scientists	19-2030 / 1720	370	240	130	210	100	0	0	0	0	30	30	0
Childcare workers	39-9011 / 4600	4,875	255	4,620	145	2,840	40	610	15	960	20	85	35
Chiropractors	29-1011 / 3000	205	140	65	105	65	0	0	10	0	25	0	0
Civil engineers	17-2051 / 1360	840	805	35	725	15	0	0	35	20	45	0	0
Claims adjusters, appraisers, examiners, and investigators	13-1030 / 0540	989	450	539	365	520	15	4	30	15	30	0	10
Communications equipment operators	43-2000 / 5100	229	85	144	60	125	25	15	0	4	0	0	0
Compensation and benefits managers	11-3111 / 0135	65	0	65	0	65	0	0	0	0	0	0	0
Compensation, benefits, and job analysis specialists	13-1141 / 0640	145	25	120	15	120	10	0	0	0	0	0	0
Compliance officers	13-1041 / 0565	620	220	400	205	300	15	0	0	90	0	0	10
Computer and information research scientists and analysts	15-12XX / 1005	1,410	760	650	480	395	100	50	75	75	105	130	0
Computer and information systems managers	11-3021 / 0110	1,965	1,340	625	995	420	115	30	60	105	155	50	15
Computer hardware engineers	17-2061 / 1400	40	40	0	40	0	0	0	0	0	0	0	0
Conservation scientists and foresters	19-1030 / 1640	45	35	10	25	10	10	0	0	0	0	0	0
Construction and building inspectors	47-4011 / 6660	255	230	25	205	0	10	0	15	0	0	0	25
Construction equipment operators	47-2070 / 6305	585	585	0	510	0	0	0	75	0	0	0	0
Construction laborers	47-2061 / 6260	4,619	4,529	90	2,140	20	375	20	1,995	50	19	0	0
Construction managers	11-9021 / 0220	1,855	1,740	115	1,415	90	100	0	205	25	0	0	20
Cooks and food preparation workers	35-2000 / 4020	8,010	4,540	3,470	2,485	2,075	305	345	1,590	765	60	160	100
Cost estimators	13-1051 / 0600	280	270	10	230	10	0	0	40	0	0	0	0
Counselors, social workers, and other community and social service specialists	21-10XX / 2001	8,785	2,215	6,570	1,040	3,930	890	1,545	195	875	10	10	80
Credit analysts	13-2041 / 0830	30	20	10	20	10	0	0	0	0	0	0	0
Customer service representatives	43-4051 / 5240	8,225	2,900	5,325	1,870	3,100	455	905	490	1,105	65	140	20
Database and network administrators and architects	15-1240 / 1065	1,045	740	305	550	265	30	15	45	0	105	25	10
Dentists	19-1020 / 3010	450	255	195	160	70	20	10	0	30	55	85	20
Derrick, rotary drill, and service unit operators, and roustabouts, oil, gas, and mining	47-50YV / 6800	0	0	0	0	0	0	0	0	0	0	0	0
Detectives and criminal investigators	33-3021 / 3820	480	395	85	310	50	0	15	70	10	0	0	15
Dietitians and nutritionists	29-1031 / 3030	414	15	399	0	310	0	45	15	40	0	4	0
Drafters, engineering technicians, and mapping technicians	17-3000 / 1541	1,885	1,575	310	1,180	175	130	65	120	15	125	35	20
Driver/sales workers and truck drivers	53-3030 / 9130	7,940	7,525	415	4,735	235	840	55	1,855	30	45	0	50
Drywall installers, ceiling tile installers, and tapers	47-2080 / 6330	420	390	30	85	0	45	0	260	30	0	0	0
Economists	19-3011 / 1800	70	70	0	25	0	0	0	30	0	15	0	0
Editors	27-3041 / 2830	685	165	520	120	430	35	10	0	15	10	40	25
Education and childcare administrators	11-9030 / 0230	4,230	1,470	2,760	1,075	2,250	130	225	105	205	135	50	25
Electrical and electronics engineers	17-2070 / 1410	435	410	25	295	25	55	0	10	0	50	0	0
Electrical, electronics, and electromechanical assemblers	51-2020 / 7720	495	195	300	60	50	15	10	85	215	35	25	0
Electricians	47-2111 / 6355	2,514	2,440	74	2,030	50	185	20	225	4	0	0	0
Elementary and middle school teachers	25-2020 / 2310	10,975	2,660	8,315	2,375	6,980	90	430	125	545	60	270	10
Elevator and escalator installers and repairers	47-4021 / 6700	180	180	0	125	0	25	0	30	0	0	0	0
Emergency management directors	11-9161 / 0425	0	0	0	0	0	0	0	0	0	0	0	0
Emergency medical technicians and paramedics	29-2040 / 3401	964	709	255	380	185	10	10	315	0	4	40	0
Engine and other machine assemblers	51-2031 / 7730	60	60	0	60	0	0	0	0	0	0	0	0
Entertainment and recreation managers	11-9070 / 0335	54	24	30	20	30	0	0	4	0	0	0	0
Environmental engineers	17-2081 / 1420	0	0	0	0	0	0	0	0	0	0	0	0
Environmental scientists and geoscientists	19-2040 / 1745	140	100	40	100	40	0	0	0	0	0	0	0
Explosives workers, ordnance handling experts, and blasters	47-5032 / 6835	80	80	0	30	0	0	0	50	0	0	0	0
Farmers, ranchers, and other agricultural managers	11-9013 / 0205	280	165	115	150	115	0	0	15	0	0	0	0
Fast food and counter workers, and food servers, nonrestaurant	35-30XX / 4055	2,335	890	1,445	450	740	80	360	265	270	60	35	35
Fence erectors	47-4031 / 6710	135	120	15	60	15	0	0	0	0	0	0	60
Financial and investment analysts	13-2051 / 0845	600	390	210	240	135	10	20	35	0	80	55	25
Financial clerks, except bookkeeping, accounting, and auditing clerks	43-30XX / 5100	3,510	645	2,865	480	2,050	75	290	75	420	15	70	0
Financial managers	11-3031 / 0120	3,543	1,619	1,924	1,375	1,435	10	290	145	135	85	60	4
Firefighting and prevention workers	33-2000 / 3740	1,230	1,145	85	975	85	45	0	110	0	0	0	15
First-line supervisors of construction trades and extraction workers	47-1011 / 6200	1,444	1,355	89	1,165	50	45	35	115	4	10	0	20
First-line supervisors of farming, fishing, and forestry workers	45-1011 / 6005	0	0	0	0	0	0	0	0	0	0	0	0
First-line supervisors of firefighting and prevention workers	33-1021 / 3720	175	175	0	135	0	30	0	0	0	0	0	10
First-line supervisors of housekeeping and janitorial workers	37-1011 / 4200	489	345	144	270	70	20	40	40	30	15	4	0
First-line supervisors of landscaping, lawn service, and groundskeeping workers	37-1012 / 4210	605	575	30	325	30	30	0	110	0	50	0	60
First-line supervisors of law enforcement workers	33-1010 / 3700	429	399	30	335	10	4	0	60	20	0	0	0
First-line supervisors of mechanics, installers, and repairers	49-1011 / 7000	595	585	10	410	10	75	0	35	0	65	0	0
First-line supervisors of non-retail sales workers	41-1012 / 4710	3,925	2,515	1,410	1,975	1,060	200	70	210	150	85	65	45
First-line supervisors of office and administrative support workers	43-1011 / 5000	3,345	1,415	1,930	930	1,625	275	175	95	105	100	0	15
First-line supervisors of production and operating workers	51-1011 / 7700	2,605	1,855	750	1,265	290	115	150	370	255	65	35	40
First-line supervisors of retail sales workers	41-1011 / 4700	9,255	5,220	4,035	3,640	2,905	605	350	635	645	275	110	65
Fish and game wardens and parking enforcement officers	33-30XX / 3840	25	25	0	15	0	10	0	0	0	0	0	0
Fishing and hunting, and forest and conservation, and logging workers	45-XXXX / 6115	70	45	25	45	25	0	0	0	0	0	0	0

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Food processing workers
Food service managers
Fundraisers
Glaziers
Grounds maintenance workers
Hazardous materials removal workers
Helpers, construction trades
Highway maintenance workers
Hosts and hostesses, restaurant, lounge, and coffee shop
Human resources managers
Human resources workers
Industrial engineers, including health and safety
Industrial production managers
Information and record clerks, except customer service representatives
Insulation workers
Laborers and Material Movers
Lawyers, judges, and related workers
Legal support workers
Librarians, curators, and archivists
Life, physical, and social science technicians
Lodging managers
Logisticians
Management analysts
Marine engineers and naval architects
Market research analysts and marketing specialists
Material recording, scheduling, dispatching, and distributing workers
Materials engineers
Mathematical science occupations
Mechanical engineers
Medical and health services managers
Medical records specialists
Meeting, convention, and event planners
Metal workers and plastic workers
Meter readers, utilities
Miscellaneous first-line supervisors, protective service workers
Miscellaneous healthcare diagnosing or treating practitioners
Natural sciences managers
News analysts, reporters, and journalists
Nursing, psychiatric, and home health aides
Occupational health and safety specialists and technicians
Occupational therapy and physical therapist assistants and aides
Opticians, dispensing
Optometrists
Other assemblers and fabricators
Other computer occupations
Other construction and related workers
Other engineers
Other entertainers and performers, sports, and related workers
Other extraction workers
Other financial specialists
Other food preparation and serving related workers
Other health technologists and technicians
Other healthcare practitioners and technical occupations
Other healthcare support occupations
Other installation, maintenance, and repair workers
Other life scientists
Other managers
Other material moving workers
Other media and communication equipment workers
Other media and communication workers
Other motor vehicle operators
Other nurses
Other office and administrative support workers
Other personal care and service workers
Other production workers
Other protective service workers
Other sales and related workers, except real estate brokers and sales agents
Other social scientists and related workers, including urban and regional planners
Other teachers and instructors, education, training, and library workers
Other therapists
Other transportation workers
Painters and paperhangers
Personal appearance workers
Pest control workers
Petroleum, mining and geological engineers, including mining safety engineers
Pharmacists
Photographers
Physical scientists, all other
Physical therapists
Physician assistants
Physicians and surgeons
Pipelayers, plumbers, pipefitters, and steamfitters
Plant and system operators
Plasterers and stucco masons
Podiatrists
Police officers
Postal service workers
Postsecondary teachers
Preschool and kindergarten teachers
Printing workers
Private detectives, investigators, security guards and gaming surveillance officers
Probation officers and correctional treatment specialists
Project management specialists
Property, real estate, and community association managers
Psychologists
Purchasing agents, except wholesale, retail, and farm products
Purchasing managers
Radiation therapists
Rail and water transportation workers
Rail-track laying and maintenance equipment operators

New Haven County

51-3000 / 7800	1,690	1,115	575	410	370	220	90	485	115	0	0	0	0
11-9051 / 0310	2,530	1,330	1,200	975	935	80	65	200	120	65	65	10	15
13-1131 / 0726	290	80	210	70	180	0	10	0	20	10	0	0	0
47-2121 / 6360	205	205	0	195	0	0	0	10	0	0	0	0	0
37-3010 / 4251	3,295	3,095	200	1,825	55	135	0	1,050	105	40	25	45	15
47-4041 / 6720	110	110	0	15	0	20	0	0	0	0	0	75	0
47-3010 / 6600	195	100	95	15	95	0	0	85	0	0	0	0	0
47-4051 / 6730	355	345	10	215	10	35	0	95	0	0	0	0	0
35-9031 / 4150	725	105	620	20	390	40	50	35	155	10	15	0	10
11-3121 / 0136	935	360	575	265	400	0	40	65	105	30	0	0	30
13-1070 / 0630	2,144	474	1,670	395	1,100	55	335	20	135	0	45	4	55
17-2110 / 1430	915	830	85	590	55	40	0	130	30	60	0	10	0
11-3051 / 0140	610	475	135	405	120	10	15	60	0	0	0	0	0
43-40XX / 5200	7,269	1,175	6,094	700	3,790	235	850	170	1,180	70	174	0	100
47-2130 / 6400	100	100	0	85	0	0	0	0	0	0	0	15	0
53-7060 / 9610	11,995	9,165	2,830	5,350	1,400	1,525	320	1,795	1,020	155	80	340	10
23-1000 / 2100	3,530	2,280	1,250	2,020	1,135	120	50	75	30	35	25	30	10
23-2000 / 2145	1,945	280	1,665	225	1,455	0	45	35	165	20	0	0	0
25-4000 / 2400	1,309	290	1,019	260	920	0	25	30	20	0	50	0	4
19-4000 / 1900	1,154	504	650	380	525	55	15	0	25	65	35	4	50
11-9081 / 0340	289	169	120	165	90	0	0	0	0	4	30	0	0
13-1081 / 0700	374	290	84	240	60	0	0	40	20	0	4	10	0
13-1111 / 0710	2,500	1,505	995	1,325	805	40	45	70	15	30	115	40	15
17-2121 / 1440	70	60	10	60	0	0	0	0	10	0	0	0	0
13-1161 / 0735	794	325	469	190	385	20	4	0	80	115	0	0	0
43-50XX / 5500	4,725	2,770	1,955	1,635	1,170	505	390	550	315	40	45	40	35
17-2131 / 1450	180	165	15	165	15	0	0	0	0	0	0	0	0
15-2000 / 1200	785	555	230	310	160	65	0	10	0	170	70	0	0
17-2141 / 1460	735	670	65	470	55	25	0	105	0	45	10	25	0
11-9111 / 0350	2,530	815	1,715	605	1,345	120	130	65	170	25	35	0	35
29-2072 / 3515	565	25	540	25	350	0	25	0	115	0	50	0	0
13-1121 / 0725	268	73	195	50	145	15	25	4	15	0	0	4	10
51-4000 / 7925	6,499	5,554	945	3,565	225	415	205	1,280	445	254	60	40	10
43-5041 / 5530	100	90	10	90	10	0	0	0	0	0	0	0	0
33-1090 / 3725	170	170	0	140	0	0	0	10	0	0	0	20	0
29-1290 / 3261	585	0	585	0	555	0	0	0	30	0	0	0	0
11-9121 / 0360	69	24	45	4	45	0	0	0	0	20	0	0	0
27-3023 / 2810	159	110	49	100	35	0	0	10	10	0	4	0	0
31-1100 / 3601	14,699	2,494	12,205	775	3,835	1,285	5,055	375	2,835	29	150	30	330
19-5010 / 1980	150	85	65	75	65	0	0	10	0	0	0	0	0
31-2000 / 3610	279	124	155	90	125	4	30	15	0	15	0	0	0
29-2081 / 3520	315	115	200	90	115	25	0	0	70	0	0	0	15
29-1041 / 3040	105	55	50	55	40	0	0	0	0	0	10	0	0
51-20XX / 7750	2,970	1,370	1,600	755	655	150	260	370	475	80	180	15	30
15-12YY / 1050	4,180	3,040	1,140	1,815	655	405	180	385	135	300	95	135	75
47-40XX / 6765	30	30	0	30	0	0	0	0	0	0	0	0	0
17-21YY / 1530	1,175	950	225	785	145	50	15	60	25	45	40	10	0
27-20XX / 2700	1,285	785	500	585	350	15	40	105	50	35	10	45	50
47-50XX / 6950	0	0	0	0	0	0	0	0	0	0	0	0	0
13-20XX / 0810	3,460	1,915	1,545	1,655	1,270	95	115	105	65	60	30	0	65
35-90XX / 4130	1,990	1,300	690	595	355	180	130	450	135	15	20	60	50
29-20XX / 3300	8,420	1,905	6,515	1,110	3,955	340	1,350	240	820	205	320	10	70
29-9000 / 3550	335	185	150	155	100	0	0	30	50	0	0	0	0
31-9000 / 3630	4,300	320	3,980	150	2,245	50	480	75	1,105	20	55	25	95
49-XXXX / 7010	7,185	6,840	345	5,030	165	510	75	1,125	55	100	10	75	40
19-10XX / 1650	935	520	415	245	300	60	20	25	15	150	80	40	0
11-91XX / 0440	10,365	6,640	3,725	5,540	2,780	305	530	360	285	325	50	110	80
53-70XX / 9510	1,370	1,315	55	770	0	145	0	375	55	25	0	0	0
27-40XX / 2905	319	315	4	255	0	10	0	50	4	0	0	0	0
27-30XX / 2805	675	320	355	250	220	60	10	10	110	0	15	0	0
53-30XX / 9110	1,420	1,230	190	525	85	215	60	375	35	75	0	40	10
29-11XX / 3256	735	30	705	20	550	10	105	0	35	0	0	0	15
43-9000 / 5810	9,450	1,620	7,830	1,105	5,485	145	790	235	1,095	60	160	75	300
39-YYYY / 4340	4,690	1,840	2,850	1,170	2,090	275	420	275	140	30	50	90	150
51-9000 / 8640	8,489	5,910	2,579	2,935	1,230	920	235	1,700	805	285	164	70	145
33-90YY / 3900	950	525	425	235	240	110	60	120	125	35	0	25	0
41-90XX / 4900	1,635	970	665	715	440	95	130	100	45	0	0	60	50
19-30XX / 1840	184	119	65	115	40	0	0	0	10	4	0	0	15
25-XXXX / 2350	4,065	1,175	2,890	650	1,700	160	395	285	470	70	175	10	150
29-112X / 3150	1,230	205	1,025	180	740	25	110	0	130	0	25	0	20
53-6000 / 9350	850	615	235	220	65	125	50	235	120	25	0	10	0
47-2140 / 6410	1,967	1,909	58	1,000	50	135	0	735	4	4	4	35	0
39-5000 / 4500	3,558	669	2,889	370	2,005	80	195	180	340	35	345	4	4
37-2021 / 4240	250	250	0	215	0	0	0	10	0	0	0	25	0
17-21XX / 1520	0	0	0	0	0	0	0	0	0	0	0	0	0
29-1051 / 3050	804	405	399	285	285	20	70	0	0	100	40	0	4
27-4021 / 2910	470	275	195	195	160	50	0	30	15	0	0	0	20
19-2099 / 1760	1,625	915	710	560	450	0	0	90	45	255	205	10	10
29-1123 / 3160	1,040	275	765	265	745	0	0	0	0	10	20	0	0
29-1071 / 3110	554	129	425	80	310	20	0	25	75	4	0	0	40
29-12XX / 3090	4,825	2,680	2,145	1,990	1,130	75	155	165	145	385	660	65	55
47-2150 / 6441	1,638	1,634	4	1,405	0	40	0	185	4	4	0	0	0
51-8000 / 8600	500	460	40	420	25	25	0	15	15	0	0	0	0
47-2161 / 6460	4	4	0	0	0	0	0	4	0	0	0	0	0
29-1081 / 3120	40	25	15	25	15	0	0	0	0	0	0	0	0
33-3050 / 3870	2,309	2,110	199	1,535	85	135	100	335	10	80	4	25	0
43-5050 / 5540	1,904	1,180	724	845	360	165	145	130	185	30	30	10	4
25-1000 / 2205	7,725	3,675	4,050	2,730	2,695	95	345	155	225	645	680	50	105
25-2010 / 2300	1,694	24	1,670	4	1,200	10	205	10	230	0	15	0	20
51-5100 / 8250	600	400	200	175	110	95	0	120	90	0	0	10	0
33-90XX / 3910	3,055	2,535	520	1,485	190	650	210	320	120	40	0	40	0
21-1092 / 2015	310	185	125	70	60	105	20	10	25	0	0	0	20
13-1082 / 0705	2,055	1,120	935	905	760	65	30	80	80	70	55	0	10
11-9141 / 0410	1,560	955	605	595	425	220	15	40	125	100	40	0	0
19-3030 / 1821	1,039	315	724	290	610	25	65	0	35	0	4	0	10
13-1023 / 0530	930	520	410	430	290	15	60	75	60	0	0	0	0
11-3061 / 0150	845	485	360	430	345	40	0	15	15	0	0	0	0
29-1124 / 3200	130	30	100	30	100	0	0	0	0	0	0	0	0
53-XXXX / 9210	590	525	65	490	55	35	10	0	0	0	0	0	0
47-4061 / 6740	30	30	0	10	0	20	0	0	0	0	0	0	0

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Real estate brokers and sales agents  
Registered nurses  
Religious workers  
Retail sales workers, except cashiers  
Roofers  
Sales representatives, services  
Sales representatives, wholesale and manufacturing  
Secondary school teachers  
Secretaries and administrative assistants  
Sheet metal workers  
Social and community service managers  
Software and web developers, programmers, and testers  
Solar photovoltaic installers  
Special education teachers  
Speech-language pathologists  
Structural iron and steel workers  
Structural metal fabricators and fitters  
Supervisors of food preparation and serving workers  
Supervisors of personal care and service workers  
Supervisors of transportation and material moving workers  
Surface mining machine operators and earth drillers  
Tax examiners and collectors, and revenue agents  
Teaching assistants  
Technical writers  
Television, video, and film camera operators and editors  
Textile, apparel, and furnishings workers  
Top executives  
Total, all occupations  
Training and development managers  
Training and development specialists  
Transportation security screeners  
Transportation, storage, and distribution managers  
Underground mining machine operators  
Vehicle and mobile equipment mechanics, installers, and repairers  
Veterinarians  
Waiters and waitresses  
Wholesale and retail buyers, except farm products  
Woodworkers  
Writers and authors

New Haven County

41-9020 / 4920	1,690	785	905	670	805	45	35	70	40	0	25	0	0
29-1141 / 3255	10,445	950	9,495	450	7,735	165	665	180	445	105	560	50	90
21-2000 / 2040	1,049	654	395	405	320	120	55	75	0	50	20	4	0
41-20XX / 4740	10,890	5,355	5,535	3,475	3,520	655	835	860	770	185	260	180	150
47-2181 / 6515	585	585	0	355	0	60	0	170	0	0	0	0	0
41-3000 / 4800	4,765	2,595	2,170	2,230	1,680	130	170	95	260	65	15	75	45
41-4010 / 4850	3,725	2,880	845	2,430	775	45	0	260	55	130	15	15	0
25-2030 / 2320	3,369	1,509	1,860	1,310	1,510	105	160	25	125	4	45	65	20
43-6010 / 5710	10,895	515	10,380	250	8,275	100	905	150	880	0	225	15	95
47-2211 / 6520	385	385	0	260	0	50	0	40	0	35	0	0	0
11-9151 / 0420	1,259	269	990	105	630	130	210	30	125	4	10	0	15
15-1250 / 1010	3,935	3,125	810	2,035	510	140	105	270	0	615	195	65	0
47-2231 / 6540	55	55	0	55	0	0	0	0	0	0	0	0	0
25-2050 / 2330	1,058	84	974	80	850	4	65	0	40	0	15	0	4
29-1127 / 3230	485	0	485	0	485	0	0	0	0	0	0	0	0
47-2221 / 6530	235	235	0	145	0	15	0	75	0	0	0	0	0
51-2041 / 7740	140	140	0	140	0	0	0	0	0	0	0	0	0
35-1010 / 4000	2,985	1,665	1,320	820	775	200	175	545	325	45	10	55	35
39-1000 / 4330	390	185	205	130	185	30	0	15	20	10	0	0	0
53-1000 / 9005	485	435	50	340	30	65	0	10	20	20	0	0	0
47-5020 / 6825	35	35	0	35	0	0	0	0	0	0	0	0	0
13-2081 / 0930	80	20	60	20	60	0	0	0	0	0	0	0	0
25-9040 / 2545	5,075	935	4,140	455	2,575	220	800	40	465	220	180	0	120
27-3042 / 2840	205	10	195	10	155	0	10	0	0	0	30	0	0
27-4030 / 2920	130	130	0	110	0	20	0	0	0	0	0	0	0
51-6000 / 8300	965	245	720	85	430	60	35	90	215	0	20	10	20
11-10XX / 0010	5,610	3,905	1,705	3,345	1,355	185	85	200	120	120	115	55	30
00-0000 / 0000	459,855	230,780	229,075	154,570	150,650	24,810	30,385	37,395	34,120	9,995	9,120	4,010	4,800
11-3131 / 0137	105	45	60	45	25	0	20	0	0	0	15	0	0
13-1151 / 0650	314	100	214	80	165	10	45	10	0	0	0	0	4
33-9093 / 3945	20	0	20	0	0	0	0	0	20	0	0	0	0
11-3071 / 0160	660	590	70	420	50	40	0	65	20	45	0	20	0
47-5040 / 6850	0	0	0	0	0	0	0	0	0	0	0	0	0
49-3000 / 7140	3,994	3,974	20	3,340	20	130	0	450	0	4	0	50	0
29-1131 / 3250	195	125	70	95	70	0	0	15	0	15	0	0	0
35-3031 / 4110	5,470	1,555	3,915	930	2,680	90	270	430	755	50	50	55	160
13-1022 / 0520	690	360	330	300	205	0	25	60	100	0	0	0	0
51-7000 / 8500	189	189	0	110	0	75	0	0	0	0	0	4	0
27-3043 / 2850	552	239	313	200	305	0	4	20	0	15	4	4	0



Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

New London County

Occupation	Code	Total	White		Black		Hispanic or Latino		AAIANHNP		2 or More Races			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Accountants and auditors	13-2011 / 0800	1,359	615	744	515	660	15	35	0	4	65	25	20	20
Administrative services and facilities managers	11-3010 / 0101	225	150	75	115	75	35	0	0	0	0	0	0	0
Advertising, marketing, promotions, public relations, and sales managers	11-2000 / 0040	675	365	310	295	265	35	10	20	35	15	0	0	0
Aerospace engineers	17-2011 / 1320	420	410	10	360	10	0	0	0	0	50	0	0	0
Agents and business managers of artists, performers, and athletes	13-1011 / 0500	15	0	15	0	0	0	0	0	0	0	0	0	15
Agricultural and food scientists	19-1010 / 1600	0	0	0	0	0	0	0	0	0	0	0	0	0
Agricultural workers	45-2000 / 6010	175	125	50	125	50	0	0	0	0	0	0	0	0
Air transportation workers	53-2000 / 9030	158	134	24	95	20	4	0	0	4	35	0	0	0
Architects, surveyors, and cartographers	17-1000 / 1305	120	60	60	50	60	0	0	0	0	10	0	0	0
Architectural and engineering managers	11-9041 / 0300	254	244	10	200	10	10	0	4	0	30	0	0	0
Art and design workers	27-1000 / 2600	1,305	845	460	675	405	65	0	60	0	30	40	15	15
Astronomers and physicists	19-2010 / 1700	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletes, coaches, umpires, and related workers	27-2020 / 2721	380	220	160	220	135	0	0	0	10	0	15	0	0
Atmospheric and space scientists	19-2021 / 1710	0	0	0	0	0	0	0	0	0	0	0	0	0
Audiologists	29-1181 / 3140	15	15	0	15	0	0	0	0	0	0	0	0	0
Baggage porters, bellhops, and concierges, and tour and travel guides	39-XXXX / 4530	174	124	50	55	50	0	0	45	0	24	0	0	0
Bailiffs, correctional officers, and jailers	33-3010 / 3801	454	315	139	245	70	20	4	50	0	0	0	0	65
Bartenders	35-3011 / 4040	825	450	375	280	240	0	0	70	70	75	30	25	35
Bioengineers, biomedical and agricultural engineers	17-20XX / 1340	10	10	0	10	0	0	0	0	0	0	0	0	0
Biological scientists	19-1020 / 1610	135	80	55	80	45	0	0	0	0	0	10	0	0
Boilermakers	47-2011 / 6210	10	10	0	10	0	0	0	0	0	0	0	0	0
Bookkeeping, accounting, and auditing clerks	43-3031 / 5120	1,020	125	895	90	825	0	0	35	15	0	15	0	40
Brickmasons, blockmasons, stonemasons, and reinforcing iron and rebar workers	47-2XXX / 6220	75	75	0	75	0	0	0	0	0	0	0	0	0
Budget analysts	13-2031 / 0820	25	0	25	0	25	0	0	0	0	0	0	0	0
Building cleaning workers	53-2010 / 4220	4,649	2,654	1,995	1,515	850	355	185	505	735	199	205	80	20
Bus drivers	37-305X / 9121	725	185	540	120	345	35	10	30	150	0	0	0	35
Business operations specialists, all other	13-1199 / 0750	270	140	130	125	115	0	0	0	15	15	0	0	0
Buyers and purchasing agents, farm products	13-1021 / 0510	0	0	0	0	0	0	0	0	0	0	0	0	0
Carpenters	47-2031 / 6230	1,508	1,443	65	1,260	65	15	0	140	0	24	0	4	0
Carpet, floor, and tile installers and finishers	47-2040 / 6240	145	145	0	135	0	0	0	10	0	0	0	0	0
Cashiers	41-2010 / 4720	3,594	1,125	2,469	565	1,540	75	270	275	365	130	139	80	155
Cement masons, concrete finishers, and terrazzo workers	47-2050 / 6250	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemical engineers	17-2041 / 1350	110	85	25	45	25	0	0	0	0	40	0	0	0
Chemists and materials scientists	19-2030 / 1720	340	160	180	150	105	0	0	0	0	10	75	0	0
Childcare workers	39-9011 / 4600	930	25	905	25	660	0	100	0	75	0	70	0	0
Chiropractors	29-1011 / 3000	19	4	15	4	15	0	0	0	0	0	0	0	0
Civil engineers	17-2051 / 1360	414	389	25	385	25	0	0	4	0	0	0	0	0
Claims adjusters, appraisers, examiners, and investigators	13-1030 / 0540	195	50	145	40	135	10	10	0	0	0	0	0	0
Communications equipment operators	43-2000 / 5010	115	35	80	35	70	0	0	0	10	0	0	0	0
Compensation and benefits managers	11-3111 / 0135	25	0	25	0	25	0	0	0	0	0	0	0	0
Compensation, benefits, and job analysis specialists	13-1141 / 0640	20	20	0	20	0	0	0	0	0	0	0	0	0
Compliance officers	13-1041 / 0565	314	145	169	145	145	0	10	0	10	0	4	0	0
Computer and information research scientists and analysts	15-12XX / 1005	484	419	65	390	55	0	10	0	0	25	0	4	0
Computer and information systems managers	11-3021 / 0110	650	525	125	445	90	10	0	0	20	70	15	0	0
Computer hardware engineers	17-2061 / 1400	15	15	0	15	0	0	0	0	0	0	0	0	0
Conservation scientists and foresters	19-1030 / 1640	10	0	10	0	10	0	0	0	0	0	0	0	0
Construction and building inspectors	47-4011 / 6660	80	80	0	80	0	0	0	0	0	0	0	0	0
Construction equipment operators	47-2070 / 6305	240	230	10	205	10	0	0	0	0	0	0	25	0
Construction laborers	47-2061 / 6260	1,135	1,090	45	690	45	65	0	185	0	70	0	80	0
Construction managers	11-9021 / 0220	459	425	34	400	10	0	0	0	20	0	0	25	4
Cooks and food preparation workers	35-2000 / 4020	3,374	1,869	1,505	915	845	170	90	495	240	169	200	120	130
Cost estimators	13-1051 / 0600	55	45	10	45	0	0	0	0	10	0	0	0	0
Counselors, social workers, and other community and social service specialists	21-10XX / 2001	2,143	539	1,604	365	1,190	50	50	120	265	4	84	0	15
Credit analysts	13-2041 / 0830	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer service representatives	43-4051 / 5240	1,758	313	1,445	205	1,045	50	120	35	145	8	70	15	65
Database and network administrators and architects	15-1240 / 1065	335	230	105	195	75	0	0	20	0	0	30	15	0
Dentists	29-1020 / 3010	130	90	40	80	25	0	0	0	15	10	0	0	0
Derrick, rotary drill, and service unit operators, and roustabouts, oil, gas, and mining	47-50YY / 6800	0	0	0	0	0	0	0	0	0	0	0	0	0
Detectives and criminal investigators	33-3021 / 3820	55	40	15	40	15	0	0	0	0	0	0	0	0
Dietitians and nutritionists	29-1031 / 3030	70	0	70	0	20	0	0	0	20	0	30	0	0
Drafters, engineering technicians, and mapping technicians	17-3000 / 1541	815	670	145	590	135	15	10	25	0	25	0	15	0
Driver/sales workers and truck drivers	53-3030 / 9130	2,490	2,350	140	1,930	140	95	0	210	0	0	0	115	0
Drywall installers, ceiling tile installers, and tapers	47-2080 / 6330	95	95	0	80	0	0	0	0	0	15	0	0	0
Economists	19-3011 / 1800	0	0	0	0	0	0	0	0	0	0	0	0	0
Editors	27-3041 / 2830	134	14	120	10	120	0	0	0	0	4	0	0	0
Education and childcare administrators	11-9030 / 0230	941	363	578	345	510	4	4	10	30	0	14	4	20
Electrical and electronics engineers	17-2070 / 1410	219	205	14	160	0	25	0	0	0	0	10	20	4
Electrical, electronics, and electromechanical assemblers	51-2020 / 7720	195	95	100	40	25	0	0	55	60	0	15	0	0
Electricians	47-2111 / 6355	809	809	0	745	0	0	0	50	0	10	0	4	0
Elementary and middle school teachers	25-2020 / 2310	3,774	665	3,109	595	2,655	0	180	20	105	10	24	40	145
Elevator and escalator installers and repairers	47-4021 / 6700	15	15	0	15	0	0	0	0	0	0	0	0	0
Emergency management directors	11-9161 / 0425	0	0	0	0	0	0	0	0	0	0	0	0	0
Emergency medical technicians and paramedics	29-2040 / 3401	235	190	45	150	45	40	0	0	0	0	0	0	0
Engine and other machine assemblers	51-2031 / 7730	10	10	0	10	0	0	0	0	0	0	0	0	0
Entertainment and recreation managers	11-9070 / 0335	264	154	110	125	45	0	0	25	25	4	30	0	10
Environmental engineers	17-2081 / 1420	25	25	0	15	0	0	0	10	0	0	0	0	0
Environmental scientists and geoscientists	19-2040 / 1745	24	4	20	4	20	0	0	0	0	0	0	0	0
Explosives workers, ordnance handling experts, and blasters	47-5032 / 6835	0	0	0	0	0	0	0	0	0	0	0	0	0
Farmers, ranchers, and other agricultural managers	11-9013 / 0205	435	325	110	325	85	0	0	0	10	0	15	0	0
Fast food and counter workers, and food servers, nonrestaurant	35-30XX / 4055	1,055	415	640	245	515	35	75	85	35	10	0	40	15
Fence erectors	47-4031 / 6710	4	4	0	4	0	0	0	0	0	0	0	0	0
Financial and investment analysts	13-2051 / 0845	164	55	109	45	105	0	0	0	4	10	0	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks	43-30XX / 5100	718	129	589	70	545	20	10	10	4	25	30	4	0
Financial managers	11-3031 / 0120	889	410	479	365	410	10	15	35	0	0	29	0	25
Firefighting and prevention workers	33-23													

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Food processing workers	51-3000 / 7800	410	195	215	180	215	0	0	15	0	0	0	0	0
Food service managers	11-9051 / 0310	855	430	425	375	365	0	35	15	15	20	0	20	10
Fundraisers	13-1131 / 0726	80	10	70	10	70	0	0	0	0	0	0	0	0
Glaziers	47-2121 / 6360	70	70	0	70	0	0	0	0	0	0	0	0	0
Grounds maintenance workers	37-3010 / 4251	1,360	1,320	40	835	30	60	0	325	0	10	10	90	0
Hazardous materials removal workers	47-4041 / 6720	14	10	4	10	4	0	0	0	0	0	0	0	0
Helpers, construction trades	47-3010 / 6600	64	64	0	4	0	0	0	35	0	0	0	25	0
Highway maintenance workers	47-4051 / 6730	115	115	0	105	0	0	0	10	0	0	0	0	0
Hosts and hostesses, restaurant, lounge, and coffee shop	35-9031 / 4150	320	20	300	0	255	10	0	0	30	10	0	0	15
Human resources managers	11-3121 / 0136	234	135	99	115	95	10	0	0	0	0	4	10	0
Human resources workers	13-1070 / 0630	423	164	259	160	245	0	10	0	4	4	0	0	0
Industrial engineers, including health and safety	17-2110 / 1430	288	248	40	165	30	10	0	55	10	14	0	4	0
Industrial production managers	11-3051 / 0140	229	169	60	140	60	0	0	25	0	4	0	0	0
Information and record clerks, except customer service representatives	43-40XX / 5200	2,074	450	1,624	240	1,295	30	80	145	195	35	34	0	20
Insulation workers	47-2130 / 6400	50	50	0	50	0	0	0	0	0	0	0	0	0
Laborers and Material Movers	53-7060 / 9610	3,754	2,839	915	1,940	645	220	95	420	160	44	15	215	0
Lawyers, judges, and related workers	23-1000 / 2100	638	485	153	440	145	0	0	20	0	15	4	10	4
Legal support workers	23-2000 / 2145	509	59	450	55	350	0	45	0	25	4	30	0	0
Librarians, curators, and archivists	25-4000 / 2400	518	90	428	65	400	0	20	0	0	25	4	0	4
Life, physical, and social science technicians	19-4000 / 1900	279	199	80	195	60	0	0	4	10	0	10	0	0
Lodging managers	11-9081 / 0340	135	20	115	20	50	0	0	0	10	0	45	0	10
Logisticians	13-1081 / 0700	145	100	45	30	45	40	0	30	0	0	0	0	0
Management analysts	13-1111 / 0710	640	380	260	345	210	0	0	10	0	25	50	0	0
Marine engineers and naval architects	17-2121 / 1440	1,415	1,195	220	1,030	160	0	0	55	20	100	40	10	0
Market research analysts and marketing specialists	13-1161 / 0735	158	54	104	50	90	0	0	0	0	4	4	0	10
Material recording, scheduling, dispatching, and distributing workers	43-50XX / 5500	1,385	880	505	735	495	70	0	55	10	10	0	10	0
Materials engineers	17-2131 / 1450	260	250	10	225	10	0	0	25	0	0	0	0	0
Mathematical science occupations	15-2000 / 1200	259	219	40	180	40	0	0	4	0	35	0	0	0
Mechanical engineers	17-2141 / 1460	204	200	4	175	4	10	0	0	0	15	0	0	0
Medical and health services managers	11-9111 / 0350	955	180	775	150	550	15	90	0	35	15	85	0	15
Medical records specialists	29-2072 / 3515	50	0	50	0	40	0	0	0	0	0	0	0	10
Meeting, convention, and event planners	13-1121 / 0725	35	0	35	0	35	0	0	0	0	0	0	0	0
Metal workers and plastic workers	51-4000 / 7925	1,953	1,794	159	1,340	55	65	15	325	60	34	29	30	0
Meter readers, utilities	43-5041 / 5530	50	50	0	50	0	0	0	0	0	0	0	0	0
Miscellaneous first-line supervisors, protective service workers	33-1090 / 3725	134	124	10	105	10	0	0	15	0	4	0	0	0
Miscellaneous healthcare diagnosing or treating practitioners	29-1290 / 3261	290	50	240	35	225	0	0	0	15	15	0	0	0
Natural sciences managers	11-9121 / 0360	50	20	30	10	30	0	0	0	0	10	0	0	0
News analysts, reporters, and journalists	27-3023 / 2810	20	0	20	0	20	0	0	0	0	0	0	0	0
Nursing, psychiatric, and home health aides	31-1100 / 3601	3,599	435	3,164	245	1,640	140	585	35	570	0	89	15	280
Occupational health and safety specialists and technicians	19-5010 / 1980	115	115	0	60	0	0	0	55	0	0	0	0	0
Occupational therapy and physical therapist assistants and aides	31-2000 / 3610	210	35	175	25	130	0	25	0	20	10	0	0	0
Opticians, dispensing	29-2081 / 3520	14	10	4	10	4	0	0	0	0	0	0	0	0
Optometrists	29-1041 / 3040	15	15	0	15	0	0	0	0	0	0	0	0	0
Other assemblers and fabricators	51-20XX / 7750	445	185	260	145	150	0	30	15	30	15	50	10	0
Other computer occupations	15-12YY / 1050	1,053	824	229	675	185	20	0	25	25	100	15	4	4
Other construction and related workers	47-40XX / 6765	0	0	0	0	0	0	0	0	0	0	0	0	0
Other engineers	17-21YY / 1530	895	795	100	635	80	55	0	15	0	90	20	0	0
Other entertainers and performers, sports, and related workers	27-20XX / 2700	259	80	179	80	120	0	55	0	4	0	0	0	0
Other extraction workers	47-50XX / 6950	0	0	0	0	0	0	0	0	0	0	0	0	0
Other financial specialists	13-20XX / 0810	884	514	370	510	300	0	0	4	55	0	15	0	0
Other food preparation and serving related workers	35-90XX / 4130	940	425	515	310	275	40	65	55	65	20	100	0	10
Other health technologists and technicians	29-20XX / 3300	1,720	370	1,350	170	1,065	60	110	115	115	25	10	0	50
Other healthcare practitioners and technical occupations	29-9000 / 3550	100	70	30	70	30	0	0	0	0	0	0	0	0
Other healthcare support occupations	31-9000 / 3630	1,250	200	1,050	120	855	0	35	30	150	50	10	0	0
Other installation, maintenance, and repair workers	49-XXXX / 7010	2,740	2,575	165	2,245	145	65	0	185	20	15	0	65	0
Other life scientists	19-10XX / 1650	315	190	125	125	105	0	0	0	10	50	10	15	0
Other managers	11-91XX / 0440	3,423	2,204	1,219	1,810	1,090	140	30	130	35	49	54	75	10
Other material moving workers	53-70XX / 9510	390	305	85	185	55	0	0	50	0	10	0	60	30
Other media and communication equipment workers	27-40XX / 2905	50	50	0	50	0	0	0	0	0	0	0	0	0
Other media and communication workers	27-30XX / 2805	425	240	185	180	185	0	0	60	0	0	0	0	0
Other motor vehicle operators	53-30XX / 9110	440	340	100	230	100	35	0	40	0	0	0	35	0
Other nurses	29-11XX / 3256	155	15	140	15	130	0	0	0	10	0	0	0	0
Other office and administrative support workers	43-9000 / 5810	2,773	488	2,285	425	1,970	10	145	35	80	8	75	10	15
Other personal care and service workers	39-YYYY / 4340	4,175	1,960	2,215	795	1,045	185	175	280	345	670	585	30	65
Other production workers	51-9000 / 8640	1,984	1,484	500	1,195	320	75	35	170	80	14	65	30	0
Other protective service workers	33-90YY / 3900	270	180	90	145	70	35	0	0	0	0	0	0	20
Other sales and related workers, except real estate brokers and sales agents	41-90XX / 4900	415	260	155	150	135	95	0	0	0	15	20	0	0
Other social scientists and related workers, including urban and regional planners	19-30XX / 1840	50	25	25	25	25	0	0	0	0	0	0	0	0
Other teachers and instructors, education, training, and library workers	25-XXXX / 2350	1,648	624	1,024	560	880	35	25	25	80	4	39	0	0
Other therapists	29-112X / 3150	310	40	270	40	270	0	0	0	0	0	0	0	0
Other transportation workers	53-6000 / 9350	315	220	95	105	85	25	0	0	0	55	0	35	10
Painters and paperhangers	47-2140 / 6410	534	464	70	350	70	4	0	90	0	20	0	0	0
Personal appearance workers	39-5000 / 4500	1,044	70	974	70	790	0	4	0	85	0	80	0	15
Pest control workers	37-2021 / 4240	95	95	0	95	0	0	0	0	0	0	0	0	0
Petroleum, mining and geological engineers, including mining safety engineers	17-21XX / 1520	0	0	0	0	0	0	0	0	0	0	0	0	0
Pharmacists	29-1051 / 3050	255	105	150	95	150	0	0	0	0	10	0	0	0
Photographers	27-4021 / 2910	160	110	50	100	50	0	0	0	0	10	0	0	0
Physical scientists, all other	19-2099 / 1760	474	295	179	210	145	0	0	35	4	40	30	10	0
Physical therapists	29-1123 / 3160	220	55	165	55	165	0	0	0	0	0	0	0	0
Physician assistants	29-1071 / 3110	135	60	75	40	60	0	0	20	15	0	0	0	0
Physicians and surgeons	29-12XX / 3090	470	325	145	245	115	0	0	10	20	70	10	0	0
Pipelayers, plumbers, pipefitters, and steamfitters	47-2150 / 6441	829	814	15	780	15	10	0	20	0	0	0	4	0
Plant and system operators	51-8000 / 8600	375	330	45	290	0	15	0	0	0	0	45	25	0
Plasterers and stucco masons	47-2161 / 6460	0	0	0	0	0	0	0	0	0	0	0	0	0
Podiatrists	29-1081 / 3120	0	0	0	0	0	0	0	0	0	0	0	0	0
Police officers	33-3050 / 3870	794	635	159	580	115	55	10	0	30	0	4	0	0
Postal service workers	43-5050 / 5540	329	265	64	265	60	0	0	0	0	0	4	0	0
Postsecondary teachers	25-1000 / 2205	1,175	620	555	540	500	15	0	35	25	15	15	15	15
Preschool and kindergarten teachers	25-2010 / 2300	589	0	589	0	575	0	10	0	0	0	4	0	0
Printing workers	51-5100 / 8250	90	90	0	90	0	0	0	0	0	0	0	0	0
Private detectives, investigators, security guards and gaming surveillance officers	33-90XX / 3910	999	819	180	640	105	110	40	10	25	24	0	35	10
Probation officers and correctional treatment specialists	21-1092 / 2015	34	4	30	0	30	4	0	0	0	0	0	0	0
Project management specialists	13-1082 / 0705	740	435	305	405	215	0	20	0	55	30	15	0	0
Property, real estate, and community association managers	11-9141 / 0410	459	225	234	205	210	0	0	0	20	0	4	20	0
Psychologists	19-3030 / 1821	264	140	124	80	110	60	0	0	0	0	14	0	0
Purchasing agents, except wholesale, retail, and farm products	13-1023 / 0530	275	130	145	120	145	10	0	0	0	0	0	0	0
Purchasing managers	11-3061 / 0150	160	90	70	75	70	0	0	0	0	15	0	0	0
Radiation therapists	29-1124 / 3200	0	0	0	0	0	0	0	0	0	0	0	0	0
Rail and water transportation workers	53-XXXX / 9210	195	175	20	175	20	0	0	0	0	0	0	0	0
Rail-track laying and maintenance equipment operators	47-4061 / 6740	0	0	0	0	0	0	0	0	0	0	0	0	0

New London County

51-3000 / 7800	410	195	215
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Instructions

Select a **Geography** with the drop down menu in Cell B4.  
Select one or more **Occupations** with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

New London County

Real estate brokers and sales agents	41-9020 / 4920	525	175	350	145	310	20	10	10	15	0	0	0	15
Registered nurses	29-1141 / 3255	2,719	240	2,479	180	2,295	45	10	0	125	15	49	0	0
Religious workers	21-2000 / 2040	310	215	95	150	95	10	0	30	0	15	0	10	0
Retail sales workers, except cashiers	41-20XX / 4740	3,559	1,350	2,209	1,085	1,465	50	205	135	380	35	99	45	60
Roofers	47-2181 / 6515	75	75	0	75	0	0	0	0	0	0	0	0	0
Sales representatives, services	41-3000 / 4800	739	430	309	395	290	0	15	15	0	0	4	20	0
Sales representatives, wholesale and manufacturing	41-4010 / 4850	825	640	185	515	170	15	0	20	0	65	0	25	15
Secondary school teachers	25-2030 / 2320	934	429	505	310	495	30	0	65	10	4	0	20	0
Secretaries and administrative assistants	43-6010 / 5710	2,914	184	2,730	135	2,490	0	50	30	95	19	30	0	65
Sheet metal workers	47-2211 / 6520	100	100	0	85	0	0	0	0	0	0	0	15	0
Social and community service managers	11-9151 / 0420	405	175	230	120	195	0	0	10	25	0	10	45	0
Software and web developers, programmers, and testers	15-1250 / 1010	1,080	810	270	620	215	0	0	65	15	95	40	30	0
Solar photovoltaic installers	47-2231 / 6540	0	0	0	0	0	0	0	0	0	0	0	0	0
Special education teachers	25-2050 / 2330	360	65	295	20	240	0	0	0	0	45	0	0	55
Speech-language pathologists	29-1127 / 3230	250	15	235	15	235	0	0	0	0	0	0	0	0
Structural iron and steel workers	47-2221 / 6530	40	40	0	40	0	0	0	0	0	0	0	0	0
Structural metal fabricators and fitters	51-2041 / 7740	10	10	0	10	0	0	0	0	0	0	0	0	0
Supervisors of food preparation and serving workers	35-1010 / 4000	865	555	310	415	205	20	25	25	25	95	40	0	15
Supervisors of personal care and service workers	39-1000 / 4330	333	178	155	85	85	0	0	35	15	54	55	4	0
Supervisors of transportation and material moving workers	53-1000 / 9005	115	100	15	55	15	0	0	0	0	45	0	0	0
Surface mining machine operators and earth drillers	47-5020 / 6825	4	4	0	4	0	0	0	0	0	0	0	0	0
Tax examiners and collectors, and revenue agents	13-2081 / 0930	75	20	55	10	55	0	0	0	0	0	0	10	0
Teaching assistants	25-9040 / 2545	1,600	125	1,475	85	1,055	20	135	0	185	0	65	20	35
Technical writers	27-3042 / 2840	159	139	20	95	20	4	0	30	0	10	0	0	0
Television, video, and film camera operators and editors	27-4030 / 2920	15	15	0	15	0	0	0	0	0	0	0	0	0
Textile, apparel, and furnishings workers	51-6000 / 8300	360	100	260	60	155	40	55	0	15	0	25	0	10
Top executives	11-10XX / 0010	1,713	1,384	329	1,215	325	10	0	80	4	75	0	4	0
Total, all occupations	00-0000 / 0000	141,780	73,635	68,145	57,330	52,505	3,590	3,635	6,865	6,580	3,775	3,510	2,075	1,915
Training and development managers	11-3131 / 0137	60	60	0	60	0	0	0	0	0	0	0	0	0
Training and development specialists	13-1151 / 0650	185	85	100	65	80	0	0	20	0	0	0	0	20
Transportation security screeners	33-9093 / 3945	35	25	10	25	10	0	0	0	0	0	0	0	0
Transportation, storage, and distribution managers	11-3071 / 0160	255	190	65	135	55	55	0	0	0	0	10	0	0
Underground mining machine operators	47-5040 / 6850	0	0	0	0	0	0	0	0	0	0	0	0	0
Vehicle and mobile equipment mechanics, installers, and repairers	49-3000 / 7140	1,290	1,290	0	1,065	0	30	0	185	0	10	0	0	0
Veterinarians	29-1131 / 3250	100	60	40	35	40	0	0	0	0	25	0	0	0
Waiters and waitresses	35-3031 / 4110	2,241	402	1,839	295	1,550	4	50	65	100	34	49	4	90
Wholesale and retail buyers, except farm products	13-1022 / 0520	195	60	135	50	120	10	0	0	0	0	15	0	0
Woodworkers	51-7000 / 8500	75	75	0	65	0	0	0	10	0	0	0	0	0
Writers and authors	27-3043 / 2850	205	110	95	110	95	0	0	0	0	0	0	0	0

Select a **Geography** with the drop down menu in Cell B4.  
Select one or more **Occupations** with the drop down menu in Cell A7. You can search for and select multiple occupations.

## Windham County

Occupation	Code	Total	White			Black			Hispanic or Latino			AAIANHNP		2 or More Races	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Accountants and auditors	13-2011 / 0800	449	144	305	115	270	4	0	0	10	25	10	0	15	
Administrative services and facilities managers	11-3010 / 0101	175	160	15	160	15	0	0	0	0	0	0	0	0	
Advertising, marketing, promotions, public relations, and sales managers	11-2000 / 0040	305	130	175	120	140	0	0	10	35	0	0	0	0	
Aerospace engineers	17-2011 / 1320	65	65	0	65	0	0	0	0	0	0	0	0	0	
Agents and business managers of artists, performers, and athletes	13-1011 / 0500	0	0	0	0	0	0	0	0	0	0	0	0	0	
Agricultural and food scientists	19-1010 / 1600	0	0	0	0	0	0	0	0	0	0	0	0	0	
Agricultural workers	45-2000 / 6010	350	255	95	80	55	0	175	40	0	0	0	0	0	
Air transportation workers	53-2000 / 9030	4	0	4	0	4	0	0	0	0	0	0	0	0	
Architects, surveyors, and cartographers	17-1000 / 1305	70	60	10	60	10	0	0	0	0	0	0	0	0	
Architectural and engineering managers	11-9041 / 0300	55	55	0	55	0	0	0	0	0	0	0	0	0	
Art and design workers	27-1000 / 2600	340	130	210	115	200	15	0	0	10	0	0	0	0	
Astronomers and physicists	19-2010 / 1700	20	20	0	0	0	0	20	0	0	0	0	0	0	
Athletes, coaches, umpires, and related workers	27-2020 / 2721	119	45	74	20	60	0	25	10	0	0	0	4	0	
Atmospheric and space scientists	19-2021 / 1710	0	0	0	0	0	0	0	0	0	0	0	0	0	
Audiologists	29-1181 / 3140	0	0	0	0	0	0	0	0	0	0	0	0	0	
Baggage porters, bellhops, and concierges, and tour and travel guides	39-XXXX / 4530	80	55	25	55	25	0	0	0	0	0	0	0	0	
Bailiffs, correctional officers, and jailers	33-3010 / 3801	240	180	60	120	60	0	60	0	0	0	0	0	0	
Bartenders	35-3011 / 4040	205	45	160	45	115	0	0	35	0	0	0	10	0	
Bioengineers, biomedical and agricultural engineers	17-20XX / 1340	0	0	0	0	0	0	0	0	0	0	0	0	0	
Biological scientists	19-1020 / 1610	19	0	19	0	4	0	0	0	0	15	0	0	0	
Boilermakers	47-2011 / 6210	0	0	0	0	0	0	0	0	0	0	0	0	0	
Bookkeeping, accounting, and auditing clerks	43-3031 / 5120	685	70	615	50	555	0	20	25	0	20	0	15	0	
Brickmasons, blockmasons, stonemasons, and reinforcing iron and rebar workers	47-2XXX / 6220	120	120	0	120	0	0	0	0	0	0	0	0	0	
Budget analysts	13-2031 / 0820	4	0	4	0	4	0	0	0	0	0	0	0	0	
Building cleaning workers	37-2010 / 4220	1,469	925	544	670	405	0	4	240	125	0	0	15	10	
Bus drivers	53-305X / 9121	339	85	254	85	250	0	0	0	0	0	4	0	0	
Business operations specialists, all other	13-1199 / 0750	50	20	30	0	30	0	20	0	0	0	0	0	0	
Buyers and purchasing agents, farm products	13-1021 / 0510	0	0	0	0	0	0	0	0	0	0	0	0	0	
Carpenters	47-2031 / 6230	814	814	0	770	0	4	25	0	0	0	15	0	0	
Carpet, floor, and tile installers and finishers	47-2040 / 6240	45	45	0	45	0	0	0	0	0	0	0	0	0	
Cashiers	41-2010 / 4720	1,494	399	1,095	300	760	0	60	80	210	15	35	4	30	
Cement masons, concrete finishers, and terrazzo workers	47-2050 / 6250	0	0	0	0	0	0	0	0	0	0	0	0	0	
Chemical engineers	17-2041 / 1350	4	4	0	4	0	0	0	0	0	0	0	0	0	
Chemists and materials scientists	19-2030 / 1720	25	15	10	15	10	0	0	0	0	0	0	0	0	
Childcare workers	39-9011 / 4600	369	60	309	50	275	10	4	0	20	0	10	0	0	
Chiropractors	29-1011 / 3000	10	10	0	10	0	0	0	0	0	0	0	0	0	
Civil engineers	17-2051 / 1360	45	45	0	45	0	0	0	0	0	0	0	0	0	
Claims adjusters, appraisers, examiners, and investigators	13-1030 / 0540	230	80	150	45	150	0	0	0	35	0	0	0	0	
Communications equipment operators	43-2000 / 5010	15	0	15	0	15	0	0	0	0	0	0	0	0	
Compensation and benefits managers	11-3111 / 0135	0	0	0	0	0	0	0	0	0	0	0	0	0	
Compensation, benefits, and job analysis specialists	13-1141 / 0640	10	0	10	0	10	0	0	0	0	0	0	0	0	
Compliance officers	13-1041 / 0565	24	20	4	20	4	0	0	0	0	0	0	0	0	
Computer and information research scientists and analysts	15-12XX / 1005	179	144	35	140	35	0	0	0	0	0	4	0	0	
Computer and information systems managers	11-3021 / 0110	210	125	85	115	85	0	0	0	0	0	10	0	0	
Computer hardware engineers	17-2061 / 1400	15	15	0	15	0	0	0	0	0	0	0	0	0	
Conservation scientists and foresters	19-1030 / 1640	4	4	0	4	0	0	0	0	0	0	0	0	0	
Construction and building inspectors	47-4011 / 6660	4	4	0	4	0	0	0	0	0	0	0	0	0	
Construction equipment operators	47-2070 / 6305	249	224	25	220	25	0	0	0	0	0	4	0	0	
Construction laborers	47-2061 / 6260	510	510	0	370	0	0	110	0	0	0	30	0	0	
Construction managers	11-9021 / 0220	415	385	30	385	30	0	0	0	0	0	0	0	0	
Cooks and food preparation workers	35-2000 / 4020	1,395	635	760	405	610	10	15	190	115	10	10	20	10	
Cost estimators	13-1051 / 0600	35	35	0	35	0	0	0	0	0	0	0	0	0	
Counselors, social workers, and other community and social service specialists	21-10XX / 2001	1,200	180	1,020	145	765	20	55	15	150	0	50	0	0	
Credit analysts	13-2041 / 0830	0	0	0	0	0	0	0	0	0	0	0	0	0	
Customer service representatives	43-4051 / 5240	1,160	310	850	255	755	0	10	55	10	0	0	0	75	
Database and network administrators and architects	15-1240 / 1065	165	135	30	135	30	0	0	0	0	0	0	0	0	
Dentists	29-1020 / 3010	25	25	0	25	0	0	0	0	0	0	0	0	0	
Derrick, rotary drill, and service unit operators, and roustabouts, oil, gas, and mining	47-50YY / 6800	0	0	0	0	0	0	0	0	0	0	0	0	0	
Detectives and criminal investigators	33-3021 / 3820	10	10	0	10	0	0	0	0	0	0	0	0	0	
Dietitians and nutritionists	29-1031 / 3030	0	0	0	0	0	0	0	0	0	0	0	0	0	
Drafters, engineering technicians, and mapping technicians	17-3000 / 1541	235	185	50	175	40	0	0	0	0	0	10	10	0	
Driver/sales workers and truck drivers	53-3030 / 9130	1,354	1,150	204	920	160	0	15	165	25	0	4	65	0	
Drywall installers, ceiling tile installers, and tapers	47-2080 / 6330	10	10	0	10	0	0	0	0	0	0	0	0	0	
Economists	19-3011 / 1800	0	0	0	0	0	0	0	0	0	0	0	0	0	
Editors	27-3041 / 2830	35	15	20	15	20	0	0	0	0	0	0	0	0	
Education and childcare administrators	11-9030 / 0230	420	170	250	155	230	0	10	0	0	0	15	10	0	
Electrical and electronics engineers	17-2070 / 1410	65	65	0	55	0	10	0	0	0	0	0	0	0	
Electrical, electronics, and electromechanical assemblers	51-2020 / 7720	140	25	115	25	105	0	0	0	0	0	10	0	0	
Electricians	47-2111 / 6355	510	510	0	495	0	0	0	0	0	0	0	15	0	
Elementary and middle school teachers	25-2020 / 2310	1,288	209	1,079	195	1,035	0	0	10	25	0	15	4	4	
Elevator and escalator installers and repairers	47-4021 / 6700	30	30	0	30	0	0	0	0	0	0	0	0	0	
Emergency management directors	11-9161 / 0425	0	0	0	0	0	0	0	0	0	0	0	0	0	
Emergency medical technicians and paramedics	29-2040 / 3401	55	30	25	30	0	0	0	25	0	0	0	0	0	
Engine and other machine assemblers	51-2031 / 7730	0	0	0	0	0	0	0	0	0	0	0	0	0	
Entertainment and recreation managers	11-9070 / 0335	93	89	4	85	4	0	0	0	0	0	4	0	0	
Environmental engineers	17-2081 / 1420	4	4	0	4	0	0	0	0	0	0	0	0	0	
Environmental scientists and geoscientists	19-2040 / 1745	20	20	0	20	0	0	0	0	0	0	0	0	0	
Explosives workers, ordnance handling experts, and blasters	47-5032 / 6835	0	0	0	0	0	0	0	0	0	0	0	0	0	
Farmers, ranchers, and other agricultural managers	11-9013 / 0025	235	150	85	130	50	0	20	35	0	0	0	0	0	
Fast food and counter workers, and food servers, nonrestaurant	35-300X / 4055	500	145	355	75	320	10	10	60	25	0	0	0	0	
Fence erectors	47-4031 / 6710	15	15	0	15	0	0	0	0	0	0	0	0	0	
Financial and investment analysts	13-2051 / 0845	45	25	20	25	20	0	0	0	0	0	0	0	0	
Financial clerks, except bookkeeping, accounting, and auditing clerks	43-30XX / 5100	698	98	600	90	540	0	4	40	0	0	4	20	0	
Financial managers	11-3031 / 0120	365	155	210	130	210	0	15	0	0	0	10	0	0	
Firefighting and prevention workers	33-2000 / 3740	45	45	0	45	0	0	0	0	0	0	0	0	0	
First-line supervisors of construction trades and extraction workers	47-1011 / 6200	355	355	0	345	0	0	10	0	0	0	0	0	0	
First-line supervisors of farming, fishing, and forestry workers	45-1011 / 6005	30	30	0	10	0	0	20	0	0	0	0	0	0	
First-line supervisors of firefighting and prevention workers	33-1021 / 3720	0	0	0	0	0	0	0	0	0	0	0	0	0	
First-line supervisors of housekeeping and janitorial workers	37-1011 / 4200	90	45	45	45	45	0	0	0	0	0	0	0	0	
First-line supervisors of landscaping, lawn service, and groundskeeping workers	37-1012 / 4210	119	89	30	85	30	0	0	0	0	0	4	0	0	
First-line supervisors of law enforcement workers	33-1010 / 3700	80	70	10	70	0	0	0	10	0	0	0	0	0	
First-line supervisors of mechanics, installers, and repairers	49-1011 / 7000	89	79	10	50	10	0	25	0	4	0	0	0	0	
First-line supervisors of non-retail sales workers	41-1012 / 4710	310	155	155	140	0	15	0	0	0	0	0	0	0	
First-line supervisors of office and administrative support workers	43-1011 / 5000	570	215	355	200	345	0	15	0	0	0	0	10	0	
First-line supervisors of production and operating workers	51-1011 / 7700	395	325	70	305	45	0	20	25	0	0	0	0	0	
First-line supervisors of retail sales workers	41-1011 / 4700	1,480	720	760	665	670	0	55	30	40	15	0	45	0	
Fish and game wardens and parking enforcement officers	33-30XX / 3840	0	0	0	0	0	0	0	0	0	0	0	0	0	
Fishing and hunting, and forest and conservation, and logging workers	45-XXXX / 6115	30	30	0	30	0	0	0	0	0	0	0	0	0	

Select a **Geography** with the drop down menu in Cell B4.  
Select one or more **Occupations** with the drop down menu in Cell A7. You can search for and select multiple occupations.

Food processing workers	51-3000 / 7800	209	89	120	85	90	0	0	0	4	30	0	0	0	0
Food service managers	11-9051 / 0310	425	175	250	175	235	0	0	0	0	15	0	0	0	0
Fundraisers	13-1131 / 0726	64	30	34	30	30	0	0	0	0	4	0	0	0	0
Glaziers	47-2121 / 6360	40	40	0	40	0	0	0	0	0	0	0	0	0	0
Grounds maintenance workers	37-3010 / 4251	865	830	35	645	20	0	0	0	175	15	0	0	10	0
Hazardous materials removal workers	47-4041 / 6720	20	20	0	20	0	0	0	0	0	0	0	0	0	0
Helpers, construction trades	47-3010 / 6600	20	20	0	0	0	0	0	0	20	0	0	0	0	0
Highway maintenance workers	47-4051 / 6730	30	30	0	30	0	0	0	0	0	0	0	0	0	0
Hosts and hostesses, restaurant, lounge, and coffee shop	35-9031 / 4150	105	20	85	20	60	0	0	0	0	25	0	0	0	0
Human resources managers	11-3121 / 0136	185	40	145	25	135	0	0	15	0	0	0	0	0	10
Human resources workers	13-1070 / 0630	140	60	80	60	80	0	0	0	0	0	0	0	0	0
Industrial engineers, including health and safety	17-2110 / 1430	90	90	0	70	0	20	0	0	0	0	0	0	0	0
Industrial production managers	11-3051 / 0140	180	160	20	75	20	0	0	85	0	0	0	0	0	0
Information and record clerks, except customer service representatives	43-4XXX / 5200	830	135	695	90	530	0	20	0	115	0	15	45	15	15
Insulation workers	47-2130 / 6400	4	4	0	4	0	0	0	0	0	0	0	0	0	0
Laborers and Material Movers	53-7060 / 9610	2,195	1,615	580	1,255	440	25	0	285	130	0	0	50	10	10
Lawyers, judges, and related workers	23-1000 / 2100	200	165	35	165	35	0	0	0	0	0	0	0	0	0
Legal support workers	23-2000 / 2145	100	10	90	10	90	0	0	0	0	0	0	0	0	0
Librarians, curators, and archivists	25-4000 / 2400	154	4	150	4	150	0	0	0	0	0	0	0	0	0
Life, physical, and social science technicians	19-4000 / 1900	105	55	50	55	35	0	15	0	0	0	0	0	0	0
Lodging managers	11-9081 / 0340	33	19	14	4	10	0	0	0	0	0	0	15	4	4
Logisticians	13-1081 / 0700	70	0	70	0	70	0	0	0	0	0	0	0	0	0
Management analysts	13-1111 / 0710	205	95	110	25	85	0	0	0	70	25	0	0	0	0
Marine engineers and naval architects	17-2121 / 1440	45	45	0	45	0	0	0	0	0	0	0	0	0	0
Market research analysts and marketing specialists	13-1161 / 0735	60	50	10	50	10	0	0	0	0	0	0	0	0	0
Material recording, scheduling, dispatching, and distributing workers	43-5XXX / 5500	975	600	375	475	260	40	0	85	115	0	0	0	0	0
Materials engineers	17-2131 / 1450	39	35	4	35	4	0	0	0	0	0	0	0	0	0
Mathematical science occupations	15-2000 / 1200	89	15	74	15	70	0	0	0	0	0	0	0	0	4
Mechanical engineers	17-2141 / 1460	60	60	0	60	0	0	0	0	0	0	0	0	0	0
Medical and health services managers	11-9111 / 0350	264	104	160	100	145	4	0	0	0	0	0	0	0	15
Medical records specialists	29-2072 / 3515	99	4	95	4	60	0	0	0	0	0	0	0	0	35
Meeting, convention, and event planners	13-1121 / 0725	25	0	25	0	25	0	0	0	0	0	0	0	0	0
Metal workers and plastic workers	51-4000 / 7925	1,300	1,205	95	1,000	85	35	0	75	10	80	0	15	0	0
Meter readers, utilities	43-5041 / 5530														

Instructions

Select a [Geography](#) with the drop down menu in Cell B4.  
Select one or more [Occupations](#) with the drop down menu in Cell A7. You can search for and select multiple occupations.

Geography

Real estate brokers and sales agents
Registered nurses
Religious workers
Retail sales workers, except cashiers
Roofers
Sales representatives, services
Sales representatives, wholesale and manufacturing
Secondary school teachers
Secretaries and administrative assistants
Sheet metal workers
Social and community service managers
Software and web developers, programmers, and testers
Solar photovoltaic installers
Special education teachers
Speech-language pathologists
Structural iron and steel workers
Structural metal fabricators and fitters
Supervisors of food preparation and serving workers
Supervisors of personal care and service workers
Supervisors of transportation and material moving workers
Surface mining machine operators and earth drillers
Tax examiners and collectors, and revenue agents
Teaching assistants
Technical writers
Television, video, and film camera operators and editors
Textile, apparel, and furnishings workers
Top executives
Total, all occupations
Training and development managers
Training and development specialists
Transportation security screeners
Transportation, storage, and distribution managers
Underground mining machine operators
Vehicle and mobile equipment mechanics, installers, and repairers
Veterinarians
Waiters and waitresses
Wholesale and retail buyers, except farm products
Woodworkers
Writers and authors

Windham County

41-9020 / 4920	230	115	115	95	115	0	0	20	0	0	0	0	0
29-1141 / 3255	1,194	125	1,069	125	1,005	0	20	0	30	0	4	0	10
21-2000 / 2040	130	100	30	100	30	0	0	0	0	0	0	0	0
41-20XX / 4740	1,099	530	569	500	455	0	35	20	65	10	14	0	0
47-2181 / 6515	50	50	0	50	0	0	0	0	0	0	0	0	0
41-3000 / 4800	375	225	150	210	125	15	0	0	25	0	0	0	0
41-4010 / 4850	544	379	165	375	165	0	0	0	0	0	0	4	0
25-2030 / 2320	344	74	270	70	255	0	0	4	15	0	0	0	0
43-6010 / 5710	1,395	80	1,315	45	1,100	0	10	35	205	0	0	0	0
47-2211 / 6520	110	110	0	110	0	0	0	0	0	0	0	0	0
11-9151 / 0420	175	55	120	45	120	10	0	0	0	0	0	0	0
15-1250 / 1010	395	260	135	215	135	10	0	15	0	20	0	0	0
47-2231 / 6540	0	0	0	0	0	0	0	0	0	0	0	0	0
25-2050 / 2330	149	4	145	4	125	0	0	0	20	0	0	0	0
29-1127 / 3230	100	0	100	0	100	0	0	0	0	0	0	0	0
47-2221 / 6530	10	10	0	10	0	0	0	0	0	0	0	0	0
51-2041 / 7740	4	4	0	4	0	0	0	0	0	0	0	0	0
35-1010 / 4000	339	195	144	135	140	0	0	45	0	0	0	15	4
39-1000 / 4330	30	20	10	20	10	0	0	0	0	0	0	0	0
53-1000 / 9005	0	0	0	0	0	0	0	0	0	0	0	0	0
47-5020 / 6825	20	20	0	20	0	0	0	0	0	0	0	0	0
13-2081 / 0930	35	0	35	0	35	0	0	0	0	0	0	0	0
25-9040 / 2545	910	140	770	120	685	0	20	0	65	0	0	20	0
27-3042 / 2840	15	15	0	15	0	0	0	0	0	0	0	0	0
27-4030 / 2920	20	20	0	20	0	0	0	0	0	0	0	0	0
51-6000 / 8300	130	40	90	40	90	0	0	0	0	0	0	0	0
11-10XX / 0010	689	435	254	395	235	0	0	0	0	30	15	10	4
00-0000 / 0000	63,389	32,404	30,985	27,565	26,605	555	590	3,315	2,845	339	410	560	535
11-3131 / 0137	15	15	0	15	0	0	0	0	0	0	0	0	0
13-1151 / 0650	25	0	25	0	25	0	0	0	0	0	0	0	0
33-9093 / 3945	0	0	0	0	0	0	0	0	0	0	0	0	0
11-3071 / 0160	90	60	30	60	30	0	0	0	0	0	0	0	0
47-5040 / 6850	0	0	0	0	0	0	0	0	0	0	0	0	0
49-3000 / 7140	1,105	1,105	0	1,070	0	10	0	25	0	0	0	0	0
29-1131 / 3250	64	25	39	15	35	0	0	10	4	0	0	0	0
35-3031 / 4110	848	110	738	55	680	0	0	55	50	0	4	0	4
13-1022 / 0520	85	75	10	75	10	0	0	0	0	0	0	0	0
51-7000 / 8500	170	170	0	150	0	0	0	20	0	0	0	0	0
27-3043 / 2850	90	30	60	30	60	0	0	0	0	0	0	0	0

DIGEST OF EDUCATION STATISTICS  
TABLE 314.40 - FALL 2023 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS  
(Fall 2023 - Table Prepared December 2023)

STAFF	TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	Two/more MALE	two/more FEMALE
Management	267,497	110305	157192	83304	111043	11040	20633	8273	14151	6177	8679	1511	2686
Business & Financial	230,878	61528	169350	42613	111057	6206	20908	6785	19523	4763	14374	1161	3488
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	195,462	83776	111686	60236	75948	11098	13206	7447	13315	3265	6342	1730	2875
Computers, Engineering & Science	221,503	129958	91545	91483	57564	8426	7759	11964	9061	15490	15116	2595	2045
Healthcare practioners and technicians	105,364	28742	76622	18209	49337	2547	9201	2968	7955	4455	8783	563	1346
Librarians, Curators, & Archivists	36,203	10795	25408	8496	19246	652	2099	901	1814	588	1755	158	494
Student & Academic Affairs & Other Education	163,795	50143	113652	33885	75178	6511	16278	5757	13425	2947	6236	1043	2535
Combined Categories Professional Non-Faculty	953,205	364,942	588,263	254,922	388,330	35,440	69,451	35,822	65,093	31,508	52,606	7,250	12,783

U.S. Department of Education, National Center for Education Statistics, Integrated  
System (IPEDS), Fall 2023, Human Resources component, Fall Staff section. (This table was prepared December 2023.)



occupation: Fall 2022

Sex, employment status, control and level of institution, and primary occupation	American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and Two or more races						White	Race/ethnicity unknown	Nonresident\1\
	American Indian/Alaska Native	Asian	Black	Hispanic	Pacific Islander	Two or more races			
<b>Male</b>	<b>8,010</b>	<b>129,793</b>	<b>139,662</b>	<b>139,823</b>	<b>3,289</b>	<b>25,844</b>	<b>1,050,823</b>	<b>82,198</b>	<b>129,298</b>
Librarians, curators, and archivists	56	512	652	901	20	158	8,496	382	89
Student and academic affairs and other education services	374	2,386	6,511	5,757	187	1,043	33,885	2,356	807
Management	536	5,424	11,040	8,273	217	1,511	83,304	3,514	686
Business and financial operations	314	4,301	6,206	6,785	148	1,161	42,613	2,765	652
Computer, engineering, and science	601	14,646	8,426	11,964	243	2,595	91,483	5,450	8,067
Community, social service, legal, arts, design, entertainment, sports, and media	458	2,491	11,098	7,447	316	1,730	60,236	4,337	658
Healthcare practitioners and technicians	82	4,331	2,547	2,968	42	563	18,209	2,244	1,815
<b>Female</b>	<b>11,208</b>	<b>153,426</b>	<b>239,467</b>	<b>209,599</b>	<b>4,199</b>	<b>40,675</b>	<b>1,322,198</b>	<b>94,315</b>	<b>96,495</b>
Faculty (instruction/research/public service)	3,704	63,159	68,897	49,615	1,441	11,952	512,417	41,005	24,338
Instruction	3,482	55,151	65,529	45,801	1,378	10,894	481,913	38,017	13,410
Research	119	5,908	1,730	2,587	33	739	19,050	2,327	10,523
Public service	103	2,100	1,638	1,227	30	319	11,454	661	405
Graduate assistants	542	16,481	11,480	15,526	209	5,618	84,686	11,201	56,561
Librarians, curators, and archivists	163	1,537	2,099	1,814	55	494	19,246	821	169
Student and academic affairs and other education services	893	5,045	16,278	13,425	298	2,535	75,178	4,292	1,150
Management	831	7,604	20,633	14,151	244	2,686	111,043	4,319	730
Business and financial operations	903	13,100	20,908	19,523	371	3,488	111,057	5,812	1,413
Computer, engineering, and science	449	14,531	7,759	9,061	136	2,045	57,564	4,122	6,222
Community, social service, legal, arts, design, entertainment, sports, and media	712	5,277	13,206	13,315	353	2,875	75,948	4,550	831
Healthcare practitioners and technicians	242	8,447	9,201	7,955	94	1,346	49,337	3,934	1,809
Service occupations	731	4,487	21,826	20,066	285	1,444	41,978	4,389	1,170
Sales and related occupations	67	254	1,284	927	22	237	3,939	389	28
Office and administrative support	1,879	13,208	44,413	43,178	666	5,785	174,487	9,067	1,986
Natural resources, construction, and maintenance	62	211	798	672	13	98	3,558	292	65
Production, transportation, and material moving	30	85	685	371	12	72	1,760	122	23

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Human Resources component, Spring 2023 (provisional data). (This table was prepared December 2023.)

Title	total	tm	tf	wm	wf	bm	bf	hm	hf	am	af	tm	tf
Management	267,497	110,305	157,192	83,304	111,043	11,040	20,633	8,273	14,151	6,177	8,679	1,511	2,686
Business and financial operations	230,878	61,528	169,350	42613	111057	6206	20908	6785	19523	4763	14374	1161	3488
Computer, engineering, and science	221,503	129,958	91,545	91483	57564	8426	7759	11964	9061	15490	15116	2595	2045
Community, Social Service, Legal, arts, design	195,462	83,776	111,686	60236	75948	11098	13206	7447	13315	3265	6342	1730	2875
Healthcare practitioners and technicians	105,364	28,742	76,622	18209	49337	2547	9201	2968	7955	4455	8783	563	1346
Librarians, curators, and archivists	36,203	10,795	25,408	8496	19246	652	2099	901	1814	588	1755	158	494
Student and academic affairs and other education services	163,795	50,143	113,652	33885	75178	6511	16278	5757	13425	2947	6236	1043	2535

**Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2019, fall 2020, and fall 2021**

Year, sex, and academic rank	Total	American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and Two or more races									White	Race/ethnicity unknown	Nonresident\1\
		Total	Percent\2\	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	Two or more races			
					Total	Asian	Pacific Islander						
1	2	3	4	5	6	7	8	9	10	11	12	13	14
2021													
Total	837,109	202,426	26.7	3,290	94,184	92,949	1,235	48,383	46,155	10,414	557,044	27,389	50,250
Professors	188,518	40,447	22.1	576	23,089	22,833	256	7,563	7,822	1,397	142,823	3,561	1,687
Associate professors	162,008	40,711	26.4	574	20,627	20,364	263	9,390	8,337	1,783	113,691	4,456	3,150
Assistant professors	176,909	48,342	31.1	683	22,414	22,143	271	12,666	9,780	2,799	107,102	7,725	13,740
Instructors	96,560	24,361	26.8	679	6,227	5,989	238	7,529	8,348	1,578	66,703	3,649	1,847
Lecturers	46,244	9,720	22.7	167	3,300	3,263	37	2,335	3,300	618	33,089	1,646	1,789
Other faculty	166,870	38,845	29.3	611	18,527	18,357	170	8,900	8,568	2,239	93,636	6,352	28,037
Males	435,133	101,602	26.0	1,528	52,696	52,111	585	20,170	22,598	4,610	288,427	14,194	30,910
Professors	120,922	26,125	22.3	311	16,036	15,913	123	4,255	4,739	784	91,213	2,357	1,227
Associate professors	85,432	21,468	26.5	275	11,747	11,618	129	4,196	4,362	888	59,521	2,468	1,975
Assistant professors	81,461	21,737	31.3	281	11,152	11,022	130	4,694	4,520	1,090	47,792	3,732	8,200
Instructors	41,303	9,932	25.7	327	2,568	2,463	105	2,737	3,670	630	28,735	1,604	1,032
Lecturers	20,155	3,963	21.4	77	1,279	1,264	15	995	1,356	256	14,530	786	876
Other faculty	85,860	18,377	28.3	257	9,914	9,831	83	3,293	3,951	962	46,636	3,247	17,600
Females	401,976	100,824	27.3	1,762	41,488	40,838	650	28,213	23,557	5,804	268,617	13,195	19,340
Professors	67,596	14,322	21.7	265	7,053	6,920	133	3,308	3,083	613	51,610	1,204	460
Associate professors	76,576	19,243	26.2	299	8,880	8,746	134	5,194	3,975	895	54,170	1,988	1,175
Assistant professors	95,448	26,605	31.0	402	11,262	11,121	141	7,972	5,260	1,709	59,310	3,993	5,540
Instructors	55,257	14,429	27.5	352	3,659	3,526	133	4,792	4,678	948	37,968	2,045	815
Lecturers	26,089	5,757	23.7	90	2,021	1,999	22	1,340	1,944	362	18,559	860	913
Other faculty	81,010	20,468	30.3	354	8,613	8,526	87	5,607	4,617	1,277	47,000	3,105	10,437

\1\Race/ethnicity not collected.

\2\Combined total of faculty who were American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and of Two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident alien.

NOTE: Data in this table represent the 50 states and the District of Columbia. Only instructional faculty were classified by academic rank. Those who were primarily research or public service faculty, as well as faculty without ranks, appear under "other faculty." Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2020 through Spring 2022 Human Resources component, Fall Staff section. (This table was prepared January 2023.)

Title	Total	TM	TF	WM	WF	BM	BF	HM	HF	AM	AF	TWM	TWF
Professors	183,270	117,338	65,932	91,213	51,610	4,255	3,308	4,739	3,083	16,347	7,318	784	613
Associate Professor	154,402	80,989	73,413	59,521	54,170	4,196	5,194	4,362	3,975	12,022	9,179	888	895
Assistant Professor	155,444	69,529	85,915	47,792	59,310	4,694	7,972	4,520	5,260	11,433	11,664	1,090	1,709
Instructors	91,064	38,667	52,397	28,735	37,968	2,737	4,792	3,670	4,678	2,895	4,011	630	948
Lecturers	42,809	18,493	24,316	14,530	18,559	995	1,340	1,356	1,944	1,356	2,111	256	362

0  
0  
0

Availability Feeder Data

2024 Workforce Data Sets

Source:	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP I*		Two or More		Unknown	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
2024 Workforce Data for Executive Promotable Pool - CCP 20+, Professor, Manager 1															
CCP - 20 Titles	66	22	44	13	32	4	7	3	1	2	3	0	1	0	0
Professor	399	170	229	141	198	15	16	6	8	8	7	0	0	0	0
Manager 1	8	2	6	2	4	0	1	0	1	0	0	0	0	0	0
Total	473	194	279	156	234	19	24	9	10	10	10	0	1	0	0
2024 Workforce Data for Faculty Promotable Pools															
Assistant Professor	116	43	73	26	47	7	9	6	5	4	10	0	2	0	0
Associate Professor	122	44	78	31	59	3	8	6	6	4	5	0	0	0	0
Instructors	43	18	25	12	21	4	0	1	0	1	2	0	1	0	1
Lecturers - Feeder data for Instructors and/or Assistant Professor															
2024 PT Lecturers (unknowns not counted)	1155	511	644	430	555	29	48	30	18	16	18	6	5	0	0
FT (non-perm) Lecturers	10	4	6	3	5	0	1	1	0	0	0	0	0	0	0
Total	1165	515	650	433	560	29	49	31	18	16	18	6	5	0	0
2024 Student Data - Instructor/Assistant/Professional Non-faculty/Clerical,Technical Paraprofessional															
Regional FTE Student Data (unknowns not counted)	4770	1840	2930	1058	1425	185	401	432	871	111	132	54	101	0	0
2024 Employee data for Professional Non-Faculty															
Paraprofessionals	67	15	52	10	25	3	7	2	12	0	7	0	1	0	0
Guided Pathwayd Advisor 1	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0
IT Tech 2	27	20	7	9	3	3	1	5	3	3	0	0	0	0	0
Total	210	61	149	29	74	17	24	12	37	3	11	0	3	0	0
2024 Employee data for Promotable Pool Technical Paraprofessional Fairfield															
Clerical Title	18	0	18	0	10	0	5	0	3	0	0	0	0	0	0
Total	18	0	18	0	10	0	5	0	3	0	0	0	0	0	0
2024 Employee data for Promotable Pool Technical Paraprofessional Hartford															
Clerical Title	20	1	19	0	12	0	4	1	3	0	0	0	0	0	0
Total	20	1	19	0	12	0	4	1	3	0	0	0	0	0	0
2024 Employee data for Promotable PoolTechnical Paraprofessional Litchfield															
Clerical Title	4	0	4	0	3	0	1	0	0	0	0	0	0	0	0
Total	4	0	4	0	3	0	1	0	0	0	0	0	0	0	0

Availability Feeder Data

2024 Workforce Data Sets

Source:	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP I*		Two or More		Unknown	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
2024 Employee data for Promotable Pool Technical Paraprofessional Middlesex															
Clerical Title	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0
Total	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0
2024 Employee data for Promotable Pool Technical Paraprofessional New Haven															
Clerical Title	38	3	35	3	22	0	5	0	8	0	0	0	0	0	0
Total	38	3	35	3	22	0	5	0	8	0	0	0	0	0	0
2024 Employee data for Promotable Pool Technical Paraprofessional New London															
Clerical Title	5	0	5	0	4	0	0	0	1	0	0	0	0	0	0
Total	5	0	5	0	4	0	0	0	1	0	0	0	0	0	0

Table 321.20. Associate's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected academic years, 1976-77 through 2021-22

Sex and year	Number of degrees conferred to U.S. citizens, permanent residents, and nonresidents											Percentage distribution of degrees conferred to U.S. citizens and permanent residents								
	American Indian/Alaska Native		Asian/Pacific Islander			Black	Hispanic	White	Two or more races\1\	Nonresident	Total	American Indian/Alaska Native		Asian/Pacific Islander			Black	Hispanic	White	Two or more races\1\
	Total		Total	Asian	Pacific Islander							Total	Asian	Pacific Islander						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Total																				
Male 2021-22	375,498	2,647	28,205	27,036	1,169	37,231	93,668	190,701	15,006	8,040	100.0	0.7	7.7	7.4	0.3	10.1	25.5	51.9	4.1	
Female 2021-22	632,787	5,524	39,370	37,652	1,718	84,380	170,633	297,365	25,032	10,483	100.0	0.9	6.3	6.1	0.3	13.6	27.4	47.8	4.0	

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C'91); and IPEDS, Completions component, Fall 2000 through Fall 2021 (final data) and Fall 2022 (provisional data). (This table was prepared November 2023.)

total TM 989,762 TF 367,458 NM 622,304 WF 190,701 BM 297,365 BF 37,231 HM 84,380 HF 93,668 AM 170,633 AF 30,852 TM 44,894 TF 15,006 25,032

Table 322.20. Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected academic years, 1976-77 through 2021-22

Sex and year	Number of degrees conferred to U.S. citizens, permanent residents, and nonresidents										Percentage distribution of degrees conferred to U.S. citizens and permanent residents									
	Total	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	White	Two or more races <sup>1</sup>	Nonresident	Total	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	White	Two or more races <sup>1</sup>	
			Total	Asian	Pacific Islander								Total	Asian	Pacific Islander					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Total																				
2021-22	835,316	3,127	77,963	76,154	1,809	69,538	122,904	479,308	33,161	49,315	100.0	0.4	9.9	9.7	0.2	8.8	15.6	61.0	4.2	
Females																				
2021-22	1,179,719	5,785	96,638	94,124	2,514	130,424	203,025	650,262	48,497	45,088	100.0	0.5	8.5	8.3	0.2	11.5	17.9	57.3	4.3	

---Not available.

total tm tf 1,920,632 786,001 1,134,631 479,308 650,262 69,538 130,424 122,904 203,025 81,090 102,423 33,161 48,497

Sex and year	Number of degrees conferred to U.S. citizens, permanent residents, and nonresidents										Percentage distribution of degrees conferred to U.S. citizens and permanent residents									
	Total	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	White	Two or more races\1	Nonresident	Total	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	White	Two or more races\1	
			Total	Asian	Pacific Islander								Total	Asian	Pacific Islander					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
<b>Males</b>																				
2021-22	328,894		1,173	26,041	25,439	602	29,500	33,618	168,113	8,809	61,640	100.0	0.4	9.7	9.5	0.2	11.0	12.6	62.9	3.3
<b>Females</b>																				
2021-22	551,355		2,546	38,102	36,988	1,114	69,568	67,725	302,671	16,160	54,583	100.0	0.5	7.7	7.4	0.2	14.0	13.6	60.9	3.3
	total tm	tf	wm	wf	bm	bf	hm	hf	am	af	tm	tf	wm	wf	bm	bf	hm	hf	am	af
	764,026	267,254	496,772	168,113	302,671	29,500	69,568	33,618	67,725	27,214	40,648	8,809	16,160							

Sex and year	Number of degrees conferred to U.S. citizens, permanent residents, and nonresidents										Percentage distribution of degrees conferred to U.S. citizens and permanent residents									
	Total	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	White	Two or more races\1	Nonresident	Total	American Indian/Alaska Native	Asian/Pacific Islander			Black	Hispanic	White	Two or more races\1	
			Total	Asian	Pacific Islander								Total	Asian	Pacific Islander					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Males																				
2021-22	328,894		1,173	26,041	25,439	602	29,500	33,618	168,113	8,809	61,640	100.0	0.4	9.7	9.5	0.2	11.0	12.6	62.9	3.3
Females																				
2021-22	551,355		2,546	38,102	36,988	1,114	69,568	67,725	302,671	16,160	54,583	100.0	0.5	7.7	7.4	0.2	14.0	13.6	60.9	3.3
	total tm	tf	wm	wf	bm	bf	hm	hf	am	af	tm	tf	16,160							
	764,026	267,254	496,772	168,113	302,671	29,500	69,568	33,618	67,725	27,214	40,648	8,809								



Graduates	Sum of Graduates
<b>Women</b>	<b>3,051</b>
U.S. Nonresident	57
Hispanic/Latino	871
Black or African American	401
AAIAHNPI	132
White	1,425
Two or more races	101
Race and ethnicity unknown	64
<b>Men</b>	<b>1,896</b>
U.S. Nonresident	14
Hispanic/Latino	432
Black or African American	185
AAIAHNPI	111
White	1,058
Two or more races	54
Race and ethnicity unknown	42
<b>Grand Total</b>	<b>4,947</b>

#### Spring 2024 Student Graduation Data Summary

Total	TM	TF	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF	
	4770	1840	2930	1058	1425	185	401	432	871	111	132	54	101

Section 46a-68-85  
Utilization Analysis &  
Hiring and Promotion Goals

## **Section 46a-68-85: Utilization Analysis**

### **Subsection (a)**

To determine whether protected classes are fully and fairly utilized, the representation of protected group populations in the workforce shall be compared to the availability of such persons for employment. Comparisons between the Connecticut State Community College's workforce and the availability base calculated in the Availability Analysis Section 46a-68-84 of the Connecticut State Regulations shall be done by occupational category, position classifications employing a significant number of persons and job titles for which a separate base was calculated.

### **Subsection (b)**

For each instance of underutilization identified in the Utilization Analysis, employment goals will be set to increase representation of protected class members in CT State's workforce. CT State shall set employment goals for job titles filled through original appointment or promotional appointment. The objective of such goals shall be to attain parity with the availability base for such protected class members.

### **Subsection (c)**

Where the underutilization of race and sex groups, considered individually, does not rise to the level to require a hiring or promotion goal, but where the underutilization of race sex groups, considered collectively is fifty percent (50%) or greater, a goal shall be set based on the race and sex group most underutilized in the occupational category, position classification or job title under consideration or for the race and sex group with the highest availability base.

CT State Community College

UTILIZATION ANALYSIS

AGENCY:CT State Community College

CATEGORY OR CLASS:EEO1 -EXECUTIVE

POSITION CLASSIFICATION (25+):All titles

REPORTING DATE:8/1/2024

LABOR MARKET AREA:STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		UNKNOWN		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	48.1%	51.9%	32.1%	37.0%	7.4%	9.9%	6.2%	3.7%	1.2%	1.2%	0.0%	0.0%	1.2%	0.0%	A
WORKFORCE PARITY %		100.0	40.2	59.8	30.8	45.0	3.9	6.2	3.1	5.0	2.1	2.7	0.7	0.8	0.0	0.0	B
WORKFORCE NOS.		81	39	42	26	30	6	8	5	3	1	1	0	0	1	0	C
WORKFORCE PARITY NOS.			32.6	48.4	24.9	36.5	3.2	5.0	2.5	4.1	1.7	2.2	0.6	0.6	0.0	0.0	D
NET UTILIZATION (+/-)			6.4	-6.4	1.1	-6.5	2.8	3.0	2.5	-1.1	-0.7	-1.2	-0.6	-0.6	1.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	10	2	8	0	5	0	0	0	1	1	1	1	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:																	

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

CATEGORY OR CLASS:

EEO2 -FACULTY

POSITION CLASSIFICATION (25+):

Professor

REPORTING DATE:

8/1/2024

LABOR MARKET AREA:

STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	42.6%	57.4%	35.3%	49.6%	3.8%	4.0%	1.5%	2.0%	2.0%	1.8%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	36.1	63.9	25.4	48.4	2.5	6.6	4.9	4.9	3.3	4.1	0.0	0.0	B
WORKFORCE NOS.		399	170	229	141	198	15	16	6	8	8	7	0	0	C
WORKFORCE PARITY NOS.			144.0	255.0	101.3	193.1	10.0	26.3	19.6	19.6	13.2	16.4	0.0	0.0	D
NET UTILIZATION (+/-)			26.0	-26.0	39.7	4.9	5.0	-10.3	-13.6	-11.6	-5.2	-9.4	0.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	50	19	31	0	0	0	10	14	12	5	9	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College  
UTILIZATION ANALYSIS

AGENCY: CT State Community College  
CATEGORY OR CLASS: EEO2 -FACULTY  
POSITION CLASSIFICATION (25+): Associate Professor

REPORTING DATE: 8/1/2024  
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	36.1%	63.9%	25.4%	48.4%	2.5%	6.6%	4.9%	4.9%	3.3%	4.1%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	37.1	62.9	22.4	40.5	6.0	7.8	5.2	4.3	3.4	8.6	0.0	1.7	B
WORKFORCE NOS.		122	44	78	31	59	3	8	6	6	4	5	0	0	C
WORKFORCE PARITY NOS.			45.3	76.7	27.3	49.4	7.3	9.5	6.3	5.2	4.1	10.5	0.0	2.1	D
NET UTILIZATION (+/-)			-1.3	1.3	3.7	9.6	-4.3	-1.5	-0.3	0.8	-0.1	-5.5	0.0	-2.1	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
	CURRENT PLAN GOALS	14	4	10	0	0	4	2	0	0	0	6	0	2	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Commuity College

UTILIZATION ANALYSIS

AGENCY:

CT State Commuity College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

EEO2 -FACULTY

LABOR MARKET AREA:

STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+):

Assistant Professor

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	37.1%	62.9%	22.4%	40.5%	6.0%	7.8%	5.2%	4.3%	3.4%	8.6%	0.0%	1.7%	A
WORKFORCE PARITY %		100.0	44.5	55.5	32.7	44.5	5.0	2.4	2.4	1.4	3.9	4.7	0.5	1.4	B
WORKFORCE NOS.		116	43	73	26	47	7	9	6	5	4	10	0	2	C
WORKFORCE PARITY NOS.			51.6	64.4	37.9	51.6	5.8	2.8	2.8	1.6	4.5	5.5	0.6	1.6	D
NET UTILIZATION (+/-)			-8.6	8.6	-11.9	-4.6	1.2	6.2	3.2	3.4	-0.5	4.5	-0.6	0.4	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	13	10	3	8	3	0	0	0	0	1	0	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	6	4	2	4	2	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College  
CATEGORY OR CLASS: EEO2 -FACULTY  
POSITION CLASSIFICATION (25+): Instructors

REPORTING DATE: 8/1/2024  
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		UNKNOWN		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	41.9%	58.1%	27.9%	48.8%	9.3%	0.0%	2.3%	0.0%	2.3%	4.7%	0.0%	2.3%	0.0%	2.3%	A
WORKFORCE PARITY %		100.0	44.5	55.5	34.0	41.5	2.5	4.6	3.5	4.5	3.8	4.1	0.8	0.9	0.0	0.0	B
WORKFORCE NOS.		43	18	25	12	21	4	0	1	0	1	2	0	1	0	1	C
WORKFORCE PARITY NOS.			19.1	23.9	14.6	17.8	1.1	2.0	1.5	1.9	1.6	1.8	0.3	0.4	0.0	0.0	D
NET UTILIZATION (+/-)			-1.1	1.1	-2.6	3.2	2.9	-2.0	-0.5	-1.9	-0.6	0.2	-0.3	0.6	0.0	1.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	9	5	4	3	0	0	2	1	2	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:																	

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PAC O

CT State Community College

UTILIZATION ANALYSIS

AGENCY:CT State Community College

CATEGORY OR CLASS:Professional Non-Faculty

POSITION CLASSIFICATION (25+):All titles

REPORTING DATE:8/1/2024

LABOR MARKET AREA:STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	31.9%	68.1%	21.6%	41.3%	4.5%	11.7%	4.2%	10.2%	1.0%	4.3%	0.3%	0.3%	0.3%	0.2%	A
WORKFORCE PARITY %		100.0	36.1	63.9	23.0	39.3	5.0	8.4	4.9	10.7	2.6	4.0	0.7	1.4	0.0	0.0	B
WORKFORCE NOS.		598	191	407	129	247	27	70	25	61	6	26	2	2	2	1	C
WORKFORCE PARITY NOS.			215.9	382.1	137.5	235.0	29.9	50.2	29.3	64.0	15.5	23.9	4.2	8.4	0.0	0.0	D
NET UTILIZATION (+/-)			-24.9	24.9	-8.5	12.0	-2.9	19.8	-4.3	-3.0	-9.5	2.1	-2.2	-6.4	2.0	1.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	31	23	8	7	0	2	0	3	2	9	0	2	6	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	6	5	1	2	0	1	0	1	1	1	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:																	

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Professional Non-Faculty

LABOR MARKET AREA:

STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+):

Guided Pathways 1

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	22.4%	77.6%	8.6%	39.7%	9.5%	13.8%	4.3%	19.0%	0.0%	3.4%	0.0%	1.7%	A
WORKFORCE PARITY %		100.0	31.4	68.6	20.4	45.4	5.1	10.1	3.9	9.1	1.4	2.6	0.6	1.6	B
WORKFORCE NOS.		116	26	90	10	46	11	16	5	22	0	4	0	2	C
WORKFORCE PARITY NOS.			36.4	79.6	23.7	52.7	5.9	11.7	4.5	10.6	1.6	3.0	0.7	1.9	D
NET UTILIZATION (+/-)			-10.4	10.4	-13.7	-6.7	5.1	4.3	0.5	11.4	-1.6	1.0	-0.7	0.1	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	24	17	7	14	7	0	0	0	0	2	0	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College  
CATEGORY OR CLASS: Professional Non-Faculty  
POSITION CLASSIFICATION (25+): Information Technician 2

REPORTING DATE: 8/1/2024  
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	74.1%	25.9%	33.3%	11.1%	11.1%	3.7%	18.5%	11.1%	11.1%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	72.2	27.8	49.3	18.5	5.1	2.5	6.7	2.1	9.3	3.9	1.9	0.9	B
WORKFORCE NOS.		27	20	7	9	3	3	1	5	3	3	0	0	0	C
WORKFORCE PARITY NOS.			19.5	7.5	13.3	5.0	1.4	0.7	1.8	0.6	2.5	1.1	0.5	0.2	D
NET UTILIZATION (+/-)			0.5	-0.5	-4.3	-2.0	1.6	0.3	3.2	2.4	0.5	-1.1	-0.5	-0.2	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	8	5	3	4	2	0	0	0	0	0	1	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Administrative/Clerical

LABOR MARKET AREA:

Fairfield County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP I*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	55.6%	0.0%	27.8%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	13.9	86.1	9.2	58.7	0.9	9.8	2.4	13.6	1.0	3.1	0.2	0.9	B
WORKFORCE NOS.		18	0	18	0	10	0	5	0	3	0	0	0	0	C
WORKFORCE PARITY NOS.			2.5	15.5	1.7	10.6	0.2	1.8	0.4	2.4	0.2	0.6	0.0	0.2	D
NET UTILIZATION (+/-)			-2.5	2.5	-1.7	-0.6	-0.2	3.2	-0.4	0.6	-0.2	-0.6	0.0	-0.2	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	3	2	2	1	0	0	1	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: HM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

Fairfield County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	27.8%	72.2%	11.1%	33.3%	11.1%	16.7%	5.6%	16.7%	0.0%	5.6%	0.0%	0.0%	A
WORKFORCE PARITY %		100.1	27.6	72.5	17.1	45.6	3.1	9.6	5.1	13.0	1.7	3.1	0.6	1.3	B
WORKFORCE NOS.		18	5	13	2	6	2	3	1	3	0	1	0	0	C
WORKFORCE PARITY NOS.			5.0	13.1	3.1	8.2	0.6	1.7	0.9	2.3	0.3	0.6	0.1	0.2	D
NET UTILIZATION (+/-)			0.0	-0.1	-1.1	-2.2	1.4	1.3	0.1	0.7	-0.3	0.4	-0.1	-0.2	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	2	2	1	2	0	0	0	0	1	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 AM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Skilled Craft Workers

LABOR MARKET AREA:

Fairfield County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	75.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	99.1	0.9	58.3	0.8	5.2	0.0	31.0	0.1	0.1	0.0	4.6	0.0	B
WORKFORCE NOS.		4	4	0	3	0	0	0	1	0	0	0	0	0	C
WORKFORCE PARITY NOS.			4.0	0.0	2.3	0.0	0.2	0.0	1.2	0.0	0.0	0.0	0.2	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	0.7	0.0	-0.2	0.0	-0.2	0.0	0.0	0.0	-0.2	0.0	E
PREVIOUS UTILIZATION															F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: HM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College  
CATEGORY OR CLASS: Service Maintenance  
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2024  
LABOR MARKET AREA: Fairfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	92.9%	7.1%	42.9%	0.0%	21.4%	0.0%	28.6%	0.0%	0.0%	7.1%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	58.5	41.5	20.3	8.8	5.1	4.6	31.2	24.3	0.6	1.2	1.3	2.5	B
WORKFORCE NOS.		14	13	1	6	0	3	0	4	0	0	1	0	0	C
WORKFORCE PARITY NOS.			8.2	5.8	2.8	1.2	0.7	0.6	4.4	3.4	0.1	0.2	0.2	0.4	D
NET UTILIZATION (+/-)			4.8	-4.8	3.2	-1.2	2.3	-0.6	-0.4	-3.4	-0.1	0.8	-0.2	-0.4	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	1	5	0	1	0	1	1	3	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 HM collective goal established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY:

CT STATE COMMUNITY COLLEGE

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Protective Services

LABOR MARKET AREA:

Fairfield County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	75.0%	25.0%	50.0%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	83.5	16.5	61.5	8.6	9.7	4.9	9.7	1.4	0.6	1.4	2.0	0.2	B
WORKFORCE NOS.		4	3	1	2	0	0	0	1	1	0	0	0	0	C
WORKFORCE PARITY NOS.			3.3	0.7	2.5	0.3	0.4	0.2	0.4	0.1	0.0	0.1	0.1	0.0	D
NET UTILIZATION (+/-)			-0.3	0.3	-0.5	-0.3	-0.4	-0.2	0.6	0.9	0.0	-0.1	-0.1	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	2	0	1	0	1	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: BM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Administrative/Clerical

LABOR MARKET AREA:

Hartford

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	5.0%	95.0%	0.0%	60.0%	0.0%	20.0%	5.0%	15.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	14.9	85.1	8.8	58.2	2.0	9.8	2.9	13.0	0.9	2.3	0.2	1.9	B
WORKFORCE NOS.		20	1	19	0	12	0	4	1	3	0	0	0	0	C
WORKFORCE PARITY NOS.			3.0	17.0	1.8	11.6	0.4	2.0	0.6	2.6	0.2	0.5	0.0	0.4	D
NET UTILIZATION (+/-)			-2.0	2.0	-1.8	0.4	-0.4	2.0	0.4	0.4	-0.2	-0.5	0.0	-0.4	E
PREVIOUS UTILIZATION															F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	3	1	2	0	1	0	0	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: BM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

Hartford County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	22.7%	77.3%	18.2%	45.5%	4.5%	4.5%	0.0%	13.6%	0.0%	13.6%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	21.5	78.5	14.3	54.3	1.6	9.5	4.0	11.0	1.3	2.5	0.3	1.3	B
WORKFORCE NOS.		22	5	17	4	10	1	1	0	3	0	3	0	0	C
WORKFORCE PARITY NOS.			4.7	17.3	3.1	11.9	0.4	2.1	0.9	2.4	0.3	0.6	0.1	0.3	D
NET UTILIZATION (+/-)			0.3	-0.3	0.9	-1.9	0.6	-1.1	-0.9	0.6	-0.3	2.4	-0.1	-0.3	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	1	4	0	2	0	1	1	0	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 Two or More Female Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College  
UTILIZATION ANALYSIS

AGENCY: CT State Community College  
CATEGORY OR CLASS: Skilled Craft Workers  
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2024  
LABOR MARKET AREA: Hartford

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	100.0	0.0	72.4	0.0	13.1	0.0	10.7	0.0	0.0	0.0	3.7	0.0	B
WORKFORCE NOS.		1	1	0	0	0	1	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			1.0	0.0	0.7	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	-0.7	0.0	0.9	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION															F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Service Maintenance

LABOR MARKET AREA:

Hartford County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	80.0%	20.0%	32.5%	15.0%	12.5%	0.0%	30.0%	5.0%	5.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	67.5	32.5	36.5	13.1	7.3	4.0	21.9	14.0	0.6	0.6	1.2	0.8	B
WORKFORCE NOS.		40	32	8	13	6	5	0	12	2	2	0	0	0	C
WORKFORCE PARITY NOS.			27.0	13.0	14.6	5.2	2.9	1.6	8.8	5.6	0.2	0.2	0.5	0.3	D
NET UTILIZATION (+/-)			5.0	-5.0	-1.6	0.8	2.1	-1.6	3.2	-3.6	1.8	-0.2	-0.5	-0.3	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	10	3	7	2	0	0	2	0	4	0	0	1	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 Two or More female collective goal established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY:

CT STATE COMMUNITY COLLEGE

CATEGORY OR CLASS:

Protective Services

POSITION CLASSIFICATION (25+):

All Titles

REPORTING DATE:

8/1/2024

LABOR MARKET AREA:

Hartford

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	75.0%	25.0%	43.8%	18.8%	18.8%	0.0%	12.5%	6.3%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	84.6	15.4	64.7	8.2	10.2	4.8	9.1	1.1	0.7	0.2	0.0	1.1	B
WORKFORCE NOS.		16	12	4	7	3	3	0	2	1	0	0	0	0	C
WORKFORCE PARITY NOS.			13.5	2.5	10.4	1.3	1.6	0.8	1.5	0.2	0.1	0.0	0.0	0.2	D
NET UTILIZATION (+/-)			-1.5	1.5	-3.4	1.7	1.4	-0.8	0.5	0.8	-0.1	0.0	0.0	-0.2	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	3	1	3	0	0	1	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

## UTILIZATION ANALYSIS

**REPORTING DATE:** 8/1/2024

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**LABOR MARKET AREA:** Litchfield County

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

Litchfield County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	40.0%	60.0%	20.0%	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	18.3	81.7	13.8	66.3	0.8	5.5	2.6	7.3	0.9	2.2	0.3	0.5	B
WORKFORCE NOS.		5	2	3	1	3	0	0	1	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.9	4.1	0.7	3.3	0.0	0.3	0.1	0.4	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)			1.1	-1.1	0.3	-0.3	0.0	-0.3	0.9	-0.4	0.0	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1HF Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Service Maintenance

LABOR MARKET AREA:

Litchfield County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	83.3%	16.7%	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	73.7	26.3	63.4	20.0	0.0	0.1	9.4	6.1	0.2	0.1	0.7	0.0	B
WORKFORCE NOS.		6	5	1	5	1	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			4.4	1.6	3.8	1.2	0.0	0.0	0.6	0.4	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.6	-0.6	1.2	-0.2	0.0	0.0	-0.6	-0.4	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	1	1	0	0	0	0	1	1	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: HF Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

## UTILIZATION ANALYSIS

**REPORTING DATE:** 8/1/2024

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**LABOR MARKET AREA:** Litchfield County

[illegible]

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Administrative/Clerical

LABOR MARKET AREA:

Middlesex County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	33.3%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	15.6	84.4	10.8	70.8	0.8	5.8	3.2	3.5	0.5	2.0	0.4	2.5	B
WORKFORCE NOS.		3	1	2	1	2	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.5	2.5	0.3	2.1	0.0	0.2	0.1	0.1	0.0	0.1	0.0	0.1	D
NET UTILIZATION (+/-)			0.5	-0.5	0.7	-0.1	0.0	-0.2	-0.1	-0.1	0.0	-0.1	0.0	-0.1	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	0	0	1	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 BF collective goal established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

Middlesex County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	50.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	25.1	74.9	18.0	62.9	1.9	3.0	2.5	4.5	2.1	3.8	0.7	0.9	B
WORKFORCE NOS.		2	1	1	1	1	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.5	1.5	0.4	1.3	0.0	0.1	0.1	0.1	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)			0.5	-0.5	0.6	-0.3	0.0	-0.1	-0.1	-0.1	0.0	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 WF Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Service Maintenance

LABOR MARKET AREA:

Middlesex

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	94.4	5.6	86.7	5.6	0.9	0.0	6.8	0.0	0.0	0.0	0.0	0.0	B
WORKFORCE NOS.		2	2	0	2	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			1.9	0.1	1.7	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.1	-0.1	0.3	-0.1	0.0	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Administrative/Clerical

LABOR MARKET AREA:

New Haven County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	7.9%	92.1%	7.9%	57.9%	0.0%	13.2%	0.0%	21.1%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	12.3	87.7	6.9	62.8	2.0	9.5	2.5	12.0	0.6	2.3	0.2	1.2	B
WORKFORCE NOS.		38	3	35	3	22	0	5	0	8	0	0	0	0	C
WORKFORCE PARITY NOS.			4.7	33.3	2.6	23.9	0.8	3.6	1.0	4.6	0.2	0.9	0.1	0.5	D
NET UTILIZATION (+/-)			-1.7	1.7	0.4	-1.9	-0.8	1.4	-1.0	3.4	-0.2	-0.9	-0.1	-0.5	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	2	4	0	2	1	0	1	0	0	1	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

New Haven County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	11.1%	0.0%	22.2%	0.0%	44.4%	0.0%	22.2%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	22.5	77.5	13.4	52.3	2.8	8.7	5.0	12.4	1.0	2.6	0.4	1.6	B
WORKFORCE NOS.		9	0	9	0	1	0	2	0	4	0	2	0	0	C
WORKFORCE PARITY NOS.			2.0	7.0	1.2	4.7	0.3	0.8	0.5	1.1	0.1	0.2	0.0	0.1	D
NET UTILIZATION (+/-)			-2.0	2.0	-1.2	-3.7	-0.3	1.2	-0.5	2.9	-0.1	1.8	0.0	-0.1	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	3	3	1	3	1	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 BM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Skilled Craft Workers

LABOR MARKET AREA:

New Haven County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	98.4	1.6	68.0	1.4	5.0	0.0	24.5	0.1	0.2	0.1	0.7	0.0	B
WORKFORCE NOS.		6	6	0	6	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			5.9	0.1	4.1	0.1	0.3	0.0	1.5	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.1	-0.1	1.9	-0.1	-0.3	0.0	-1.5	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION															F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	2	0	0	0	0	0	2	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Service Maintenance

LABOR MARKET AREA:

New Haven County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	77.8%	22.2%	42.2%	6.7%	13.3%	0.0%	17.8%	15.6%	2.2%	0.0%	2.2%	0.0%	A
WORKFORCE PARITY %		100.0	65.6	34.4	34.6	14.3	8.5	5.3	19.3	12.5	1.3	1.2	1.9	1.1	B
WORKFORCE NOS.		45	35	10	19	3	6	0	8	7	1	0	1	0	C
WORKFORCE PARITY NOS.			29.5	15.5	15.6	6.4	3.8	2.4	8.7	5.6	0.6	0.5	0.9	0.5	D
NET UTILIZATION (+/-)			5.5	-5.5	3.4	-3.4	2.2	-2.4	-0.7	1.4	0.4	-0.5	0.1	-0.5	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	8	1	7	0	3	0	2	1	0	0	1	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY:

CT STATE COMMUNITY COLLEGE

CATEGORY OR CLASS:

Protective Services

POSITION CLASSIFICATION (25+):

All Titles

REPORTING DATE:

8/1/2024

LABOR MARKET AREA:

New Haven County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	80.0%	0.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	91.6	8.4	68.3	3.5	5.1	3.7	14.4	1.1	2.9	0.1	0.9	0.0	B
WORKFORCE NOS.		10	10	0	8	0	1	0	1	0	0	0	0	0	C
WORKFORCE PARITY NOS.			9.2	0.8	6.8	0.4	0.5	0.4	1.4	0.1	0.3	0.0	0.1	0.0	D
NET UTILIZATION (+/-)			0.8	-0.8	1.2	-0.4	0.5	-0.4	-0.4	-0.1	-0.3	0.0	-0.1	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	1	1	0	0	0	1	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: BF and HM Collective Goals Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Administrative/Clerical

LABOR MARKET AREA:

New London County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	80.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	15.3	84.7	9.0	71.3	0.9	3.1	4.1	7.0	1.2	1.5	0.1	1.7	B
WORKFORCE NOS.		5	0	5	0	4	0	0	0	1	0	0	0	0	C
WORKFORCE PARITY NOS.			0.8	4.2	0.5	3.6	0.0	0.2	0.2	0.4	0.1	0.1	0.0	0.1	D
NET UTILIZATION (+/-)			-0.8	0.8	-0.5	0.4	0.0	-0.2	-0.2	0.6	-0.1	-0.1	0.0	-0.1	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 HM collective goal established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

New London County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	60.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	25.7	74.3	19.0	60.6	1.9	2.4	3.4	7.5	1.1	2.6	0.4	1.3	B
WORKFORCE NOS.		5	0	5	0	3	0	1	0	1	0	0	0	0	C
WORKFORCE PARITY NOS.			1.3	3.7	1.0	3.0	0.1	0.1	0.2	0.4	0.1	0.1	0.0	0.1	D
NET UTILIZATION (+/-)			-1.3	1.3	-1.0	0.0	-0.1	0.9	-0.2	0.6	-0.1	-0.1	0.0	-0.1	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: HM Collective Goal Established															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

## UTILIZATION ANALYSIS

**REPORTING DATE:** 8/1/2024

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**LABOR MARKET AREA:** New London County

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Service Maintenance

LABOR MARKET AREA:

New London County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	62.5%	37.5%	50.0%	37.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	66.8	33.2	40.6	14.5	6.6	2.9	13.3	12.0	3.4	3.4	2.9	0.3	B
WORKFORCE NOS.		8	5	3	4	3	0	0	1	0	0	0	0	0	C
WORKFORCE PARITY NOS.			5.3	2.7	3.2	1.2	0.5	0.2	1.1	1.0	0.3	0.3	0.2	0.0	D
NET UTILIZATION (+/-)			-0.3	0.3	0.8	1.8	-0.5	-0.2	-0.1	-1.0	-0.3	-0.3	-0.2	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	3	1	2	0	0	1	0	0	1	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 AF collective goal established.															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Paraprofessional

LABOR MARKET AREA:

Windham County

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	33.3%	66.7%	33.3%	16.7%	0.0%	0.0%	0.0%	16.7%	0.0%	16.7%	0.0%	16.7%	A
WORKFORCE PARITY %		100.0	22.6	77.4	17.1	63.8	0.8	1.7	2.9	7.5	1.4	2.1	0.5	2.4	B
WORKFORCE NOS.		6	2	4	2	1	0	0	0	1	0	1	0	1	C
WORKFORCE PARITY NOS.			1.4	4.6	1.0	3.8	0.0	0.1	0.2	0.5	0.1	0.1	0.0	0.1	D
NET UTILIZATION (+/-)			0.6	-0.6	1.0	-2.8	0.0	-0.1	-0.2	0.5	-0.1	0.9	0.0	0.9	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	3	0	3	0	3	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY:

CT State Community College

REPORTING DATE:

8/1/2024

CATEGORY OR CLASS:

Skilled Craft Workers

LABOR MARKET AREA:

Windham

POSITION CLASSIFICATION (25+):

All Titles

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	91.7	8.3	91.7	8.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	B
WORKFORCE NOS.		1	1	0	1	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.9	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.1	-0.1	0.1	-0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION															F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College  
CATEGORY OR CLASS: Service Maintenance  
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2024  
LABOR MARKET AREA: Windham County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP I*		TWO or MORE		UNKNOWN		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	57.1%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%	14.3%	0.0%	A
WORKFORCE PARITY %		100.0	74.3	25.7	56.8	19.7	0.0	0.2	16.3	5.5	0.0	0.0	1.1	0.4	0.0	0.0	B
WORKFORCE NOS.		7	7	0	4	0	0	0	1	0	0	0	1	0	1	0	C
WORKFORCE PARITY NOS.			5.2	1.8	4.0	1.4	0.0	0.0	1.1	0.4	0.0	0.0	0.1	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			1.8	-1.8	0.0	-1.4	0.0	0.0	-0.1	-0.4	0.0	0.0	0.9	0.0	1.0	0.0	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: Colletive Goal Established for HF																	

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

### Statewide/National

Executive/Administrative/Managerial	Hiring: 5WF, 1HF, 1AM, 1AF, 1TM, 1TF Promotion: 2WF
Faculty – Professor	Promotion: 10BF, 14HM, 12HF, 5AM, 9AF
Faculty – Associate Professor	Promotion: 4BM, 2BF, 6AF, 2TF
Faculty – Assistant Professor	Hire: 8WM, 3WF, 1AM, 1TM Promotion: 4WM, 2WF
Faculty – Instructor	Hire: 3WM, 2BF, 1HM, 2HF, 1AM
Professional Non-Faculty	Hiring: 7WM, 2BM, 3HM, 2HF, 9AM, 2TM, 6TF Promotion: 2WM, 1BM, 1HM, 1HF, 1AM
Guided Pathways Advisor 1	Hire: 14WM, 7WF, 2AM, 1TM Promotion: None
Information Technician II	Hire: 4WM, 2WF, 1AF, 1TM Promotion: None

### Fairfield Labor Market Area (Housatonic, Norwalk)

Secretarial Clerical	Hire: 2WM, 1WF, 1HM, 1AF Promotion: None
Technical Paraprofessional	Hire: 1WM, 2WF, 1AM Promotion: None
Skilled Craft	Hire: 1HM
Protective Service	Hire: 1WM, 1BM
Service Maintenance	Hire: 1WF, 1BF, 1HM, 3HF

### Hartford Labor Market Area (Asnuntuck, Capital, Manchester, Tunxis)

Secretarial Clerical	Hire: 2WM, 1BM, 1AF Promotion: None
Technical Paraprofessional	Hire: 2WF, 1BF, 1HM, 1TF Promotion: None
Skilled Craft	Hire: 1WM
Protective Service	Hire: 3WM, 1BF
Service Maintenance	Hire: 2WM, 2BF, 4HF, 1TM, 1TF

### Litchfield Labor Market Area (Northwestern)

Secretarial Clerical	Hire: 2HF Promotion: None
Technical Paraprofessional	Hire: 1HF

	Promotion: None
Protective Service	Hire: 1WF
Service Maintenance	Hire: 1HM, 1HF

#### Middlesex Labor Market Area (Middlesex)

Secretarial Clerical	Hire: 1BF Promotion: None
Technical Paraprofessional	Hire: 1WF Promotion: None
Service Maintenance	Hire: None

#### New Haven Labor Market Area (Gateway, Naugatuck Valley)

Secretarial Clerical	Hire: 2WF, 1BM, 1HM, 1AF, 1TF Promotion: None
Technical Paraprofessional	Hire: 1WM, 3WF, 1BM, 1HM Promotion: 1WF
Skilled Craft	Hire: 2HM
Protective Service	Hire: 1BF, 1HM
Service Maintenance	Hire: 3WF, 2BF, 1HM, 1AF, 1TF

#### New London Labor Market Area (Three Rivers)

Secretarial Clerical	Hire: 1WM, 1HM Promotion: None
Technical Paraprofessional	Hire: 1WM, 1HM Promotion: None
Skilled Craft	Hire: None
Service Maintenance	Hire: 1BM, 1HF, 1AF

#### Windham Labor Market Area (Quinebaug Valley)

Secretarial Clerical	Hire: 3WF
Service Maintenance	Hire: 1WF, 1HF

Section 46a-68-86  
Employment Analyses

## **Section 46a-68-86: Employment Analysis**

The Connecticut State Community College (CT State) has undertaken a comprehensive review of the employment activity during the reporting period to identify policies and practices that perpetuate or build in barriers to equal employment. CT State has performed the following analyses:

1. The Connecticut State Community College conducted a separate analysis for any occupational category or position classification for which a separate availability base has been calculated and employment activity has occurred during the reporting period through hire, termination or other personnel activity.
2. Appointments to job titles are also analyzed. The Applicant Flow Analysis tracks applicants through the hiring or promotional process to identify the step at which they were no longer candidates for employment. Please note that at the CT State office many applicants maintain their race and sex confidential and for this reason many candidates on the Applicant Flow chart are recorded as either unknown male, unknown female and unknown unknown (if the sex is not provided). On the charts, the Total Male Column is adding the unknown males and the Total Female Column is adding the unknown females. The Grand Total Column is adding the additional unknown race and sex applicants since they cannot be added directly to the Total Male or Total Female Columns because it was not known if they were male or female but needed to be included into the Grand Total to show all applicants. Information is also provided for all reductions in the workforce on the Employment Process Analysis form.
3. The Connecticut State Community College provides information by occupational category on all matters involving personnel evaluations, discipline or other reductions in workforce. Evaluations of Executive/Administrative/Managerial Faculty and Professional employees are scheduled in accordance with evaluation procedures for management staff and for bargaining unit members through the collective bargaining agreement. Classified staff members are to be evaluated annually.

2024 AA Plan Submission Note: Since this is the first submission there are no applicant flow analysis or performance appraisals in this submission. A sample template is provided as a reference.

## CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

## Executive

**DATE:**

**August 1, 2024**

## All titles

## Statewide/National

[illegible]

## NOTES:



<b>CT State Community College</b>			
<b>EMPLOYMENT PROCESS ANALYSIS</b>			
<b>OCCUPATIONAL CATEGORY:</b>	<b>Faculty</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>Associate Professor</b>		
<b>LABOR MARKET AREA:</b>	<b>Statewide/National</b>		

**NOTES:**



**CT State Community College**  
**EMPLOYMENT PROCESS ANALYSIS**

<b>OCCUPATIONAL CATEGORY:</b>	<b>Faculty</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>Assistant Professor</b>
<b>LABOR MARKET AREA:</b>	<b>Statewide</b>

**DATE:** August 1, 2024

[illegible]

**NOTES:**

<p align="center"><b>CT State Community College</b></p> <p align="center"><b>EMPLOYMENT PROCESS ANALYSIS</b></p>			
<b>OCCUPATIONAL CATEGORY:</b>	<b>Faculty</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>Instructors</b>		
<b>LABOR MARKET AREA:</b>	<b>Statewide/National</b>		

**NOTES:**

# EMPLOYMENT PROCESS ANALYSIS

<b>OCCUPATIONAL CATEGORY:</b>	<b>Professional Non-Faculty</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All titles</b>		
<b>LABOR MARKET AREA:</b>	<b>Statewide/National</b>		

[illegible]

CT State Community College

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY:

Professional Non-Faculty

DATE:

August 1, 2024

POSITION OR POSITION CLASSIFICATION:

Guided Pathways 1

LABOR MARKET AREA:

Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0
Workforce Number Prior Filing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Change(+or-)	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Adjustment (Sex Correction)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Update - New Plan	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0
TOTAL INCREASES	116	26	90	10	46	11	16	5	22	0	4	0	2	0	0
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUTSIDE OF REGION WIHTIN CSCU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

## EMPLOYMENT PROCESS ANALYSIS

<b>OCCUPATIONAL CATEGORY:</b>	<b>Professional Non-Faculty</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>Information Technician 2</b>		
<b>LABOR MARKET AREA:</b>	<b>Statewide/National</b>		

[illegible]

# CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Administrative/Clerical

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Fairfield County

[illegible]

**NOTES:**

# CT State Community College EMPLOYMENT PROCESS ANALYSIS

**DATE:** August 1, 2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

[illegible]

CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Skilled Craft Workers

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Fairfield County

[illegible]

**NOTES:**



# CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Service Maintenance

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Fairfield County

[illegible]

**NOTES:**

<b>CT STATE COMMUNITY COLLEGE</b>			
<b>EMPLOYMENT PROCESS ANALYSIS</b>			
<b>OCCUPATIONAL CATEGORY:</b>	<b>Protective Services</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>		
<b>LABOR MARKET AREA:</b>	<b>Fairfield County</b>		

**August 1, 2024**

## All Titles

## Fairfield County

NOTES:

## CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Administrative/Clerical

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Hartford

[illegible]

**NOTES:**

# CT State Community College EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY:	Paraprofessional	DATE:	August 1, 2024
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**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Hartford County

[illegible]

<b>CT State Community College</b>			
<b>EMPLOYMENT PROCESS ANALYSIS</b>			
<b>OCCUPATIONAL CATEGORY:</b>	<b>Skilled Craft Workers</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>		
<b>LABOR MARKET AREA:</b>	<b>Hartford</b>		

**DATE:** August 1, 2024

**LABOR MARKET AREA:** Hartford

NOTES:

# CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Service Maintenance

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Hartford County

[illegible]

**NOTES:**

## EMPLOYMENT PROCESS ANALYSIS

<b>OCCUPATIONAL CATEGORY:</b>	<b>Protective Services</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>
<b>LABOR MARKET AREA:</b>	<b>Hartford</b>

**DATE:** August 1, 2024

[illegible]

**NOTES:**

CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:**

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:**

**LABOR MARKET AREA:**

[illegible]

**NOTES:**



# CT State Community College EMPLOYMENT PROCESS ANALYSIS

**DATE:** August 1, 2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

[illegible]

<b>CT State Community College</b>			
<b>EMPLOYMENT PROCESS ANALYSIS</b>			
<b>OCCUPATIONAL CATEGORY:</b>	<b>Service Maintenance</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>		
<b>LABOR MARKET AREA:</b>	<b>Litchfield County</b>		

**August 1, 2024**

## All Titles

## Litchfield County

**NOTES:**

<p align="center"><b>CT STATE COMMUNITY COLLEGE</b></p> <p align="center"><b>EMPLOYMENT PROCESS ANALYSIS</b></p>			
<b>OCCUPATIONAL CATEGORY:</b>	Protective Services	<b>DATE:</b>	August 1, 2024
<b>POSITION OR POSITION CLASSIFICATION:</b>	All Titles		
<b>LABOR MARKET AREA:</b>	Litchfield County		

## Protective Services

**August 1, 2024**

## All Titles

## Litchfield County

**NOTES:**

CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Administrative/Clerical DATE: August 1, 2024

OCCUPATIONAL CATEGORY: Administrative/Clerical DATE: August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

LABOR MARKET AREA: Middlesex County							
	GRAND	TOTAL	WHITE	BLACK	HISPANIC	ASIAN/PACIFIC ISLANDER*	TWO or MORE

[illegible]

**NOTES:**

# CT State Community College EMPLOYMENT PROCESS ANALYSIS

<b>OCCUPATIONAL CATEGORY:</b>	<b>Paraprofessional</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>		
<b>LABOR MARKET AREA:</b>	<b>Middlesex County</b>		

**DATE:** August 1, 2024

[illegible]

## CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Service Maintenance

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** Middlesex

[illegible]

**NOTES:**

CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Administrative/Clerical DATE: August 1, 2024

OCCUPATIONAL CATEGORY: Administrative/Clerical DATE: August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

LABOR MARKET AREA: New Haven County							
	GRAND	TOTAL	WHITE	BLACK	HISPANIC	ASIAN/PACIFIC ISLANDER*	TWO or MORE

[illegible]

**NOTES:**

# CT State Community College EMPLOYMENT PROCESS ANALYSIS

**DATE:** August 1, 2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

[illegible]



## EMPLOYMENT PROCESS ANALYSIS

<b>OCCUPATIONAL CATEGORY:</b>	<b>Skilled Craft Workers</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>
<b>LABOR MARKET AREA:</b>	<b>New Haven County</b>

**DATE:** August 1, 2024

[illegible]

**NOTES:**

# CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Service Maintenance

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** New Haven County

[illegible]

**NOTES:**

<p align="center"><b>CT STATE COMMUNITY COLLEGE</b></p> <p align="center"><b>EMPLOYMENT PROCESS ANALYSIS</b></p>			
<b>OCCUPATIONAL CATEGORY:</b>	<b>Protective Services</b>	<b>DATE:</b>	<b>August 1, 2024</b>
<b>POSITION OR POSITION CLASSIFICATION:</b>	<b>All Titles</b>		
<b>LABOR MARKET AREA:</b>	<b>New Haven County</b>		

**August 1, 2024**

## All Titles

## New Haven County

**NOTES:**

CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: Administrative/Clerical DATE: August 1, 2024

OCCUPATIONAL CATEGORY:	Administrative/Clerical	DATE:	August 1, 2024
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**POSITION OR POSITION CLASSIFICATION:** All Titles

LABOR MARKET AREA: New London County							
	GRAND	TOTAL	WHITE	BLACK	HISPANIC	ASIAN/PACIFIC ISLANDER*	TWO or MORE

[illegible]

**NOTES:**

# CT State Community College EMPLOYMENT PROCESS ANALYSIS

**DATE:** August 1, 2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

[illegible]

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Skilled Craft Workers  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** New London County

**DATE:** August 1, 2024

[illegible]

**NOTES:**

# CT State Community College

## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Service Maintenance

**DATE:** August 1, 2024

**POSITION OR POSITION CLASSIFICATION:** All Titles

**LABOR MARKET AREA:** New London County

[illegible]

**NOTES:**

# CT State Community College EMPLOYMENT PROCESS ANALYSIS

**DATE:** August 1, 2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE

[illegible]



## EMPLOYMENT PROCESS ANALYSIS

**OCCUPATIONAL CATEGORY:** Skilled Craft Workers  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Windham

**DATE:** August 1, 2024

[illegible]

**NOTES:**

## EMPLOYMENT PROCESS ANALYSIS

**DATE:** August 1, 2024

[illegible]

**NOTES:**

**CT State Community College**  
**APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: **Executive**

DATE: **August 1, 2024**

POSITION OR POSITION CLASSIFICATION: **All titles**

LOCATION: **Statewide/National**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

OCCUPATIONAL CATEGORY: **MC - EXECUTIVE/ADMINISTRATIVE/MANAGERIAL:**

All in Category

February 29, 2024

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance	0	0	0								
Exceeded Performance Reqs/Exceeds Expectations	0	0	0								
Met Performance Reqs/Meets Expectations	0	0	0								
Failed To Meet Perf Reqs/Doesn't Meet Expectations	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

# SAMPLE

**OCCUPATIONAL CATEGORY: MC - PROFESSIONAL NON-FACULTY:**

All in Category

September 30, 2022

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance/Excellent	0	0	0								
Exceeds Expectations	0	0	0								
Meets Expectations/Good	0	0	0								
Fair	0	0	0								
Does not Meet Expectations/Poor	0	0	0								
COUNSELING	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

\* Professional bargaining staff are evaluated at 5 year intervals once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers.

# SAMPLE

**OCCUPATIONAL CATEGORY: MC - TECHNICAL/PARAPROFESSIONAL - MC 2022 - 2023****All in Category****February 29, 2024**

<b>PERSONNEL EVALUATION ANALYSIS</b>	<b>TOTAL</b>	<b>TL MALE</b>	<b>TL FEM</b>	<b>WM</b>	<b>WF</b>	<b>BM</b>	<b>BF</b>	<b>HM</b>	<b>HF</b>	<b>OM</b>	<b>OF</b>
<b>SERVICE RATING</b>											
Exceptional Performance/Excellent	1	2	1	2	2						
Exceeds Expectations	2	0	2		2						
Meets Expectations/Good	2	0	2		1						1
Fair	0	0	0								
Does not Meet Expectations/Poor	0	0	0								
<b>REPRIMANDS</b>	0	0	0								
<b>SUSPENSIONS</b>	0	0	0								
<b>DEMOTIONS</b>											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
<b>TRANSFERS</b>											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

\*Bargaining unit members in CCCC and AFT contracts are evaluated at 5 year intervals once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers

**OCCUPATIONAL CATEGORY: SECRETARIAL/CLERICAL****All in Category****February 29, 2024**

<b>PERSONNEL EVALUATION ANALYSIS</b>	<b>TOTAL</b>	<b>TL MALE</b>	<b>TL FEM</b>	<b>WM</b>	<b>WF</b>	<b>BM</b>	<b>BF</b>	<b>HM</b>	<b>HF</b>	<b>OM</b>	<b>OF</b>
<b>SERVICE RATING</b>											
Excellent	<b>0</b>	0	0								
Very Good	<b>0</b>	0	0								
Good	<b>0</b>	0	0								
Fair	<b>0</b>	0	0								
Unsatisfactory	<b>0</b>	0	0								
<b>REPRIMANDS</b>	<b>0</b>	0	0								
<b>SUSPENSIONS</b>	<b>0</b>	0	0								
<b>DEMOTIONS</b>											
Within Occ Category	<b>0</b>	0	0								
Lower Occ Category	<b>0</b>	0	0								
<b>TRANSFERS</b>											
Intra-agency	<b>0</b>	0	0								
Outside Agency	<b>0</b>	0	0								

**CT State Community College**  
**APPLICANT FLOW ANALYSIS - PROMO**

OCCUPATIONAL CATEGORY: **Executive**

DATE: **August 1, 2024**

POSITION OR POSITION CLASSIFICATION: **All titles**

LOCATION: **Statewide/National**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



Section 46a-68-87  
Identification of Problem Areas

## Section 46a-68-87: Identification of Problem Areas

This section was in compliance in the previous Affirmative Action Plan.

### **Subsection (a)**

Connecticut State Community College examined the personnel policies, procedures and practices where an occupational category, position classification within an occupational category employing a significant number of persons or position classification for which a separate availability base is calculated has experienced an increase or reduction. The college examined the personnel policies, procedures and practices to identify those non quantifiable aspects of the employment process which may impede or prevent the full and fair participation of protected race and sex group members.

Where applicable, the college shall address the following aspects of employment.

- 1.) **Employment Applications:** Connecticut State Community Colleges uses an employment application to gather more demographic information on applicants that apply for positions. A cover letter, resume and list of professional references is requested when candidates apply. The college's application was used throughout the reporting period and has been helping track the applicant demographic data required for the development of the Affirmative Action Plan. Candidates for classified positions occupational categories and some professional positions can be considered only when the applicant has applied through JobApps. Recruitment in these categories must clear the State SEBAC list because the employees on the list have reemployment rights to the positions. No problem area has been identified.

- 2.) **Job Qualifications:** Position announcements used by the college indicate the minimum education and experience required. Some job announcements will include special experience and training requirements on the postings. The job qualifications required in each position occasionally present a problem; this occurs most frequently with unclassified positions where the minimum qualifications are contained in the collective bargaining agreements. New job specifications and job qualifications are reviewed with the Vice President of Human Resources to assure that consistency is utilized for all occupational categories and throughout the Connecticut State Colleges and Universities (CSCU).

Job qualifications and job specifications are also reviewed at the System Office when new classifications are developed and the Community College and Universities are able to have more options when developing positions. No problem area has been identified.

Preferred qualifications are evaluated by the Equity and Civil Rights team for each job posting to ensure they do not limit and/or discourage applicants from applying and/or perpetrate biases or preferred candidates.

- 3.) **Recruitment Practices:** The college advertises in a variety of publications and websites including but not limited to Diverse: Issues in Higher Education, HigherEdJobs.com, Hispanic Outlook, Historical Black College and Universities, LinkedIn, Greater Hartford Chapter of the NAACP, New England Association for College Admission Counseling (NEACAC (local chapter), National Association of College and University Attorneys (NACUA). Where practicable, all recruitment went through the Department of Administrative Services, the Board of Regents for Education websites and to each CSCU Institution and the Connecticut Association of Diversity and Equity Professionals (CADEP) listserv.

## Section 46a-68-87: Identification of Problem Areas

The ECR Team and Human Resources staff worked directly with each search committee to attract large qualified applicant pools and to have better documentation about the selection and non-selection of candidates throughout the search process. Recruitment plans were developed for the position that was being recruited for to specifically target expertise in the field and add diversity to the workforce. They also worked directly with hiring managers to develop job announcements that include minimum requirements of the position classification and to address department needs and budgetary concerns. After the job announcement is developed it is used in any type of advertisement.

While no problem area has been identified with recruitment practices, CT State has built in a process for continual review and process improvement to eliminate barriers to employment within the job description, job posting, and recruitment process.

- 4.) Personnel Policies: When practicable, the VP of Diversity, Equity and Inclusion, Vice President of Human Resources and others in the college's leadership review the personnel policies and procedures on an ongoing basis.

All personnel policies are available on the CSCU website. The College continues to monitor to ensure any new policies and procedures have no impediments to the full and fair participation of protected race/sex group members and others in the employment process. New policies are still being developed and presented to the Board on a regular basis.

No problem area has been identified.

- 5.) Orientation: The procedures for orientation of new employees are uniform. Orientation is conducted for every new employee by CT State Human Resources and Equity and Civil Rights staff. The Connecticut State Community Colleges (CT State) Affirmative Action/Equal Employment Opportunity Policy and Discrimination Complaint Procedure are provided to the new employees during the Orientation session. They are also provided with information about the CT State Website and where they can access other policies and collective bargaining information that they would need during their employment. The new employees are also provided with information like training and educational opportunities, Ethics Policy, CORE-CT payroll information and on-line mandatory training requirements for all Connecticut State Community College employees. They also receive information on State benefits and the required paperwork for payroll, emergency contact information, taxes and retirement.

No problem area has been identified. Lastly, employees receive the state-mandated Diversity training as part of their first day of hire.

- 6.) Training: The Connecticut State Community Colleges encourages employees to participate in training programs that will advance their career/professional development and/or enhance the performance of their duties and responsibilities. The Connecticut State Community Colleges supports employees' attendance at conferences, workshops and seminars and other professional development training activities and provides a generous tuition reimbursement program when the budget is fully funded.

CT State regularly facilitates training programs for all community college incorporating Diversity, Sexual harassment, ADA, Title IX and micro- aggression training.

Additionally, CT State conducts specialized training programs for compliance functions, managers, and other key stakeholders around civil rights, equitable learning and working environments, and other key topics.

## Section 46a-68-87: Identification of Problem Areas

- 7.) Counseling: The Human Resources staff and other supervisors/managers, Equity and Civil Rights team provide upward mobility counseling to any employee that inquires about opportunities at the Connecticut State Community Colleges or throughout State service. More information about Career Counseling is detailed in the Career Mobility Section.

The college also maintains a contract to provide the Employee Assistance Program (EAP) to any employee that needs this type of counseling assistance.

No problem area has been identified.

- 8.) Discrimination Complaint Process: CT State Community Colleges utilizes the policy and procedures established by the CSCU System Office. CT State has reviewed and implemented these procedures and find that it is in compliance with C.G.S. 46a-68-89. The Connecticut State Colleges and Universities (CSCU) has a Discrimination Complaint Procedure and Policy that assists anyone filing a discrimination complaint or grievance. More information on the Discrimination Complaint Process and the complaints filed are included in Section 46a-68-89.

No problem area has been identified.

- 9.) Evaluation: The Employment Analyses Section provides a comprehensive Personnel Evaluation Analysis issued by the Connecticut State Community College. Performance evaluations may not reflect the full workforce due to the rotational, e.g., every other year, every three year, performance evaluation of certain positions, e.g., faculty. Evaluation forms and process conform to the requirements of the various collective bargaining agreements. Unclassified employees are also evaluated every year and goals are established for the upcoming evaluation year. There are no problems in any category that would impact negatively on any protected group members.

No problem area has been identified.

- 10.) Layoffs: No layoffs occurred during the reporting period and this was not a problem area.

There is no problem area in this area during the reporting period.

- 11.) Termination: All terminations are reviewed and monitored by the Human Resources staff. All employees leaving the college receive an Exit Interview with HR staff. The terminations that occurred during the reporting period were voluntary resignations or retirements, and at times may result from non-renewals and/or other terminations. Some of the employees were promoted to other colleges or universities with the CSCU System. Some of the reductions in each occupational category were for promotional opportunities and remain active employees.

No problem area identified in this area.

### **Subsection (b)**

The Connecticut State Community College has examined each occupational category or job title in Subsection (a) of this section. The Affirmative Action Plan lists all non-quantifiable elements of the employment process that have been identified as a problem area.

## **Section 46a-68-87: Identification of Problem Areas**

### **Subsection (c)**

CT State Community College has examined all aspects of the employment process itemized in Subsection (a) of this section.

All aspects of the employment process are continually reviewed to ensure that there is full and fair employment of physically disabled persons and older persons. Connecticut State Community College has renovated all facilities to generally accommodate persons who are differently-abled and/or physically challenged. Whenever such a problem is identified, corrective action is taken. Both Connecticut State Community College and any present or potentially physically challenged employees benefit from this constant attentiveness to the accessibility of the workplace. Lastly, the CSU System Office's work force in all categories demonstrates that age is no barrier to successful employment; there are no positions for which age is a factor, and age is not considered in the employment process.

# Section 46a-68-88

## Program Goals

## **Section 46a-68-88: Program Goals**

### **Subsection (a)**

The Affirmative Action Regulations require that CT State examine all aspects of the employment process described in the Identification of Problem Areas element and set programmatic goals when any employment policy or practice may impede or prevent the full and fair participation of protected race and sex group members, individuals with disabilities or older persons.

No employment processes were identified as having an adverse impact on any protected race/sex group. Nevertheless, the Agency continues to be aggressive in its attempts to fulfill its affirmative action and EEO commitments.

### **Subsection (b)**

Program goals shall be meaningful, measurable and reasonably attainable and shall be consistent with Section 46a-68-92- Good Faith Efforts of the Affirmative Action Regulations to ensure:

1. The promotion of equal employment opportunity and to achieve a workplace free of discrimination;
2. Opportunities for all qualified applicants including underutilized groups;
3. The utilization of a fair and non-discriminatory recruitment and selection process; and
4. That career development opportunities are available to all interested and qualified employees, including minorities and women.

### **Subsection (c)**

Where the cooperation of another agency, CT State campuses, or universities is essential to the implementation of a program goal, CT State shall keep a record of each instance of contact with the other agency or university whose cooperation is requested and the outcome of the request.

### **Subsection (d)**

CT State may elect to set program goals or the CHRO may require that program goals be set for any employment policy or practice having an adverse impact upon a race and sex group or for any protected group not covered by this section whether or not that policy or practice was identified as having an adverse impact pursuant to Section 46a-68-87 of the Affirmative Action Regulations of Connecticut State Agencies.

## 2024-2025 PROGRAM GOALS

The Agency sets the goals below to enhance its efforts to ensure affirmative action and EEO compliance.

1. CT State in partnership with CSCU Talent and Recruitment will undergo a year-long lean process to identify opportunities to streamline and strengthen the search process.

Responsible persons: Equity and Civil Rights; CSCU Talent and Recruitment; and Cabinet

Timeframe: Completion by July 30, 2025.

2. Through a climate survey, CT State will undergo an analysis to set forth a climate effort to ensure all staff and faculty feel valued and affirmed. This analysis is designed to be incorporated into the strategic plan CT State 2030.

Responsible persons: VP of DEI; Campus Climate Director; and Cabinet

Timeframe: Completion by July 30, 2025.

3. Expand training opportunities and professional development throughout CT State to build comprehensiveness and consistency across all campuses. Some initial efforts include:

- a. CT State will open 15-30 opportunities to provide ADA certification training for campus Accessibility Leads, Equity and Civil Rights, Deans of Students, etc.
- b. Identify an LMS and training management system to roll out mandated and other trainings around diversity, equity, and inclusion and compliance.
- c. Rebuilding/rebranding and or building new diversity and other mandated trainings.

Responsible persons: VP of DEI; Equity and Civil Rights; Compliance; and Human Resources

Timeframe: Completion by July 30, 2025.

4. Expand CT State's use of data and data systems to enhance work around equal opportunity, applicant tracking, complaint monitoring, and campus climate efforts.

Responsible persons: VP of DEI; Campus Climate Director; Data Specialist; and Equity and Civil Rights staff

Timeframe: Completion by July 30, 2025.



Section 46a-68-89  
Discrimination Complaint Process

## **Section 46a-68-89: Discrimination Complaint Process**

CT State encourages all employees to utilize the internal grievance procedure adopted by the Board of Regents and CSCU in all cases of alleged discrimination in employment based on any of the following factors: 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, workplace hazards to reproductive systems.

The procedure adheres to all regulatory expectations noted below:

- a) The plan shall include a report on the system to process and resolve employee allegations of discrimination consistent with chapter 67 and 68 of the Connecticut General Statutes. Such system shall provide for the expeditious resolution of grievances to assure that legal options for filing complaints with enforcement agencies are not foreclosed. The discrimination complaint process shall include:
  - 1) periodic training in counseling and grievance investigations for agency counselors;
  - 2) confidential counseling and procedures for informal resolution at the agency level by the EEO officer;
  - 3) notice to employees that an agency discrimination complaint process is available;
  - 4) a guarantee of non-retaliation for the exercise of rights granted pursuant to this section;
  - 5) advisement of legal options to file complaints with the CHRO; United States EEOC; United States Department of Labor, Wage and Hour Division; and any other agencies, state, federal or local, that enforce laws concerning discrimination in employment; and
  - 6) time frames not exceeding ninety (90) days for filing, processing and resolution of such matters.
- b) All records of grievances and dispositions thereof are maintained and reviewed on a regular basis by the EEO officer to detect any patterns in the nature of the grievances. Records so retained shall be confidential except where disclosure is required by law.
- c) A summary of the matters alleged, the results thereof and the length of time required to resolve the grievance shall be incorporated within this AA Plan. The plan shall provide information on the number of such complaints, investigating agency, whether such matter is currently pending or the outcome thereof. All records relevant to employee grievances filed under this section shall be maintained by the agency for examination by the Commission on Human Rights and Opportunities staff.

## 2024 Affirmative Action Plan

As this is the Agency's first AA Plan, a full report of complaints during the reporting period will be contained in the next submission.

Policy #	Policy Name	Reso #	Date Approved
4-13	Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy	BR 24-079	2024-07-31

NOTE: BOR Policies 4-11 and 5-02 have been rescinded and are being replaced with this new policy effective 7-31-2024.

## INTERIM DISCRIMINATORY HARASSMENT, NONDISCRIMINATION, AND TITLE IX POLICY

### 1. Statement of Policy

The Connecticut State Colleges and Universities (“CSCU”) is committed to providing an educational and employment environment that is free from discrimination and/or harassment based on protected characteristics, and/or retaliation, including retaliation under applicable federal and state laws for engaging in protected activity.<sup>1</sup> To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of its education program or activity, CSCU has developed this Discriminatory Harassment, Nondiscrimination, and Title IX Policy (the “Policy”) that provides for a prompt, fair, and impartial resolution of allegations of protected characteristic discrimination, harassment, and/or allegations of retaliation. CSCU values and upholds the equal dignity of all members of its community and strives to balance the rights of all individuals when resolving allegations during what is often a difficult time for all involved.

### 2. Definitions

- ***College or University.*** Any of the institutions within CSCU, including Central Connecticut State University, Charter Oak State College, Connecticut State Community College, Eastern Connecticut State University, Southern Connecticut State University, and Western Connecticut State University.
- ***Complainant.*** A student or employee who is alleged to have been subjected to conduct that could constitute discrimination, harassment, and/or retaliation under this Policy; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute discrimination, harassment, and/or retaliation under this Policy and who was participating or attempting to participate in CSCU’s education program or activity at the time of the alleged discrimination, harassment and/or retaliation.

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<sup>1</sup> This Policy does not cover whistleblower retaliation complaints. Reports concerning corruption, unethical practices, mismanagement, violation of State laws and regulations, gross waste of funds, abuse of authority or danger to the public safety in any in any College or University, may be submitted to the State Auditors of Public Accounts, as authorized under the Whistle Blower Act, Gen. Stat. 4-61dd. Individuals may file a whistleblower retaliation complaint by visiting the Auditors of Public Accounts [website](#).

- **Complaint.** An oral or written request to CSCU that can objectively be understood as a request for CSCU to investigate and make a determination about allegations of discrimination, harassment, and/or retaliation under this Policy.
- **CSCU.** The Connecticut State Colleges and Universities, which includes the CSCU system office, and any and all specific Colleges or Universities within the CSCU. For purposes of this Policy, the term “CSCU” could mean the CSCU system or any College or University interchangeably.
- **Education Programs and Activities.** Locations, events, or circumstances in which CSCU exercises substantial control over both the Respondent and the context in which the conduct occurred.
- **Informal Resolution.** A resolution to a Report or Complaint agreed to by the Parties and CSCU that occurs prior to a final determination in the Resolution Process.
- **Parties.** The Complainant(s) and Respondent(s), collectively.
- **Protected Characteristic.** Any characteristic for which a person is afforded protection against discrimination and/or harassment by law or CSCU Policy.
- **Report.** When a faculty, staff, student, or third party informs CSCU of conduct that reasonably may constitute discrimination, harassment, and/or retaliation under this Policy.
- **Resolution Process.** The investigation and resolution, including informal resolution, of allegations of discrimination, harassment, and/or retaliation under this Policy.
- **Respondent.** A person who is alleged to have engaged in conduct that could constitute discrimination, harassment, and/or retaliation for engaging in protected activity under this Policy.
- **Supportive Measures.** Non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge to the Parties, to restore or preserve access to CSCU’s education program or activity, including measures designed to protect the safety of all Parties and/or the CSCU educational environment and/or to deter discrimination, harassment, and/or retaliation.
- **Title IX/Equity Coordinator.** At least one official designated by a College or University to ensure compliance with Title IX and other federal and state civil rights laws and institutional compliance with this Policy. References to the Title IX/Equity Coordinator throughout this Policy may include the Title IX/Equity Coordinator’s designee.

### 3. Notice of Nondiscrimination

CSCU complies with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination, harassment, and/or retaliation, including retaliation for engaging in protected activity, in public post-secondary education institutions. CSCU does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of actual

or perceived age, ancestry, color, gender expression, gender identity, genetic information and/or family medical history, intellectual disability, learning disability, parental, family or marital status, past or present history of mental disability, physical disability, pregnancy or related conditions, race or national origin, religion or creed, sex, sexual orientation, veteran or military status, arrest and/or criminal conviction status, lawful source of income, citizenship or immigration status, or any other protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the institution, with the Equal Employment Opportunity Commission and/or the Connecticut Commission on Human Rights and Opportunities (“CHRO”).

This Policy prohibits discrimination, harassment, and/or retaliation in access to employment and/or educational opportunities. Therefore, any act by CSCU or a member of the CSCU community that denies, deprives, unreasonably interferes with or limits a person’s education or employment, residential, and/or social access, benefits, and/or opportunity based upon that person’s actual or perceived protected characteristic(s), is in violation of this Policy. CSCU will promptly and effectively address any such discrimination, harassment, and/or retaliation when it has knowledge and/or notice of it using procedures promulgated pursuant to this Policy.

#### **4. Key CSCU Contacts**

CSCU has identified the Executive Director of EEO and Civil Rights/Title IX Coordinator to coordinate the System’s compliance with federal, state, and other civil rights laws and policies.

Each College or University has identified a Title IX/Equity Coordinator to coordinate civil rights compliance and the Resolution Process.<sup>2</sup> The Vice-President of Diversity, Equity and Inclusion serves as the Title IX/Equity Coordinator for Connecticut State Community College (“CCSC”). Each CCSC campus has a Deputy Title IX/Equity Coordinator to support civil rights compliance and programming for their institution.

Collectively, these individuals are responsible for providing comprehensive nondiscrimination education and training; coordinating a timely, thorough, and fair Resolution Process of all alleged prohibited conduct under this Policy; and monitoring the effectiveness of this Policy and related procedures to ensure that CSCU’s education and employment environments are free from discrimination, harassment, and/or retaliation.

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<sup>2</sup> Note that individuals who serve as Title IX/Equity Coordinator for the institutions may have additional job titles and functions, as well. Although other staff from institutions may support related procedures under this Policy, all faculty and staff are always encouraged to coordinate efforts with their institution’s Title IX/Equity Coordinator.

## 5. Applicability and Jurisdiction

This Policy applies to all faculty, staff, employees, students (as currently defined in the BOR/CSCU Student Code of Conduct),<sup>3</sup> and other individuals participating in or attempting to participate in the CSCU's education programs and activities, including but not limited to contractors, vendors, visitors, guests, or other third parties. This Policy may be applied to incidents, patterns or practices, and/or institutional culture/climate, all of which may be addressed in accordance with this Policy. This Policy applies to the CSCU's education programs and activities, circumstances where CSCU has disciplinary authority, and to misconduct occurring within any building owned or controlled by an officially recognized student organization (as defined in the BOR/CSCU Student Code of Conduct).

This Policy shall apply on and off CSCU campus property, at CSCU-sponsored activities, and at activities conducted by officially recognized student organizations. This also applies to conduct that occurs online and through other forms of electronic communication and social media. CSCU is more likely to exercise jurisdiction off-campus if the conduct poses a threat to anyone's health, safety, or security, could negatively affect the mission or reputation of CSCU, poses a threat of undermining CSCU's educational process, involves an alleged violation of local, state or federal law, or if CSCU is required to do so by law.

This Policy applies to alleged incidents of discrimination, harassment, sex-based harassment, and/or retaliation that occur after August 1, 2024. For alleged incidents of sexual misconduct occurring prior to August 1, 2024, CSCU shall apply the policies promulgated by the Board of Regents at the time the alleged incident occurred, and procedures promulgated pursuant to those policies. All policies and procedures may be obtained by contacting the Executive Director of EEO and Civil Rights/Title IX Coordinator.

For disciplinary action to be issued under this Policy, the Respondent must be a CSCU faculty member, staff, or student subject to CSCU's disciplinary authority. If the Respondent is unknown or is not a member of CSCU, the Title IX/Equity Coordinator will offer to assist the Complainant in identifying appropriate campus and local resources and support options and will implement appropriate supportive measures and/or remedial actions (e.g., trespassing a person from campus). The Title IX/Equity Coordinator can also assist in contacting local or campus law enforcement if the Complainant would like to file a police report about criminal conduct.

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<sup>3</sup> Under the BOR/CSCU Student Code of Conduct at the time of the adoption of this Policy: "Student" means any person who has been notified of their acceptance for admission, registered, enrolled, or attending any College or University course or program. This applies whether enrollment is full-time or part-time; whether the course(s) occur on-campus, online, or at an off-campus instructional site (domestically, or internationally such as students studying abroad); and whether the student is pursuing undergraduate, graduate, non-degree seeking, post-graduate, or professional studies. This may also apply to any person who resides in a College or University residence hall. Persons who withdraw or otherwise depart a College or University after allegedly violating the Student Code are still considered students for the purpose of resolution through this Student Code. For the purposes of applying this Student Code, the Chief Student Conduct Officer, or designee, may use discretion in determining if the person's "student" designation and will have the authority to make any final determination as to whether or not a person is a "student." Generally, a student is not considered to have a continuing relationship if a student has not been enrolled in classes at a College or University for three (3) or more consecutive terms.

When a Respondent is enrolled in or employed by another institution, the Title IX/Equity Coordinator may assist the Complainant in contacting the appropriate individual at that institution, as it may be possible for the Complainant to pursue action under that institution's policies.

Similarly, the Title IX/Equity Coordinator may be able to assist and support a student, faculty, or staff Complainant who experiences discrimination, harassment, and/or retaliation in an externship, study abroad program, or other environment external to CSCU where harassment and/or nondiscrimination policies and procedures of the facilitating or host organization may give the Complainant recourse. If there are effects of that external conduct that impact a CSCU faculty, staff, or student's work or educational environment, those effects may be addressed remedially by the Title IX/Equity Coordinator, if brought to their attention.

## **6. Prohibited Conduct**

CSCU faculty, staff, and students are entitled to an employment and educational environment that is free of discrimination, harassment, and/or retaliation. This Policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive subject matters protected by the First Amendment or principles of academic freedom. When speech or conduct may be protected by the First Amendment and/or academic freedom, including speech in a public setting and/or speech that is also motivated by political or religious belief, CSCU may nevertheless have an obligation to respond and offer supportive measures for those impacted.

CSCU may communicate its opposition to stereotypical, derogatory opinions; provide counseling and support for students affected by such harassment; or take steps to establish a welcoming and respectful campus environment, which could include making clear that CSCU values the diversity and inclusion of individuals of all backgrounds across the entire CSCU system.

All definitions of prohibited conduct below encompass actual and/or attempted offenses. Violation of any other CSCU policies may constitute discrimination or harassment when motivated by actual or perceived protected characteristic(s), and the result is a limitation or denial of employment or educational access, benefits, or opportunities.

- A. **Discrimination** is different treatment with respect to an individual's employment or participation in an education program or activity based, in whole or in part, upon the individual's actual or perceived protected characteristic. Discrimination also includes allegations of a failure to provide reasonable accommodations as required by law or policy, such as for disability, religion, or creed. Discrimination can take two primary forms:
  - **Disparate Treatment Discrimination:** Any intentional differential treatment of a person or persons that is based on an individual's actual or perceived protected characteristic and that excludes an individual from participation in;



denies the individual benefits of; or otherwise adversely affects a term or condition of an individual's participation in a CSCU program or activity.

- **Disparate Impact Discrimination:** Disparate impact occurs when policies or practices that appear to be neutral unintentionally result in a disproportionate impact on a protected group or person that excludes an individual from participation in; denies the individual benefits of; or otherwise adversely affects a term or condition of an individual's participation in a CSCU program or activity.
- B. **Discriminatory Harassment** is unwelcome conduct based on actual or perceived protected characteristic(s), that based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe, persistent, or pervasive, that it limits or denies a person's ability to participate in or benefit from a CSCU program or activity.
- C. **Sex-based Harassment** is a form of sex discrimination and means sexual harassment and other harassment based on sex,<sup>4</sup> including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence, and stalking.
- **Quid pro quo:** an employee agent, or other person authorized by CSCU, to provide an aid, benefit, or service under a CSCU program or activity, explicitly or impliedly conditioning the provision of such aid, benefit, or service, on a person's participation in unwelcome sexual conduct.
  - **Hostile Environment Harassment:** unwelcome sex-based conduct, that based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive, that it limits or denies a person's ability to participate in or benefit from the CSCU's education program or activity.
  - **Sexual Assault:** Any sexual act, including Rape, Sodomy, Sexual Assault with an Object, or Fondling directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent; also, unlawful sexual intercourse.

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<sup>4</sup> Throughout this Policy, "based on sex" means conduct that is sexual in nature, or that is directed to the Complainant because of his/her/their actual or perceived sex or gender identity.

- a. **Rape:** Penetration, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
  - b. **Sodomy:** Oral or anal penetration, of the Complainant by the Respondent, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or, because of their temporary or permanent mental or physical incapacity.
  - c. **Sexual Assault with an Object:** Respondent's use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of the Complainant, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
  - d. **Fondling:** The touching of the private body parts (breasts, buttocks, groin) of the Complainant by the Respondent or causing the Complainant to touch the Respondent's private body parts intentionally for a sexual purpose without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity or physical incapacity.
  - e. **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Connecticut law.
  - f. **Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent in Connecticut.
- D. **Dating Violence:** Violence<sup>5</sup> committed by a Respondent, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant; and where the existence of such a relationship shall be determined based on a consideration of the following factors: length of the relationship, type of relationship, and/or frequency of the interaction between the Parties involved in the relationship.

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<sup>5</sup> For purposes of this Policy, violence is defined as intentionally or recklessly causing the Complainant physical, emotional, or psychological harm. Legitimate use of violence for self-defense is not chargeable under this Policy because the purpose is safety, not harm. Consensual use of violence, such as in kink relationships, would also not meet this definition, in most circumstances.

- E. **Domestic Violence:** Felony or misdemeanor crimes committed by a person who: is a current or former spouse or intimate partner of the Complainant under the family or domestic violence laws of Connecticut, or a person similarly situated to a spouse of the Complainant; is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner; shares a child in common with the Complainant; or commits acts against a youth or adult Complainant who is protected from those acts under the family or domestic violence laws of Connecticut.
- F. **Stalking:** engaging in a course of conduct<sup>6</sup> based on sex, that is directed at the Complainant that would cause a reasonable person to fear for the person's safety, or the safety of others; or suffer substantial emotional distress.
- G. **Sexual exploitation**<sup>7</sup> occurs when the Respondent takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding offenses. Examples of behavior that could rise to the level of sexual exploitation include, but are not limited to:
- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
  - Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
  - Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent), including the making or posting of non-consensual pornography
  - Prostituting another person
  - Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection

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<sup>6</sup> For purposes of this definition, "A 'course of conduct' requires that there be more than one incident and the conduct must be directed at a specific person. Stalking can occur in person or using technology, and the duration, frequency, and intensity of the conduct should be considered. Stalking tactics can include, but are not limited to watching, following, using tracking devices, monitoring online activity, unwanted contact, property invasion or damage, hacking accounts, threats, violence, sabotage, and attacks. Merely annoying conduct, even if repeated, is a nuisance, but is not typically considered to be stalking.

<sup>7</sup> Sexual exploitation is further defined as a crime in Connecticut State Law.

- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
- Knowingly soliciting a minor for sexual activity
- Engaging in sex trafficking
- Knowingly creating, possessing, or disseminating child sexual abuse images or recordings
- Creating or disseminating synthetic media, including images, videos, or audio representations of individuals doing or saying sexually-related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes)
- Creating or disseminating images or videos of child sexual abuse material

**H. Retaliation:** Adverse action, including intimidation, threats, coercion, or discrimination, against any person, by the CSCU, any student, employee, or a person authorized by CSCU to provide aid, benefit, or service under CSCU's education programs or activities, for the purpose of interfering with any right or privilege secured by law or Policy, or because the person has engaged in protected activity, including reporting information, making a Complaint, testifying, assisting, or participating or refusing to participate in any manner in an investigation or Resolution Process pursuant to this Policy, including an informal resolution, or in any other appropriate steps taken by CSCU to promptly and effectively end any discrimination, harassment, and/or retaliation in its education programs or activities, prevent its recurrence, and/or remedy its effects.

**I. Unauthorized Disclosure:**<sup>8</sup> Distributing or otherwise publicizing materials created or produced during an investigation or Resolution Process except as required by law or as expressly permitted by CSCU; or publicly disclosing a party's personally identifiable information without authorization or consent.

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<sup>8</sup> Nothing in this section restricts the ability of the Parties to: obtain and present evidence, including by speaking to witnesses (as long as it does not constitute retaliation under this Policy), consult with their family members, confidential resources, or Advisors; or otherwise prepare for or participate in the Resolution Process.

As used in this Policy, the following definition (and concepts) apply:

**Consent** is an understandable exchange of affirmative and clear words or actions, which indicate a willingness to voluntarily participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent to sexual activity does not imply ongoing future consent. Consent can also be withdrawn once given, if the withdrawal is reasonably and clearly communicated. If consent is withdrawn, sexual activity should cease within a reasonably immediate time.

Consent cannot be given if any of the following are present: Force, Coercion, or Incapacitation.

- A. **Force** is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats), and/or coercion that overcome resistance.
- B. **Coercion** is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in sexual activity.
- C. **Incapacitation** is a state where an individual cannot make rational, reasonable decisions due to the debilitating use of alcohol and/or other drugs, sleep, unconsciousness, or because of a disability that prevents the individual from having the capacity to give consent. Intoxication is not incapacitation and a person is not incapacitated merely because the person has been drinking or using drugs. Incapacitation due to alcohol and/or drug consumption results from ingestion that is more severe than impairment, being under the influence, drunkenness, or intoxication. The question of incapacitation will be determined on a case-by-case basis. Being intoxicated or incapacitated by drugs, alcohol, or other medication will not be a defense to any violation of this Policy.

## **7. Reports/Complaints of Discrimination, Harassment and/or Retaliation**

A Report provides notice to CSCU of an allegation or concern about discrimination, harassment, and/or retaliation and provides an opportunity for the Title IX/Equity Coordinator to provide

information, resources, and supportive measures. A Complaint provides notice to CSCU that the Complainant would like to initiate an investigation or other appropriate resolution procedures. An individual may initially make a Report and may decide at a later time to make a Complaint. Reporting options are detailed in procedures promulgated pursuant to this Policy; however, Reports or Complaints of discrimination, harassment, and/or retaliation may be made by making a verbal or written Report or Complaint to the Title IX/Equity Coordinator.

Reporting carries no obligation to initiate a Complaint, and in most situations, CSCU may be able to respect a Complainant's request to not initiate the Resolution Process. However, there may be circumstances, such as pattern behavior, allegations of severe misconduct, or a compelling threat to health and/or safety, where CSCU may need to initiate the Resolution Process.

## **8. Mandated Reporting and Confidential Employees**

All CSCU employees (including student-employees), other than those deemed Confidential Employees below, are Mandated Reporters and are expected to promptly report all known details of actual or suspected discrimination, harassment, and/or retaliation to the Title IX/Equity Coordinator immediately.

Complainants and other individuals should consider whether they share personally identifiable details with Mandated Reporters, as those details must be shared with the Title IX/Equity Coordinator. A Complainant who desires formal action in response to their allegations may report to any Mandated Reporter, who can connect them with resources to report alleged crimes and/or Policy violations, and Mandated Reporters will immediately notify the Title IX/Equity Coordinator (and/or police, if desired by the individual or required by law), who will act when an incident is reported to them.

CSCU makes every effort to preserve the Parties' privacy. Information related to a Report or Complaint will be shared with a limited number of CSCU employees who "need to know" in order to assist in providing supportive measures or evaluating, investigating, or resolving a Report or Complaint. All employees who are involved in the CSCU's procedures under this Policy receive specific training and guidance about sharing and safeguarding private information in accordance with federal and state law. CSCU will not share the identity of any individual who has made a Report or Complaint; any Complainant; any individual who has been reported to be the perpetrator of discrimination, harassment, and/or retaliation; any Respondent; or any witness, except as permitted by, or to fulfill the purposes, of applicable laws and regulations (e.g., Title IX), Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, or as required by law; including any investigation, or resolution proceeding arising under this Policy.

**Confidential Employees.**<sup>9</sup> To enable individuals to access support and resources without filing a Complaint, CSCU has designated specific employees as Confidential Employees. Those designated by CSCU as Confidential Employees for purposes of this Policy are not required to

report actual or suspected discrimination, harassment, and/or retaliation in a way that identifies the reporting individual. They will, however, provide individuals with the Title IX/Equity Coordinator's contact information and offer options and resources without any obligation to inform an outside agency or the Title IX/Equity Coordinator unless an individual has requested the information be shared.

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<sup>9</sup> The term "confidential" as used in this Policy differs from the use of the term "management/confidential" typically used to describe a category of employees within CSCU.

There are three categories of Confidential Employees: 1) Those with confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and counselors; 2) Those whom CSCU has specifically designated as confidential for purposes of providing support and resources to the individual; and 3) Those conducting human subjects research as part of a study approved by an Institutional Review Board (IRB). For those in category 1), above, to be able to respect confidentiality, they must be in a confidential relationship with reporting individual, such that they are within the scope of their licensure, professional ethics, or confidential role at the time of receiving the report. These individuals will maintain confidentiality except in extreme cases of health or safety emergencies, immediacy of threat or danger or abuse of a minor, elder, or individual with a disability, or when required to disclose by law or court order.<sup>10</sup>

If a Complainant would like the details of an incident to be kept confidential, they may speak with the following Confidential Employees:

- Campus-based counseling center staff
- Campus-based health center staff
- Any clergy affiliated with a College or University
- Ombudspersons
- On-campus victim advocates
- Sports medicine staff/Athletic trainers

In addition, a Complainant may speak with individuals unaffiliated with CSCU without concern that Policy will require them to disclose information to the CSCU without permission such as: licensed professional counselors and other medical providers, local rape crisis counselors, domestic violence resources, local or state assistance agencies, clergy/chaplains, attorneys.

## **9. Supportive Measures**

The Title IX/Equity Coordinator will offer and implement appropriate and reasonable supportive measures to individuals in response to reports of alleged discrimination, harassment, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge to the

Parties, to restore or preserve access to CSCU's education program or activity, including measures designed to protect the safety of all individuals and/or the educational environment and/or to deter discrimination, harassment, and/or retaliation.

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<sup>10</sup> All employees must always comply with BOR Policy 5.6, Reporting Suspected Abuse or Neglect of a Child, as applicable.



## **10. Standard of Proof**

CSCU uses the preponderance of the evidence standard of proof when determining whether this Policy has been violated. This means that the CSCU will decide whether it is more likely than not based upon the available information at the time of the decision, that an individual is in violation of this Policy.

## **11. Time Limits on Reporting**

There is no time limitation on providing Reports or Complaints to a Title IX/Equity Coordinator. However, if an individual is no longer subject to the CSCU's jurisdiction and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be more limited or impossible. Acting on Reports or Complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of Policy) is at CSCU's discretion; they may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.

## **12. Bias and Conflicts of Interest**

Title IX/Equity Coordinators are expected to act without bias and conflicts of interest. Title IX/Equity Coordinators are trained to ensure they are not biased for or against any individual in a specific Complaint, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias, conflict of interest, misconduct, or discrimination by a Title IX/Equity Coordinator, contact the Executive Director of EEO and Civil Rights/Title IX Coordinator. Concerns of bias, conflict of interest, misconduct, or discrimination by other individuals involved in administering this Policy should be raised with the Title IX/Equity Coordinator.

## **13. External Agency Contact Information**

Concerns about the CSCU's application of this Policy and compliance with federal or state civil rights laws may also be addressed to the agencies below. Making a Report or Complaint under this Policy has no bearing on reporting to an external enforcement agency. Individuals may concurrently make reports to law enforcement, external enforcement agencies, and any other entity as appropriate to their circumstances.

Contact information for state and federal agencies where one can report discrimination, harassment, retaliation and/or sexual misconduct in the workplace or educational environment are provided below. Individuals should contact these agencies directly for information on the respective reporting process, reporting timelines, and other matters.

United States Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Office Building  
Government Center, Room 475  
Boston, MA 02203  
(617) 565-3200

United States Department of Education, Office for Civil Rights (OCR)

400 Maryland Avenue, SW  
Washington, D.C. 20202-1100  
(800) 421-3481  
Facsimile: (202) 453-6012  
TDD#: (877) 521-2172  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)  
Web: <http://www.ed.gov/ocr>

United States Department of Education, Office for Civil Rights (OCR) (Boston office)

33 Arch Street, Ninth Floor  
Boston, MA 02110  
(617) 289-0111

United States Department of Justice, Civil Rights Division

950 Pennsylvania Avenue, NW  
Washington, D.C. 20530-0001  
(202) 514-3847 or (855) 856-1247  
(TTY) (202) 514-0716

Offices of the Connecticut Commission on Human Rights and Opportunities

450 Columbus Boulevard, Suite 2, Hartford, CT 06103; (860) 566-7710  
100 Broadway, Norwich, CT 06360; (860) 886-5703  
55 W. Main Street, Suite 210, Waterbury, CT 06702; (203) 805-6530  
350 Fairfield Avenue, 6th Floor, Bridgeport, CT 06604; (203) 579-6246

Connecticut Commission on Women, Children and Seniors, Equity & Opportunity

18-20 Trinity Street  
Hartford, CT 06106  
(860) 240-1424

State of Connecticut: Employee Grievance Procedure

(contact the College or University Human Resources Office or union representative for  
Grievance forms and/or procedures)  
200 Folly Brook Boulevard  
Wethersfield, CT 06109  
(860) 566-3450

#### **14. Revision of this Policy**

This Policy succeeds previous policies addressing discrimination, harassment, sexual misconduct, including Statement of Title IX Policy effective 7/29/2020, and/or retaliation, though previous policies and procedures related to sexual misconduct, including the Statement of Title IX Policy, remain in force for incidents occurring before August 1, 2024. The Executive Director of EEO and Civil Rights/Title IX Coordinator is responsible for periodic review and updates to this Policy, in consultation with the Office of General Counsel and other relevant CSCU stakeholders. The BOR reserves the right to revise this Policy as necessary.

This Policy is effective July 31, 2024.

# Board of Regents

## CT BOARD OF REGENTS FOR HIGHER EDUCATION

### RESOLUTION

concerning

#### **Implementation of CSCU Policies related to New Title IX Regulations**

- Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy
- Affirmative Action and Equal Employment Opportunity Policy Statement

**July 31, 2024**

**WHEREAS**, the Board of Regents (“Board of Regents”) and Connecticut State Colleges and Universities (“CSCU”) are committed to creating a learning environment and academic community that promotes educational opportunities for all individuals; and

**WHEREAS**, The Board of Regents and Connecticut State Colleges and Universities are committed to leading, by example, in the areas of equal employment opportunity and affirmative action, and affirmatively seek to attract to its faculty, staff, and student body qualified persons of diverse backgrounds; and

**WHEREAS**, The Affirmative Action and Equal Employment Opportunity Policy Statement has been updated to comply with federal and state laws and regulations regarding types of protected classes, and includes other technical revisions; and

**WHEREAS**, The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 (“Title IX”) and set forth certain specific requirements, which become effective on August 1, 2024; and

**WHEREAS**, The 2024 Title IX regulations have created an opportunity to realign and update CSCU Discriminatory Harassment, Nondiscrimination Title IX-related policies and procedures, and move to a unified policy to create one common community standard expectation for all members of the CSCU; and

**WHEREAS**, As there are numerous legal challenges underway in several states, other than Connecticut, that may affect the implementation of some or all the new Title IX regulations; and additional consultation with internal CSCU stakeholders is required to complete developing the related System-wide procedures to support the policies, with appropriate flexibility to accommodate the needs/staffing on specific campuses, it is advisable to title the Discriminatory Harassment, Nondiscrimination, and Title IX Policy as “Interim”; and

**RESOLVED**, that the Board of Regents approve the proposed revision to the “Affirmative Action and Equal Employment Opportunity Policy Statement” (BOR Policy 4-05); and be it further

**RESOLVED**, that the Board of Regents rescind the current Title IX Policy Statement (BOR Policy 4-11 dated 7-29-2020) and the current “Sexual Misconduct Reporting, Supporting Measures and Processes” Policy (BOR Policy 5-02 dated 7-29-2020) and adopt in their place the new Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy effective August 1, 2024.

**ITEM**

Recommendation to adopt the Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy and adopt the update to Affirmative Action and Equal Employment Opportunity Policy Statement.

**BACKGROUND**

The policy work before results from a convergence of issues that compel a comprehensive overhaul of policies dealing with Title IX, discriminatory harassment, nondiscrimination, and retaliation. The factors at play include:

- 1) The current CSCU policies have long needed updating to better comply with state and federal regulations and clarify and streamline policies and procedures for everyone involved.

CSCU staff have consistently expressed confusion and frustration with existing CSCU policies and procedures related to Title IX, non-discrimination, and Affirmative Action. In addition, there is confusion and conflicting information in the existing CSCU Title IX policy and the CSCU Student Code of Conduct. Currently, the CSCU System's Title IX policies comprise a patchwork across several Board policies, the Student Conduct Code, and employee policies. These policies have long needed revision to better support the commitment of the CSCU to provide an educational and employment environment that is free from discrimination and/or harassment based on protected characteristics, and/or retaliation. Ease of use helps not only students, faculty, and staff (and their advisors/supporters), but also those who must implement the policies and procedures on the individual campuses and in the System Office.

- 2) There has been a lack of clarity in policies and a lack of clear direction specifically around discriminatory harassment, nondiscrimination and retaliation.

CSCU current patchwork of policies does not adequately address harassment and/or discrimination and/or retaliation based on all protected characteristics beyond sex as is required under various federal and state laws. As such, this is an opportune time for CSCU to address the lack of clarity around these issues at the system-level and move to a unified policy to create one common community standard for all members of the CSCU.

- 3) On April 19, 2024, the U.S. Department of Education promulgated new Title IX regulations that take effect on August 1, 2024, and supersede prior regulations.

CSCU is now required to adjust policies and procedures related to Title IX to comply with these new regulations.

- 4) There was a committee convened by the previous Provost to review and update the Student Conduct Code.

The details of this work are being processed through the Academic and Student Affairs Committee. However, references to Title IX are being removed to eliminate confusion.

The following summary chart may help provide clarity regarding the various policy revisions underway:

<b>Current BOR Policy</b>	<b>Updated/New BOR Policy</b>	<b>BOR Committee</b>
Affirmative Action BOR Policy 4-05	Reviewed and updated language	Human Resources July 17, 2024
Title IX BOR Policy 4-11 (recommended for recission)	New Interim Connecticut State Colleges and Universities Discriminatory Harassment, Nondiscrimination, and Title IX Policy	Human Resources July 17, 2024
Sexual Misconduct Reporting, Supporting Measures and Processes BOR Policy 5-02 (recommended for recission)		
Student Code of Conduct BOR Policy 2-01	Interim Student Code of Conduct is revised to update the preamble, definitions and prohibited conduct sections, which includes additional language to address protests on campuses; removes self-harm language; and removes Title IX and sexual misconduct components.	Academic & Student Affairs July 18, 2024

It is important to note that there are numerous legal challenges underway in other states that may affect the implementation of some or all the new Title IX regulations. Despite these potential legal challenges, it is our recommendation to proceed given that our current existing policies are not truly adequate to support the work in these key areas, and that we do not even have a system level policy related to non-discrimination. These policy changes are necessary – now – to improve our support and services in these key areas.

Should the Board adopt these policies, we plan to continue our work, in particular, on the Interim Discriminatory Harassment, Nondiscrimination and Title IX Policy. We are already beginning the process of developing system wide procedures to support the policies, with appropriate flexibility to accommodate the needs/staffing on specific campuses. We will continue consulting with relevant stakeholders on the policies and impacts thereof. We will adjust, as necessary, to any legal decisions that may be forthcoming. Most importantly, we will be working on efforts to train all employees on the new policies and regulations as required by the U.S. Department of Education.

## ANALYSIS

The analysis centers on the key changes/updates/additions to the policies in question:

### **Summary of Major Changes Related to the Affirmative Action and Equal Employment Opportunity Policy Statement**

- The Affirmative Action and Equal Employment Opportunity Policy Statement has been updated to comply with federal and state laws and regulations regarding types of protected classes.
- The policy has been reformatted for reading clarity.
- Typos were corrected.
- Contact information has been updated (and will need to be updated again in the near future).

### **Summary of Major Changes Related to Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy**

The draft Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy addresses the following changes required to move CSCU from the 2020 Title IX regulations to the 2024 Title IX regulations, while retaining compliance with other federal laws (such as the Clery Act and VAWA) as well as state laws:

- *Expanded Definitions and Jurisdiction*: The 2024 Title IX regulations provide full protection from sex-based harassment and discrimination. The 2024 regulations expand the definitions of sex discrimination and sex-based harassment while also expanding Title IX jurisdiction. The 2024 amendments clarify the definition of sex-based harassment and the scope of sex discrimination to prohibit discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Another major change in the 2024 regulations is that it defines “sex-based harassment” as a form of sex discrimination that include sexual harassment and harassment based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity, that is quid pro quo harassment, hostile environment harassment, or one of four specific offenses of forms of interpersonal violence referenced in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act (“Clery Act”) as amended by the Violence Against Women Reauthorization Act of 2013. The 2024 regulations also require specific grievance procedures for allegations of sex/gender discrimination and retaliation to bring alignment and parity with grievance procedures used to resolve allegations of sexual harassment.
- *Sexual Orientation and Gender Identity*: The 2024 regulations now explicitly recognize that discrimination against LGBTQI+ students, employees, and others based on sexual orientation and gender identity are forms of discrimination under Title IX, bringing federal law into alignment with existing requirements under state law. The rule prohibits discrimination and harassment based on sexual orientation, gender identity, and sex characteristics in federally funded education programs. Note that the 2024 Title IX regulations do not address protections for transgender students in athletics. Instead, the



U.S. Department of Education indicates that the regulatory process for Title IX regulations related to athletics is still ongoing.

- *Pregnant and Parenting Students:* Although CSCU has policies protecting employees regarding pregnancy or related conditions, the 2024 Title IX regulations reemphasize that discrimination based on pregnancy or related conditions, including pregnant students and/or student or employee applicants, violates Title IX.
- *Evidentiary Standard of Proof:* The evidentiary standard of proof will be the preponderance of the evidence for determining whether a policy violation occurred. The preponderance of the evidence is currently the standard of proof in the BOR/CSCU Policy Regarding Sexual Misconduct Reporting, Supportive Measures and Process Policy and Title IX Grievance Procedures. Consistent with the 2024 Title IX regulations and Connecticut state law, the proposed Equal Opportunity, Harassment, and Nondiscrimination Policy ensures that all comparable proceedings equally apply the same evidentiary standard of proof in adjudicating a complaint.
- *Reporting Requirements:* All CSCU employees (including student-employees), other than those deemed Confidential Employees, are now expected to promptly report all known details of actual or suspected discrimination, harassment, and/or retaliation to the Title IX/Equity Coordinator and provide contact information for the Title IX/Equity Coordinator to affected individuals within the CSCU community.
- *Supportive Measures:* CSCU is permitted to provide supportive measures to a complainant or a respondent affected by conduct that may constitute sex discrimination, including sexual violence and other forms of sex-based harassment as long as such supportive measures are not unreasonably burdensome, are not provided for punitive or disciplinary reasons, and are designed to protect the safety of the parties or CSCU's educational environment or to provide support during the grievance procedures or during an informal resolution process.

The proposed Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy allows CSCU to have a commonly understood single standard prohibiting discrimination and/or harassment based on all protected characteristics. This will confer the following benefits:

- Prevent the “patchwork approach” of confusing, overlapping, out-of-date, and vague policies that could apply to faculty, staff, and/or students.
- Better manage risk with a consistent approach across all allegations of harassment and/or discrimination, so that CSCU institutions do not treat allegations of one kind of discrimination differently than other kinds of discrimination. Additionally, issues of

intersectionality of identity are increasingly present in this work (i.e., an individual who alleges discrimination based on more than one protected characteristic).

- Ease-of-use by practitioners across the CSCU system; consistently following policies and procedures is a key risk management issue and having a common policy and procedural framework for all to follow will enhance this goal.
- Transparency for the CSCU community regarding community standards and ease of training for faculty, staff, and students.

The 2024 Title IX regulations provide for much more flexibility regarding procedures, notably no longer requiring live hearings with advisor-led cross examination. Therefore, CSCU now can bring coherence to the procedures that CSCU institutions utilize to respond to reports and allegations of discrimination and/or harassment all with the common goal to stop the harassment/discrimination, prevent its recurrence, and remedy the effects of the harassment/discrimination. Under the supervision of Kim Pacelli as Interim Title IX Coordinator, and with legal guidance from the Office of General Counsel, CSCU practitioners are continuing to refine elements of a common procedural framework that will include:

- Clarity and ease of training for faculty and staff about their reporting responsibilities and when and where to report.
- Clarity and consistency regarding prompt follow-up following a report or disclosure, including ease conducting proper outreach and intake, clear communication to reporting individuals about resolution processes and options, ability to take quick emergency action when needed, and ease of providing immediate supportive measures, where appropriate.
- Adherence to key due process procedural requirements for formal resolution procedures under federal and state laws, as well as consistent with grievance procedures under collective bargaining agreements. Features will include:
  - Equitable treatment of complainants and respondents.
  - Conflict-of-interest and bias-free Title IX Coordinators, investigators, and decisionmakers.
  - Reasonably prompt timeframes for all major stages of the resolution process.
  - Presumption that a Respondent is not responsible until a determination is made.
  - Well-trained investigators, with flexibility to assign investigators as appropriate to address differences in institutional practices, structures, and resources.
  - Clarity regarding decision making, including ensuring that determinations regarding policy violations are made by well-trained individuals, and ensuring fidelity to existing requirements regarding sanctioning and remedies (when needed).
  - Reasonable steps to protect privacy of parties and witnesses during the grievance procedures

- Objective evaluation of relevant evidence and the exclusion of impermissible evidence.
  - Written notice of allegations to the parties and written determinations at the conclusion of the resolution process.
  - Burden on the recipient to gather evidence and decide what is relevant or impermissible.
  - Equal opportunity for the parties to present fact witnesses and other evidence.
  - Equal opportunity for the parties to access the relevant and not otherwise impermissible evidence and a reasonable opportunity to respond.
  - Access to advisors.
  - An appeal process.
- The procedural framework will also include hallmark elements that balance CSCU's ability to ensure that its program and activities are free from discrimination while respecting Complainant autonomy. These elements include:
    - Training for mandated reporters to ensure reports are vetted by Title IX/Equity Coordinators who can determine appropriate next steps that balance the need for autonomy against the safety concerns/concern for the community at-large.
    - Inclusion of a small subset of employees who are available to provide confidential assistance.
    - Enhanced features for privacy and confidentiality.
    - Reduced hurdles to informal resolution measures when appropriate and desired. Continued requirement that in cases that implicate patterns of behavior, safety concerns, minors, and more widespread impact, the institution may need to move forward with a formal grievance procedure.

## **Summary of Major Changes Related to the Student Code of Conduct**

Changes to the Student Code of Conduct are being handled through the Academic and Student Affairs Committee.

### **Attachments:**

- Proposed updates to the Affirmative Action and Equal Employment Opportunity Policy Statement
- Proposed Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy

## **RECOMMENDATION**

Based on the above, staff recommends the following:

1. Adopt the Affirmative Action Policy Statement – revise BOR 4.05
2. Rescind the Board of Regents' Title IX Policy – BOR 4.02
3. Rescind the Board of Regents' Sexual Misconduct Policy – BOR 5.02
4. Adopt new Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy



**CONNECTICUT STATE COLLEGES AND UNIVERSITIES  
INTERIM RESOLUTION PROCESS PROCEDURES  
FOR THE DISCRIMINATORY HARASSMENT,  
NONDISCRIMINATION, AND TITLE IX POLICY**

**Section 1: General Information**

- Application of Policies
- Definitions of Key Terms
- Title IX/Equity Coordinators and Deputy Title IX/Equity Coordinators
- Rights of Parties
- False Accusations
- Amnesty
- Preservation of Evidence
- Communication Generally

**Section 2: Reporting**

- Making a Report or Complaint
- Mandated Reporting and Confidential Employees
- Confidentiality and Privacy in the Resolution Process
- Unauthorized Disclosure of Information
- Time Limits/Timelines for Reporting

**Section 3: Screening and Initial Evaluation**

- Initial Evaluation of Report/Complaint
- Supportive Measures for Parties
- Title IX/Equity Coordinator Authority to Initiate a Complaint
- Emergency Removal/Interim Suspension of a Student
- Placing an Employee on Leave
- Dismissal of a Complaint
- Appeal of a Dismissal
- Federal Timely Warning Obligations
- Counter-Complaints
- Advisors

**Section 4: Informal Resolution**

**Section 5: Resolution Process**

- Resolution Timeline
- Ensuring Impartiality
- Resolution Process Pool
- Notice of Investigation and Allegations
- Investigation

- Draft Investigation Report
- Decision-Making Phase
- Final Questioning Meetings
- Final Investigation Report and Policy Determination
- Final Decision-maker's Determination of Sanctions (when applicable)
- Sanctions
- Notice of Outcome
- Appeals

#### **Section 6: Other Considerations Related to the Resolution Process**

- Long-Term Remedies/Other Actions
- Failure to Comply with Sanctions, Responsive Actions, and/or Informal Resolutions
- Recordkeeping
- Disability Accommodations During the Resolution Process
- Other Support During the Resolution Process

#### **Section 7: Procedures to Provide Modifications for Pregnancy and Related Conditions and Parenting Students**

- Information Sharing Requirements
- Reasonable Modifications for Students
- Certification to Participate
- Lactation Space Access

#### **Section 8: Revision of these Procedures**

**Appendix A:** Title IX Grievance Procedures for Addressing Formal Complaints of Sexual Harassment for Incidents of Covered Sexual Harassment That Are Alleged to Have Occurred Prior to August 1, 2024 (adapted from procedures last updated on September 17, 2021)

#### **Section 1: General Information**

The Connecticut State Colleges and Universities (CSCU) will act on any Report or Complaint of a potential violation of the Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy ("the Policy") that is received by a Title IX/Equity Coordinator (or their designees) or any other Mandated Reporter by applying the Resolution Process below. These procedures apply to all allegations of discrimination on the basis of an actual or perceived protected characteristic, harassment, retaliation involving students, staff, administrators, faculty members, or third parties. Unionized/other categorized employees are subject to the terms of their agreements/employees' rights to the extent those agreements do not conflict with federal or state compliance obligations.

CSCU will take actions to promptly and effectively end any discrimination, harassment, and/or retaliation, and will treat Parties equitably. CSCU will take reasonable steps to protect the privacy of the Parties and any witnesses, provided that it does not restrict the ability of the Parties to obtain and present evidence, including by speaking to witnesses without engaging in retaliation or consult with family members, confidential persons, or Advisors, or otherwise prepare for or participate in these Procedures.

## Application of Policies

These Procedures apply to the following CSCU Board of Regents Policies:

- Affirmative Action and Equal Employment Opportunity Policy Statement ([Policy 4.5](#))
- Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy ([Policy 4.13](#))

## Definitions of Key Terms

- **Advisor.** Any person chosen by a Party who may accompany the party to all meetings related to these Procedures and advise the Party on the process.
- **Appeal Decision-maker.** The person or panel who accepts or rejects a submitted appeal request, determines whether any of the grounds for appeal are met, and directs responsive action(s), accordingly.
- **College or University.** Any of the institutions within CSCU, including Central Connecticut State University, Charter Oak State College, Connecticut State Community College, Eastern Connecticut State University, Southern Connecticut State University, and Western Connecticut State University.
- **Complainant.** A student or employee who is alleged to have been subjected to conduct that could constitute discrimination, harassment, and/or retaliation under the Policy; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute discrimination, harassment, and/or retaliation under the Policy and who was participating or attempting to participate in CSCU's education program or activity at the time of the alleged discrimination, harassment and/or retaliation.
- **Complaint.** An oral or written request to CSCU that can objectively be understood as a request for CSCU to investigate and make a determination about allegations of discrimination, harassment, and/or retaliation under the Policy.
- **CSCU.** The Connecticut State Colleges and Universities, which includes the CSCU system office, and any and all specific Colleges or Universities within the CSCU. For purposes of the Policy, the term "CSCU" could mean the CSCU system or any College or University interchangeably.
- **Day.** A business day when CSCU is in normal operation. All references in these Procedures to days refer to business days unless specifically noted as calendar days.
- **Final Decision-maker.** The person who participates in Final Questioning Meetings and determines what sanctions should be applied (where applicable).
- **Education Programs and Activities.** Locations, events, or circumstances in which CSCU exercises substantial control over both the Respondent and the context in which the conduct occurred.
- **Employee.** A person employed by CSCU either full- or part-time, including student employees when acting within the scope of their employment.
- **Familial Status.** The configuration of one's family or one's role in a family.
- **Final Determination.** A conclusion by the standard of proof that the alleged conduct did or did not violate the Policy.

- **Finding.** A conclusion by the standard of proof that the conduct did or did not occur as alleged (as in a “finding of fact”).
- **Informal Resolution.** A resolution to a Report or Complaint agreed to by the Parties and CSCU that occurs prior to a final determination in the Resolution Process.
- **Investigation Report.** The Investigator’s summary of all relevant evidence gathered during the investigation. Variations include the Draft Investigation Report and the Final Investigation Report.
- **Investigator(s).** The person(s) authorized by CSCU to gather facts about an alleged violation of the Policy, assess relevance and credibility, synthesize the evidence, and compile this information into an Investigation Report. The Investigator(s) determines Findings and makes the Final Determination.
- **Marital Status.** The state of being married or unmarried.
- **Parental Status.** The status of a person who, with respect to another person who is under the age of 18,<sup>1</sup> is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- **Parties.** The Complainant(s) and Respondent(s), collectively.
- **Pregnancy or Related Conditions.** Pregnancy, childbirth, termination of pregnancy, or lactation, medical conditions related thereto, or recovery therefrom.
- **Protected Characteristic.** Any characteristic for which a person is afforded protection against discrimination and/or harassment by law or CSCU Policy.
- **Reasonable Modifications.** Individualized modifications to CSCU’s policies, practices, or procedures that do not fundamentally alter CSCU’s education program or activity.
- **Relevant Evidence.** Evidence that may aid in determining whether the alleged discrimination, harassment, and/or retaliation occurred, or in determining the credibility of the Parties or witnesses.
- **Remedies.** Typically, post-resolution actions directed to the Complainant and/or the community as mechanisms to address safety, prevent recurrence, and restore or preserve equal access to CSCU’s education program and activity.
- **Report.** When a faculty, staff, student, or third party informs CSCU of conduct that reasonably may constitute discrimination, harassment, and/or retaliation under the Policy.
- **Resolution Process.** The investigation and resolution, including informal resolution, of allegations of discrimination, harassment, and/or retaliation under the Policy.
- **Respondent.** A person who is alleged to have engaged in conduct that could constitute discrimination based on a protected characteristic, harassment, or retaliation for engaging in a protected activity under the Policy.
- **Sanction.** A consequence imposed on a Respondent who is found to have violated the Policy.

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<sup>1</sup> Or a person who is 18 or older but who is incapable of self-care because of a mental or physical disability.

- **Sex.** Sex assigned at birth, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.
- **Supportive Measures.** Non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge to the Parties, to restore or preserve access to CSCU's education program or activity, including measures designed to protect the safety of all Parties and/or the CSCU educational environment and/or to deter discrimination, harassment, and/or retaliation.
- **Title IX/Equity Coordinator.** At least one official designated by a College or University to ensure compliance with Title IX and other federal and state civil rights laws and institutional compliance with the Policy. References to the Title IX/Equity Coordinator throughout these Procedures may include the Title IX/Equity Coordinator's designee.

### **Title IX/Equity Coordinators and Deputy Title IX/Equity Coordinators**

CSCU has identified the Executive Director of EEO and Civil Rights/Title IX Coordinator to support the System's compliance with federal, state, and other civil rights laws and policies. Each College or University has identified a Title IX/Equity Coordinator to coordinate civil rights compliance and the Resolution Process.<sup>2</sup> The Vice-President of Diversity, Equity and Inclusion serves as the Title IX/Equity Coordinator for Connecticut State Community College ("CSCC"). Each CSCC campus has a Deputy Title IX/Equity Coordinator to support civil rights compliance and programming for their institution.

#### **System Office:**

**Kim Pacelli**, Interim Title IX Coordinator (Executive Director of EEO and Civil Rights/Title IX Coordinator)  
 (610) 993-0229 x1018  
 61 Woodland Street, Hartford, CT 06105  
 kim.pacelli@tngconsulting.com  
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#### **Central Connecticut State University:**

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 Davidson Hall, Room 1993  
 jbassett-cameron@ccsu.edu  
<https://www.ccsu.edu/OEI>

#### **Charter Oak State College:**

**David Ferreira**, Provost (Title IX/Equity Coordinator)  
 (860) 515-3727  
 185 Main Street, New Britain, CT 06051  
 dferreira@charteroak.edu  
<https://www.charteroak.edu/student-conduct-title-ix/>

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<sup>2</sup> Note that individuals who serve as Title IX/Equity Coordinator for the institutions may have additional job titles and functions, as well. Although other staff from a College/University may support the Policy and these Procedures, all faculty and staff are always encouraged to coordinate efforts with their College/University Title IX/Equity Coordinator.



**Eastern Connecticut State University:**

**Sara Madera**, Director of Institutional Equity/Title IX Coordinator (Title IX/Equity Coordinator)

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**Southern Connecticut State University:**

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**Western Connecticut State University:**

**Scott Towers**, Interim Title IX Coordinator/Price Center Coordinator (Title IX/Equity Coordinator)

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<https://www.wcsu.edu/diversity/what-is-title-ix-and-cart/>

**Connecticut State Community College ("CT State"):**

**John-Paul Chaisson-Cardenas**, Vice President of Diversity, Equity, and Inclusion, Title IX Coordinator, and Chief Diversity Officer (Title IX/Equity Coordinator)

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*Office of Equity and Civil Rights (ECR)*

Connecticut State Community College

185 Main Street, New Britain, CT 06051

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**CT State Deputy Title IX/Equity Coordinators:**

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*Asnuntuck*: Dawn Bryden, Room 101, dbryden@asnuntuck.edu, (860) 253-1277

*Capital*: Jason Scappaticci, Room 210, jscappaticci@ccc.commnet.edu, (860) 906-5086

*Gateway*: Alese Mulvihill, Room N-220, amulvihill@gwcc.commnet.edu, (203) 285-2210

*Housatonic*: Yannick Brookes, Lafayette Hall Room 118, YBrookes@housatonic.edu or HC-TitleIX@housatonic.edu, (203) 332-5108

*Manchester*: Trent "T.J." Barber, Lowe 287, tbarber@manchestercc.edu, (860) 512-3203

*Middlesex*: Sara Hanson, Founders Hall, Room 107, SHanson@mxcc.edu, (860) 343-5883

*Naugatuck Valley*: Sarah Gager, Kinney Hall, Room 509, sgager@nv.edu, (203) 575-8086

*Northwestern*: Ruth Gonzalez, Goulet Building, 56 Park Place, rgonzalez@nwcc.edu, (860) 783-6315

*Norwalk:* Tony Pepper, Room W106, gpeffer@norwalk.edu, (203) 857-7309

*Quinebaug Valley:* Tanaya Walters, Office E233, twalters@gvcc.edu, (860) 932-4184

*Tunxis:* Sydney Lake, Office 1-116, slake@tunxis.edu, (860) 773-1644

## **Rights of Parties**

Parties have the following rights under these procedures:

- The opportunity to request that a Resolution Process, including an investigation, begin promptly.
- An equitable investigation and resolution of all credible allegations of prohibited discrimination, harassment, and/or retaliation when reported in good faith to CSCU officials.
- Timely written notice of all alleged violations, including the identity of the Parties involved (if known), the specific misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated Policies and procedures, and possible sanctions.
- The right to have individuals leading the Resolution Process who have been trained annually in the area relevant to the complaint (i.e., discrimination, harassment, and/or retaliation).
- The right to have an Advisor or support person of their choosing (e.g., union representative) accompany them to any meetings, interviews, or proceedings throughout the process, as long as the involvement of the Advisor or support person does not unduly delay, postpone, or disrupt the proceedings.
- The right to present evidence and witnesses on their behalf.
- The right to receive written notice of the results of the investigation or outcome within a reasonable timeframe.
- The right to request an appeal or review of the outcome.
- Be informed of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by the CSCU in notifying such authorities, if the Party chooses. This also includes the right to not be pressured to report.
- Have all personally identifiable information protected from the CSCU's release to the public without consent, except to the extent permitted by law.

## **False Accusations**

Deliberately false and/or malicious accusations are a serious offense and could be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a determination of a Policy violation. Additionally, witnesses and Parties who knowingly provide false evidence, tamper with or destroy evidence, or deliberately mislead an official conducting an investigation or resolution process can be subject to discipline under appropriate CSCU or College/University policies.

## **Amnesty**

CSCU encourages the reporting of misconduct and crimes. Sometimes, Complainants or witnesses are hesitant to make a Report or Complaint to CSCU officials or participate in the Resolution Process because they fear that they themselves may be in violation of CSCU policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons. It is in the best interests of the CSCU community that Complainants report misconduct to CSCU officials, that witnesses come forward to share what they know, and that all Parties be forthcoming during the process. To encourage reporting and participation in the process, CSCU

maintains a practice of offering students amnesty from minor policy violations, such as illegal alcohol consumption or the use of illicit drugs, related to the incident. Granting amnesty is a discretionary decision made by the CSCU, and amnesty does not apply to more serious allegations, such as physical abuse of another or illicit drug distribution.

### **Preservation of Evidence**

The preservation of evidence may be critical to potential criminal prosecution and to obtaining restraining/protective orders, and it is particularly time sensitive. CSCU will inform the Complainant of the importance of preserving evidence by taking actions such as the following:

#### **Sexual Assault**

- Seek forensic medical assistance at the nearest hospital, ideally within 120 hours of the incident (sooner is better).
- Avoid urinating, showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if you do.
- If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
- If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence) or a secure evidence container (if provided one by law enforcement)
- Seeking medical treatment can be essential, even if it is not for the purposes of collecting forensic evidence.

#### **Stalking/Dating Violence/Domestic Violence/Sex-Based Harassment**

- Evidence in the form of text and voice messages may be lost in most cases if a Party changes their phone number.
  - Make a secondary recording of any voice messages and/or save the audio files to a cloud server.
  - Take screenshots and/or a video recording of any text messages or other electronic messages (e.g., Instagram, Snapchat, Facebook).
- Save copies of email and social media correspondence, including notifications related to account access alerts.
- Take timestamped photographs of any physical evidence, including notes, gifts, etc., in their original place when possible.
- Save copies of any messages, including those showing any request for no further contact.
- Obtain copies of call logs showing the specific phone number being used rather than a saved contact name if possible.

During the initial meeting between the Complainant and a Title IX/Equity Coordinator, the importance of taking these actions will be discussed, if timely.

### **Communication Generally**

Per CSCU's [Information Technology Electronic Communication Policy](#) (BOR Policy 5.3.b), all written communication from CSCU officials regarding the Resolution Process will be delivered to the CSCU/College/University e-mail accounts of students and employees. If a person involved in the Resolution Process is not a student or employee, reasonable means will be used to contact them.

## **Section 2: Reporting**

### **Making a Report or Complaint**

A Report provides notice to CSCU of an allegation or concern about discrimination, harassment, and/or retaliation and provides an opportunity for the Title IX/Equity Coordinator to provide information, resources, and supportive measures. A Complaint provides notice to CSCU that the Complainant would like to initiate an investigation or other appropriate resolution procedures. An individual may initially make a Report and may decide at a later time to make a Complaint.

Reports or Complaints of discrimination, harassment, and/or retaliation may be directed to the Title IX/Equity Coordinator for the College/University (see above). Reports or Complaints can be made directly to the Title IX/Equity Coordinator at any time (including during non-business hours) by mail, phone, e-mail, or in person. Additionally, a College/University may choose to maintain secure, on-line forms to receive Reports; those online forms may be found at the College/University websites listed above.

Reporting carries no obligation to initiate a Complaint, and in most situations, CSCU may be able to respect a Complainant's request to not initiate the Resolution Process. However, there may be circumstances, such as pattern behavior, allegations of severe misconduct, or a compelling threat to health and/or safety, where CSCU may need to initiate the Resolution Process.

Anonymous reports are accepted, but anonymous reports may give rise to a need to try to determine the Parties' identities. Anonymous reports typically limit the CSCU's ability to investigate, respond, and provide remedies, depending upon what information is shared. Measures intended to protect the community or address or mitigate harm may be pursued. If an individual initially makes an anonymous report and later chooses to identify themselves by making a Report or Complaint, they may do so by contacting the Title IX/Equity Coordinator or the Deputy Title/Equity Coordinator (or for CT State, any official in the Office of Equity and Civil Rights).

Filing a report through these procedures has no bearing on other reporting procedures. Complainants may concurrently file reports with law enforcement, other state agencies (listed in the [Policy](#)), and any other entity as appropriate to their circumstances. Complainants will also never be required to file a report with another agency in order to make a Report to CSCU.

### **Mandated Reporting and Confidential Employees**

All CSCU employees (including student-employees), other than those deemed Confidential Employees below, are Mandated Reporters and are expected to promptly report all known details of actual or suspected discrimination, harassment, and/or retaliation to the Title IX/Equity Coordinator immediately.

Complainants and other individuals should consider whether they share personally identifiable details with Mandated Reporters, as those details must be shared with the Title IX/Equity Coordinator. A Complainant who desires formal action in response to their allegations may report to any Mandated Reporter, who can connect them with resources to report alleged crimes and/or Policy violations, and Mandated Reporters will immediately notify the Title IX/Equity Coordinator (and/or police, if desired by the individual or required by law), who will act when an incident is reported to them.

CSCU makes every effort to preserve the Parties' privacy. Information related to a Report or Complaint will be shared with a limited number of CSCU employees who "need to know" in order to assist in providing supportive measures or evaluating, investigating, or resolving a Report or Complaint. All

employees who are involved in the CSCU's procedures under the Policy receive specific training and guidance about sharing and safeguarding private information in accordance with federal and state law. CSCU will not share the identity of any individual who has made a Report or Complaint; any Complainant; any individual who has been reported to be the perpetrator of discrimination, harassment, and/or retaliation; any Respondent; or any witness, except as permitted by, or to fulfill the purposes, of applicable laws and regulations (e.g., Title IX), Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, or as required by law; including any investigation, or resolution proceeding arising under the Policy.

**Confidential Employees.**<sup>3</sup> To enable individuals to access support and resources without filing a Complaint, CSCU has designated specific employees as Confidential Employees. Those designated by CSCU as Confidential Employees for purposes of the Policy are not required to report actual or suspected discrimination, harassment, and/or retaliation in a way that identifies the reporting individual. They will, however, provide individuals with the Title IX/Equity Coordinator's contact information and offer options and resources without any obligation to inform an outside agency or the Title IX/Equity Coordinator unless an individual has requested the information be shared.

There are three categories of Confidential Employees: 1) Those with confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and counselors; 2) Those whom CSCU has specifically designated as confidential for purposes of providing support and resources to the individual; and 3) Those conducting human subjects research as part of a study approved by an Institutional Review Board (IRB). For those in category 1), above, to be able to respect confidentiality, they must be in a confidential relationship with reporting individual, such that they are within the scope of their licensure, professional ethics, or confidential role at the time of receiving the report. These individuals will maintain confidentiality except in extreme cases of health or safety emergencies, immediacy of threat or danger or abuse of a minor, elder, or individual with a disability, or when required to disclose by law or court order.<sup>4</sup>

If a Complainant would like the details of an incident to be kept confidential, they may speak with the following Confidential Employees:

- Campus-based counseling center staff
- Campus-based health center staff
- Any clergy affiliated with a College or University
- Ombudspersons
- On-campus victim advocates
- Sports medicine staff/Athletic trainers

In addition, a Complainant may speak with individuals unaffiliated with CSCU without concern that the Policy will require them to disclose information to the CSCU without permission such as: licensed professional counselors and other medical providers, local rape crisis counselors, domestic violence resources, local or state assistance agencies, clergy/chaplains, attorneys.

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<sup>3</sup> The term "confidential" as used in these Procedures differs from the use of the term "management/confidential" typically used to describe a category of employees within CSCU.

<sup>4</sup> All employees must always comply with CSCU BOR [Policy 5.6](#), Reporting Suspected Abuse or Neglect of a Child, as applicable.

## **Confidentiality and Privacy in the Resolution Process**

CSCU makes every effort to preserve the Parties' privacy, consistent with applicable federal and state laws; however, full confidentiality cannot be guaranteed throughout the Resolution Process. Only necessary and relevant information will be shared with witnesses and other involved individuals. CSCU officials may share information related to complaints with other campus officials at any point during or after the proceedings as necessary to fulfill institutional obligations. Additionally, CSCU officials may share relevant information with internal or external entities, consistent with applicable laws, if necessary to protect the campus community.

## **Unauthorized Disclosure of Information**

Parties and Advisors are prohibited from unauthorized disclosure of information obtained by CSCU through the Resolution Process, to the extent that information is the work product of the CSCU (meaning it has been produced, compiled, or written by CSCU for purposes of its investigation and resolution of a Report or Complaint). It is also a violation of CSCU Policy to publicly disclose work product or a party's personally identifiable information without authorization or consent. Violation of this Policy is subject to disciplinary action.

## **Time Limits/Timelines for Reporting**

There is no time limitation on providing Reports or Complaints to a Title IX/Equity Coordinator. However, if an individual is no longer subject to the CSCU's jurisdiction and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be more limited or impossible. Acting on Reports or Complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of the Policy) is at CSCU's discretion; they may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.<sup>5</sup>

## **Section 3: Screening and Initial Evaluation**

### **Initial Evaluation of Report/Complaint**

Once a Report or Complaint of discrimination, harassment, or retaliation is received by a Title IX/Equity Coordinator, an initial evaluation will be conducted within five (5) days of receipt. The Title IX/Equity Coordinator of the College/University conducts the initial evaluation and may consult as appropriate with other College/University officials. In the case of CT State, an ECR official conducts the initial evaluation, and may consult with appropriate other CT State/campus officials, including the campus's Deputy Title IX/Civil Rights Coordinator. In order to conduct this initial evaluation, the Complainant may be contacted to gather further information as necessary.

The initial evaluation typically includes:

- Assessing whether the reported conduct may reasonably constitute a violation of the Discriminatory Harassment, Nondiscrimination, and Title IX Policy.

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<sup>5</sup> Complainants should note that some federal and state agencies, such as the Connecticut Commission on Human Rights and Opportunities (CHRO) and the U.S. Equal Employment Opportunity Commission (EEOC), have a three hundred (300) day time limit for filing a claim of discrimination and the U.S. Department of Education Office of Civil Rights (OCR) has a 180 day time-limit.

- If the conduct may not reasonably constitute a violation of the Policy, a Complaint is typically dismissed from these procedures, consistent with the dismissal provision below, and the Report/Complaint may then be referred to another appropriate College/University office, if applicable.
- Determining whether CSCU has jurisdiction over the reported conduct, as defined in Applicability and Jurisdiction section of the Policy.
  - If the conduct is not within CSCU jurisdiction, a Complaint is typically dismissed from these procedures, consistent with the dismissal provision below, and the Report/Complaint may then be referred to another appropriate College/University office, if applicable.
- Offering and coordinating supportive measures for the Complainant.
- Offering and coordinating supportive measures for the Respondent, as applicable.
- Notifying the Complainant, or the person who reported the allegation(s), of the resolution options, including a supportive and remedial response, any Informal Resolution options (if appropriate), or the Resolution Process described below.
- Determining whether the Complainant wishes to make a Complaint, if they have not done so already.
- If a Complaint is made, notifying the Respondent of the resolution options, including a supportive and remedial response, any Informal Resolution options (if appropriate), or the Resolution Process described below.

### **Supportive Measures for Parties**

CSCU will offer and implement appropriate and reasonable supportive measures for both Parties. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available, and are offered, without fee or charge to the Parties, to restore or preserve access to CSCU's education program or activity, including measures designed to protect the safety of all Parties and/or CSCU's educational environment and/or to deter discrimination, harassment, and/or retaliation.

Supportive measures may vary depending on what CSCU determines is reasonably available. Supportive measures must not unreasonably burden either Party. The Title IX/Equity Coordinator or their designee will provide contact information for relevant campus resources and services (i.e., campus counseling services, academic resources, employee counseling, union representation) as needed, and can assist in contacting campus resources and services as needed. CSCU will maintain the confidentiality of supportive measures, provided that confidentiality does not impair CSCU's ability to provide those supportive measures. CSCU will act to ensure as minimal an academic/occupational impact on the Parties as possible.

Supportive measures for students or employees could include (when available and applicable), but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employment Assistance Program
- Referral to community-based support services
- Academic support, extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Safety planning

- Campus escort services
- Restrictions on contact between the parties (no contact orders)
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus
- Education to the institutional community or a subgroup of the community
- Any other actions deemed appropriate and reasonable

It is important to note that a Complainant may receive supportive measures even if they choose not to initiate a Complaint under these procedures. The Title IX/Equity Coordinator may consult with other CSCU officials, such as Behavior Intervention Teams (BIT), Human Resources, campus security, disability services, and others in order to make appropriate determinations regarding supportive measures.

The Parties are provided with a timely opportunity to seek modification or reversal of CSCU's decision to provide, deny, modify, or terminate supportive measures applicable to them. A request to do so should be made in writing to the Title IX/Equity Coordinator. An impartial employee other than the employee who implemented the supportive measures, who has authority to modify or reverse the decision, will determine whether to provide, deny, modify, or terminate the supportive measures if they are inconsistent with the definition of supportive measures above. CSCU will also provide the Parties with the opportunity to seek additional modification or termination of supportive measures applicable to them if circumstances change materially. CSCU typically renders decisions on supportive measures within seven (7) days of receiving a request and provides a written determination to the impacted Party or Parties and the Title IX/Equity Coordinator.

#### **Title IX/Equity Coordinator Authority to Initiate a Complaint**

If the Complainant does not wish to file a Complaint, the Title IX/Equity Coordinator, who has an obligation under law to exercise discretion as to whether a Complaint is initiated, will offer supportive measures and determine whether to initiate a Complaint themselves. To make this determination, the Title IX/Equity Coordinator will evaluate that request to determine if there is a serious and imminent threat to someone's safety or if the CSCU cannot ensure equal access without initiating a Complaint. The Title IX/Equity Coordinator will consider the following factors, including other relevant information, to determine whether to file a Complaint:

- The Complainant's request not to proceed with initiation of a Complaint
- The Complainant's reasonable safety concerns regarding initiation of a Complaint
- The risk that additional acts of harassment, discrimination, and/or retaliation would occur if a Complaint were not initiated
- The severity of the alleged harassment, discrimination, and/or retaliation, including whether the conduct, if proven, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence
- The age and relationship of the Parties, including whether the Respondent is an employee
- The scope of the alleged harassment, discrimination, and/or retaliation, including information suggesting a pattern, ongoing harassment, discrimination, and/or retaliation, or conduct alleged to have impacted multiple individuals
- The availability of evidence to assist a Decision-maker in determining whether harassment, discrimination, and/or retaliation occurred
- Whether the College/University could end the alleged harassment, discrimination, and/or retaliation and prevent its recurrence without initiating its resolution process



If deemed necessary, the Title IX/Equity Coordinator may consult with appropriate College/University employees, and/or conduct a threat assessment to aid their determination whether to initiate a Complaint. When the Title IX/Equity Coordinator initiates a Complaint, they do not become the Complainant. The Complainant is the person who experienced the alleged conduct that could constitute a violation of the Policy.

### **Emergency Removal/Interim Suspension of a Student**

CSCU may remove a student on an emergency basis accused of discrimination on the basis of sex or sex-based harassment upon receipt of a Report, a Complaint, or at any time during the Resolution Process. Prior to an emergency removal, CSCU will conduct an individualized risk assessment and may remove the student if that assessment determines that an imminent and serious threat to the health or safety of a Complainant or any students, employees, or other persons arising from the allegations justifies such action. Students accused of other forms of discrimination or harassment (not sex or sex-based) are subject to Interim Administrative Action (interim suspension) under the Interim Student Code of Conduct ([BOR Policy 2.01](#)).

When an emergency removal is imposed, wholly or partially, the affected student will be notified of the action, which will include a written rationale, and the option to challenge the emergency removal within two (2) days of the notification. Upon receipt of a challenge, the Title IX/Equity Coordinator will meet with the student (and their Advisor, if desired) as soon as reasonably possible thereafter to allow them to show cause why the removal/action should not be implemented or should be modified. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate, should be modified, or lifted. If this meeting is not requested within two (2) days, objections to the emergency removal will be deemed waived. A student can later request a meeting to show why they are no longer an imminent and serious threat because conditions related to imminence or seriousness have changed. A Complainant and their Advisor may be permitted to participate in this meeting if the Title IX/Equity Coordinator determines it is equitable to do so.

The Respondent may provide information, including expert reports, witness statements, communications, or other documentation for consideration prior to or during the meeting. When applicable, a Complainant may provide information to the Title IX/Equity Coordinator for review.

An emergency removal may be affirmed, modified, or lifted as a result of a requested review or as new information becomes available. The Title IX/Equity Coordinator will communicate the final decision in writing, typically within three (3) days of the review meeting.

### **Placing an Employee on Leave**

Employees are subject to existing policies and procedures for interim actions and leaves.

### **Dismissal of a Complaint**

CSCU may dismiss a Complaint if, at any time during the Resolution Process, one or more of the following grounds are met:

- CSCU is unable to identify the Respondent after taking reasonable steps to do so
- CSCU no longer enrolls or employs the Respondent
- A Complainant voluntarily withdraws any or all of the allegations in the Complaint in writing, and the Title IX/Equity Coordinator declines to initiate a Complaint

- CSCU determines the conduct alleged in the Complaint would not constitute a violation of the Policy, if proven

An Investigator(s) and/or Final Decision-maker may recommend dismissal to the Title IX/Equity Coordinator, if they believe the grounds are met. A Complainant who decides to withdraw a Complaint may later request to reinstate or refile it.

Upon any dismissal, CSCU will promptly send the Complainant written notification of the rationale for the dismissal. If the dismissal occurs after the Respondent has been made aware of the allegations, CSCU will also notify the Respondent of the dismissal.

### **Appeal of a Dismissal**

The Title IX/Equity Coordinator will implement dismissal appeal procedures equally for the Parties. The Title IX/Equity Coordinator will designate a trained Dismissal Appeal Officer from the Pool (see below) who did not take part in the investigation or dismissal of the Complaint. The Parties will have a reasonable and equal opportunity to make a statement in support of, or challenging, the dismissal; and the Parties will be notified in writing of the result of the appeal and the rationale for the result.

The Complainant may appeal a dismissal of their Complaint. The Respondent may also appeal the dismissal of the Complaint if dismissal occurs after the Respondent has been made aware of the allegations. All dismissal appeal requests must be filed within five (5) days of the notification of the dismissal.

The Title IX/Equity Coordinator will notify the Parties of any submitted appeal of the dismissal. If, however, the Complainant appeals, but the Respondent was not yet notified of the Complaint, the Title IX/Equity Coordinator must then provide the Respondent with written notice of the allegations and will notify the Respondent of the Complainant's appeal with an opportunity to respond.

The grounds for dismissal appeals are limited to:

- Procedural irregularity that would change the outcome of the dismissal
- New evidence that would change the outcome of the dismissal and that was not reasonably available when the dismissal was decided;
- The Title IX/Equity Coordinator, Investigator(s), or Final Decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that would change the outcome of the dismissal

Upon receipt of a dismissal appeal in writing from one or more Parties, the Title IX/Equity Coordinator will share the petition with the other party and provide five (5) days for other Parties to respond to the request. The appeal should specify at least one of the grounds above and provide any reasons or supporting evidence for why the ground is met. This appeal will be provided in writing to the other Parties, and the Title IX/Equity Coordinator, who will be invited to respond in writing. At the conclusion of the response period, the Title IX/Equity Coordinator will forward the appeal, as well as any response provided by the other Parties to the Dismissal Appeal Officer for consideration.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the request will be denied by the Dismissal Appeal Officer, and the Parties, their Advisors, and the Title IX/Equity Coordinator will be notified in writing of the denial and the rationale. If any of the asserted grounds in the appeal satisfy the grounds described in this Policy, then the Dismissal Appeal Officer will

notify all Parties and their Advisors, and the Title IX/Equity Coordinator, of their decision and rationale in writing. The effect will be to reinstate the Complaint.

In most cases, dismissal appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Dismissal Appeal Officer has seven (7) days to review and decide on the appeal, though extensions can be granted at the discretion of the Title IX/Equity Coordinator, and the Parties will be notified of any extension.

### **Federal Timely Warning Obligations**

A College/University must issue timely warnings for reported incidents that pose a serious or continuing threat of bodily harm or danger to members of the College/University community. CSCU will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of any potential danger.

### **Counter-Complaints**

CSCU is obligated to ensure that the procedures are not abused for retaliatory purposes. Although the CSCU permits the filing of Counter-Complaints, the Title IX/Equity Coordinator (or ECR official, in the case of CT State) will use an initial screening and evaluation, described above, to assess whether the allegations in the Counter-Complaint are made in good faith. When Counter-Complaints are not made in good faith, they will not be permitted. They will be considered potentially retaliatory and may constitute a violation of the Policy. Counter-Complaints determined to have been reported in good faith will be processed using the Resolution Process below. Investigation of such claims may take place concurrently or after resolution of the underlying initial Complaint.

### **Advisors**

The Parties may each have an Advisor (friend, mentor, family member, attorney, union representative, or any other individual a Party chooses) present with them for all meetings, interviews, and proceedings within the Resolution Process, including intake. The Parties may select whomever they wish to serve as their Advisor as long as the Advisor is eligible and available.<sup>6</sup> Some CSCU institutions may maintain a list of Advisors/support persons. CSCU cannot guarantee equal Advisory rights, meaning that if one Party selects an Advisor who is an attorney, but the other Party does not, or cannot afford an attorney, CSCU is not obligated to provide an attorney to advise that Party.

A Party may elect to change Advisors during the Resolution Process and is not obligated to use the same Advisor throughout. Parties are expected to provide the Title IX/Equity Coordinator with timely notification if they change Advisors. CSCU may permit Parties to have more than one Advisor in unusual circumstances, or an Advisor and a support person, upon special request to the Title IX/Equity Coordinator.

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<sup>6</sup> "Available" means the party cannot insist on an Advisor who simply doesn't have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being an administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions. Additionally, choosing an Advisor who is also a witness in the process creates potential for bias and conflicts of interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Investigator(s) and Final Decision-maker.

CSCU fully respects and accords legal rights for employees, meaning that for Parties who are entitled to union representation, CSCU will allow the unionized employee to have their union representative as well as an Advisor of their choice (if requested) present for all meetings, interviews, and proceedings. To uphold the principles of equity, the other Party (regardless of union membership) will also be permitted to have two Advisors.

Advisors should help the Parties to prepare for each meeting and are expected to advise ethically, with integrity, and in good faith. Advisors may not provide testimony or speak on behalf of their advisee unless given specific permission to do so. CSCU generally expects an Advisor to adjust their schedule to allow them to attend meetings, interviews, and proceedings. CSCU may change scheduled meetings, interviews, and proceedings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

Advisors are entitled to the same opportunity as their advisee to access relevant evidence, and/or the same written investigation report that accurately summarizes this evidence. Advisors are expected to maintain the confidentiality of the records CSCU shares with them. Advisors may not disclose any CSCU work product or evidence CSCU obtained solely through the Resolution Process for any purpose not explicitly authorized by CSCU.

#### **Section 4: Informal Resolution**

An Informal Resolution is a structured alternative to the Resolution Process that does not include a formal investigation or finding of responsibility for a violation of the Policy. Informal Resolution may be available following a Report or a Complaint. Informal Resolution mechanisms may be able to repair harm and identify outcomes and a resolution that are agreeable to all Parties, including the College/University.

To initiate Informal Resolution, a Complainant or Respondent may make such a request to the Title IX/Equity Coordinator at any time prior to a final determination, or the Title IX/Equity Coordinator may offer the option to the Parties, in writing. CSCU will obtain voluntary, written confirmation that all Parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution.

Before initiation of an Informal Resolution process, CSCU will provide the Parties with a Notice of Allegation that details:

- The allegations
- The requirements of the Informal Resolution process
- That, prior to agreeing to a resolution, any party has the right to withdraw from the Informal Resolution process and to initiate or resume the Resolution Process
- That the Parties' agreement to a resolution at the conclusion of the Informal Resolution process will preclude the Parties from initiating or resuming the resolution process arising from the same allegations
- The potential terms that may be requested or offered in an Informal Resolution agreement, including notification that an Informal Resolution agreement is binding only on the Parties
- What information CSCU will maintain, and whether and how it could disclose such information for use in its Resolution Process.

An individual facilitating an Informal Resolution must be trained and cannot be the Investigator(s), Final Decision-maker, or Appeal Decision-maker.

It is not necessary to pursue Informal Resolution first in order to pursue a Resolution Process. Any Party participating in Informal Resolution can withdraw from the Informal Resolution at any time and initiate or resume the Resolution Process. The Parties may agree, as a condition of engaging in Informal Resolution, on what statements made or evidence shared during the Informal Resolution process will not be considered in the Resolution Process, should Informal Resolution not be successful, unless agreed to by all Parties.

If an investigation is already underway, CSCU will determine if an investigation will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

Informal Resolution may take one of the following forms, which shall be made available at the discretion of the Title IX/Equity Coordinator:

- 1) **Supportive Resolution.** When the Title IX/Equity Coordinator can resolve the matter informally by providing supportive measures (only) designed to remedy the situation. Typically, the Title IX/Equity Coordinator will meet with the Complainant to determine reasonable supportive measures that are designed to restore or preserve the Complainant's access to CSCU's education program and activity. Such measures can be modified as the Complainant's needs evolve over time or circumstances change. If the Respondent has received notice of the Report, the Title IX/Equity Coordinator may also provide reasonable supportive measures for the Respondent as deemed appropriate. This option is available when the Complainant does not want to engage in the other resolution options, and the Title IX/Equity Coordinator does not initiate a Complaint.
- 2) **Educational Conversation.** When the Title IX/Equity Coordinator can resolve the matter informally by having a conversation with the Respondent to discuss the Complainant's concerns in a Report and College/University expectations or can accompany the Complainant in their desire to confront the conduct. The Complainant(s) may request that the Title IX/Equity Coordinator address their allegations by meeting (with or without the Complainant) with the Respondent(s) to discuss concerning behavior and CSCU policies and expectations. Such a conversation is non-disciplinary and non-punitive. Respondent(s) are not required to attend such meetings, nor are they compelled to provide any information if they attend. The conversation will be documented as the Informal Resolution for the matter, if it takes place. In light of this conversation, or the Respondent's decision not to attend, the Title IX/Equity Coordinator may also implement remedial actions to ensure that policies and expectations are clear and to minimize the risk of recurrence of any behaviors that may not align with the Policy.
- 3) **Accepted Responsibility.** The Respondent may accept responsibility for any or all of the alleged Policy violations at any point during the Resolution Process. If the Respondent indicates an intent to accept responsibility for **all** alleged Policy violations, the ongoing process will be paused, and the Title IX/Equity Coordinator will determine whether Informal Resolution is an option.

If Informal Resolution is available, the Title IX/Equity Coordinator will determine whether all Parties and the College/University (including consultation with other appropriate College/University officials) are able to agree on responsibility, restrictions, sanctions, restorative measures, and/or remedies. If so, the Title IX/Equity Coordinator implements the accepted finding and final determination that the Respondent is in violation of the Policy,

implements agreed-upon restrictions and remedies, and determines the appropriate responses in coordination with other appropriate administrator(s), as necessary. This resolution is not subject to appeal once all Parties indicate their written agreement to all resolution terms. When the Parties cannot agree on all terms of resolution, the Resolution Process will either continue or resume. When a resolution is reached, the appropriate sanction(s) or responsive actions are promptly implemented to effectively stop the harassment, discrimination, and/or retaliation, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

- 4) **Alternative Resolution.** Alternative Resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the Respondent(s); indirect action by the Title IX/Equity Coordinator or other appropriate College/University officials; and other forms of resolution that can be tailored to the needs of the Parties. Some Alternative Resolution mechanisms will result in an agreed-upon outcome, while others are resolved through dialogue. All Parties must consent to the use of an Alternative Resolution approach, and the Parties may, but are not required to, have direct or indirect contact during an Alternative Resolution process. The Title IX/Equity Coordinator may consider the following factors to assess whether Alternative Resolution is appropriate, or which form of Alternative Resolution may be most successful for the Parties:

- The Parties' amenability to Alternative Resolution
- Likelihood of potential resolution, considering any power dynamics between the Parties
- The nature and severity of the alleged misconduct
- The Parties' motivation to participate
- The Parties' civility, rationality and/or goals
- Results of a threat assessment/ongoing risk analysis
- Respondent's disciplinary history
- Whether an emergency removal/interim suspension or other interim action is needed
- Complaint complexity
- Emotional investment/capability of the Parties
- Adequate resources to invest in Alternative Resolution (e.g., time, staff, etc.)

The Title IX/Equity Coordinator has the authority to determine whether Alternative Resolution is available or successful, to facilitate a resolution that is acceptable to all Parties, and/or to accept the Parties' proposed resolution. Parties do not have the authority to stipulate restrictions or obligations for individuals or groups that are not involved in the Alternative Resolution process. The Title IX/Equity Coordinator will determine whether additional individual or community remedies are necessary to meet the College/University's compliance obligations in addition to the Alternative Resolution.

The Title IX/Equity Coordinator maintains records of any Informal Resolution. Failure to abide by an Informal Resolution may result in appropriate responsive/disciplinary actions (e.g., dissolution of the Agreement and resumption of the Resolution Process, referral to a conduct process for failure to

comply, application of the enforcement terms of the Agreement, etc.). The results of Reports or Complaints resolved by Accepted Responsibility or Alternative Resolution are not appealable.

## **Section 5: Resolution Process**

### **Resolution Timeline**

CSCU will make a good faith effort to complete the investigation expeditiously, normally within sixty (60) days, though some investigations may take longer, depending on issues such as the nature, extent, and complexity of the allegations, witness availability, law enforcement involvement, and other factors. Therefore, the timeline may be extended as necessary for appropriate cause by the Title IX/Equity Coordinator, with notification to the Parties.

CSCU may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include but are not limited to a request from law enforcement to delay the investigation temporarily, the need for language assistance, the absence of Parties and/or witnesses, and/or health conditions. CSCU will promptly resume its Resolution Process as soon as feasible. During such a delay, CSCU will implement and maintain supportive measures for the Parties as deemed appropriate. CSCU action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

The Parties will receive regular updates on the progress of the Resolution Process, as well as notification and a rationale for any extensions or delays, and an estimate of how much additional time will be needed to complete the process.

If a Party or witness chooses not to participate in the Resolution Process or becomes unresponsive, CSCU may continue the investigation without their participation to ensure a prompt resolution. Non-participatory or unresponsive Parties retain the rights outlined in this Policy and the opportunity to participate in these procedures.

### **Ensuring Impartiality**

Any individual materially involved in the administration of the Resolution Process, including the Title IX/Equity Coordinator, Investigator(s), and Final and Appeal Decision-maker(s), may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent.

The Title IX/Equity Coordinator will vet the assigned Investigator(s), Final Decision-maker, and Appeal Decision-maker(s) for impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. At any time during the Resolution Process, the Parties may raise a concern regarding bias or conflict of interest, and the Title IX/Equity Coordinator will determine whether the concern is reasonable and supportable. If the source of the conflict of interest or bias is the Title IX/Equity Coordinator, concerns should be raised with the Executive Director of EEO and Civil Rights/Title IX Coordinator at the CSCU System office.

The Resolution Process involves an objective evaluation of all available relevant and not otherwise impermissible evidence, including evidence that supports that the Respondent engaged in a violation of the Policy and evidence that supports that the Respondent did not engage in a violation of the Policy. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness. All Parties have a full and fair opportunity, through the

investigation process, to suggest witnesses and questions, to provide evidence, and to receive a written investigation report that accurately summarizes this evidence.

### **Resolution Process Pool**

The Resolution Process relies on a pool of individuals<sup>7</sup> (“the Pool”) to serve in certain roles. Members of the Pool are trained annually, and can serve in the following roles, typically as assigned by the Title IX/Equity Coordinator:

- Appropriate intake of and initial guidance pertaining to Complaints
- Perform or assist with initial evaluation and provision of Supportive Measures
- Informal Resolution Facilitator
- Investigator(s)
- Final Decision-Maker
- Decision-maker for challenges to emergency removal and supportive measures
- Appeal Decision-maker(s) including for dismissal appeals

The Title IX/Equity Coordinator, in consultation with other individuals as necessary, appoints the Pool, which acts with independence and impartiality.

### **Notice of Investigation and Allegations**

Prior to an investigation, the Title IX/Equity Coordinator will promptly issue a detailed written Notice of Investigation and Allegations (NOIA) to the Parties. The notice will include:

- A meaningful summary of all allegations
- The identity of the involved Parties (if known)
- The precise misconduct being alleged
- The date and location of the alleged incident(s) (if known)
- The specific policies/offenses implicated
- A description of, link to, or copy of the applicable procedures
- A statement that the Parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence
- The name(s) of the Investigator(s), along with a process to identify to the Title IX/Equity Coordinator, in advance of the interview process, any conflict of interest that the Investigator(s) may have
- A statement that CSCU presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination
- A statement that determinations of responsibility are made at the conclusion of the process and that the Parties will be given an opportunity to inspect and review all relevant evidence
- A statement that retaliation is prohibited
- A statement that the Parties may have an Advisor of their choice who may accompany them through all steps of the Resolution Process
- Information about the confidentiality of the process, including that the Parties and their Advisors (if applicable) may not share CSCU work product obtained through the Resolution Process

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<sup>7</sup> External, trained third-party neutral professionals may also be used to serve in Pool roles.



- A statement informing the Parties that the CSCU's Policy prohibits knowingly making false statements, including knowingly submitting false information during the Resolution Process
- Detail on how a party may request disability accommodations during the Resolution Process
- An instruction to preserve any evidence that is directly related to the allegations
- A statement that Parties who are members of a union are entitled to union representation throughout the process<sup>8</sup>
- The Parties shall receive a copy of any written Complaint and any written response to it, if any

If, during the course of an investigation, the Title IX/Equity Coordinator and/or Investigator(s) decide to investigate additional allegations that would constitute a violation of CSCU Policy, then the Parties will be notified via an updated NOIA.

CSCU may consolidate Complaints against more than one Respondent, or by more than one Complainant against one or more Respondents, when the allegations arise from the same facts or circumstances or implicate a pattern, collusion, and/or other shared or similar actions.

### **Investigation**

All investigations are adequate, thorough, reliable, impartial, prompt, and fair. A trained CSCU official or other appropriate designee will be assigned to investigate, either as an individual Investigator or as a pair. Investigations involve the gathering of facts and information so as to establish whether it is more likely than not that the reported behavior occurred and whether it was a violation of the Policy detailed in the NOIA.

The Investigator(s) will, when participation of a Party is invited or expected, provide that Party with written notification of the date, time, and location of the meeting or interview, as well as the expected participants and purpose.

Parties may provide written statements to the Investigator(s); however, a written statement is not required. Any written statements must be provided to the Investigator(s) within ten (10) days of the date of the NOIA.

Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness. All Parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions and to provide or suggest evidence.

### *Witnesses*

The Parties may, but are not required to, provide a list of potential witnesses to the Investigator(s). Witnesses should be individuals who have direct knowledge of the alleged behavior(s) in the Complaint. The Investigator(s) may also contact witnesses who have not been named by either Party. The Investigator(s) will contact all relevant witnesses and request that they participate in an interview, including any follow-up interviews. Witnesses may also provide written statements to the Investigator(s).

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<sup>8</sup> When a Party is a member of a union, the Party may be asked to acknowledge in writing that they have been advised of this right, and when the Party refuses to make such a written acknowledgment, the Investigator(s) or designee shall notify the applicable Union.

### *Interviews*

Interviews are a regular part of the investigation process. Interviews may be conducted in-person, by phone, or via video conference. The Parties will each be invited to take part in separate interviews, and follow-up interviews may be requested at the Investigator(s)'s discretion. Parties may bring their Advisor to the interview. Parties may also suggest questions they wish the Investigator(s) to ask the other Party and/or witnesses.

### *Other Evidence*

The Investigator(s) may collect additional evidence including, but not limited to: video recordings, security camera footage, audio recordings, phone records, police reports, social media postings, academic records, e-mails, text and social media messages, tangible items, and employee records. The Parties and any witnesses may also submit evidence to the Investigator(s).

### *Evidentiary Considerations and Impermissible Evidence*

The Investigator(s) will only consider evidence that is deemed relevant and not otherwise impermissible. Relevant evidence is that which may aid in determining whether the allegation occurred, or whether the behavior constitutes a violation of the Policy.

Impermissible evidence is defined as:

- Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless 1) evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct, or 2) is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent or preclude a determination that sex-based harassment occurred.
- Evidence that is protected under a privilege as recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived, in writing, the privilege or confidentiality.
- A Party or witness's records that are made or maintained by a physician, psychologist, or other recognized profession or paraprofessional in connection with the provision of treatment to the Party or witness, unless the Party or witness provides voluntary, written consent for the records to be considered.

Previous disciplinary action of any kind involving the Respondent may not be considered unless there is an allegation of a pattern of misconduct. Barring a pattern allegation, this information is only considered at the sanction stage of the process. Such information may, however, be considered in determining an appropriate sanction following a Final Determination of responsibility.

Within the limitations stated above, the investigation can consider character evidence, if offered and relevant; however, character evidence is not likely to be relevant unless it is fact evidence or relates to a pattern of conduct.

### **Draft Investigation Report**

After completing all interviews and collecting available evidence, the Investigator(s) will compile a draft investigation report, which will be provided to the Parties and the Final Decision-Maker via electronic

copy along with all relevant evidence obtained as part of the investigation for review and comment. The Draft Investigation Report will include draft factual findings, and a summary of evidence gathered, including evidence that relates to credibility. The Parties may provide a written response to the Draft Investigation Report to the Investigator(s) within seven (7) days of receiving it; however, a written response is not required.

### **Decision-Making Phase**

The Title IX/Equity Coordinator will designate an appropriate Final Decision-Maker at the time that the Investigator(s) has provided the Parties with the Draft Investigation Report.

The Decision-making phase typically takes approximately forty (40) days to complete. The Parties will be updated regularly on the timing and any significant deviation from this typical timeline.

### **Final Questioning Meetings**

During or at the conclusion of the seven-day review period, the Final Decision-maker may provide the Investigator(s) with a list of relevant questions to ask the Parties or any witnesses.

During the seven-day review period, the Parties may also provide to the Investigator(s) a proposed list of final questions (if any) to ask the other Parties and any witnesses. The Investigator(s) will promptly share all party-proposed questions with the Final Decision-maker, who will finalize the list with the Investigator(s) to ensure all questions are both relevant and permissible. For any question deemed not relevant or duplicative, the Investigator(s) and/or Final Decision-maker will provide a rationale for not asking the question, either during the final questioning meeting, or in writing.

The Investigator(s) and/or Final Decision-maker will then hold individual meetings with the Parties and witnesses to ask the questions posed by the Final Decision-maker, as well as the questions posed by the Parties that have been deemed relevant and not duplicative, including questions intended to assess credibility. These meetings will be recorded or transcribed. Typically, within two (2) days of the last of these meetings, the recordings or transcripts will be provided to the Parties for review. The Parties will then have three (3) days to review these recordings or transcripts and propose follow-up questions to be asked by the Investigator(s) and/or Final Decision-maker.

The Investigator(s) will review the proposed questions with the Final Decision-maker, to determine relevance and permissibility. If deemed necessary, the Investigator(s) and/or Final Decision-maker will then meet individually with the Parties or witnesses for whom there are relevant, and not duplicative, follow-up questions. These follow-up meetings will also be recorded, and the Parties will receive the recordings or transcripts of these meetings. This final round of questioning is the last such round permitted, unless the Investigator(s) and/or Final Decision-maker determines circumstances necessitate additional questions.

### **Final Investigation Report and Policy Determination**

The Investigator(s) will then incorporate any new, relevant evidence and information obtained through the Parties' review of the Draft Investigation Report and the Final Questioning Meetings into a Final Investigation Report. The Investigator(s) will also respond in writing (typically within the Final Investigation Report) to the relevant elements of the Parties' written responses to the Draft Investigation Report and incorporate relevant elements of the Parties' written responses, additional relevant evidence, and any necessary revisions into the Final Investigation Report.

The Investigator(s) will then objectively evaluate all relevant evidence that is not otherwise impermissible, including both inculpatory and exculpatory evidence. The Investigator(s) then determines, based on the evidence summarized in the Final Investigation Report, whether it is more likely than not that the behavior occurred in final Findings, and whether the behavior was a violation of the Policy in a Final Determination. The Investigator(s)'s determination on each allegation is included in the Final Investigation Report.

When the Investigator(s) determines that the Respondent is not responsible for all allegations, the Investigator(s) will notify the Title IX/Equity Coordinator, who will provide a written Notice of Outcome (see below).

When the Investigator(s) determines that the Respondent is responsible for one or more of the allegations, the Investigator(s) will notify the Title IX/Equity Coordinator and the Parties/Advisors, including providing a copy of the Final Investigation Report.

#### **Final Decision-maker's Determination of Sanctions (when applicable)**

When the Investigator(s) determines that the Respondent is responsible for one or more policy violations, the Investigator(s) will provide the Final Decision-maker with the Final Investigation Report and investigation file, including the evidence and information during the Final Questioning Meetings.

The Final Decision-maker will provide the Parties an opportunity to submit a written impact and/or mitigation statement with any additional information that could affect the determination of sanctions. The Final Decision-maker may provide each of the Parties with an opportunity to meet, accompanied by their Advisors and either in person or virtually, with the Final Decision-maker. Any written statements will be submitted within five (5) days and any meetings will typically occur within seven (7) days. Any written submissions will be shared with the other Parties. The Parties will not be permitted to introduce new or additional evidence related to the underlying allegations in written statements or in meetings with the Final Decision-maker.

Following submission of any written statements or the completion of meetings, the Final Decision-maker will then make a final decision regarding any sanctions.

#### **Sanctions**

Factors considered by the Final Decision-maker when determining sanctions and responsive actions may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the Parties
- Any other information deemed relevant by the Final Decision-maker(s)

The sanctions described in these Procedures are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed, by external authorities. The sanctions will be implemented as soon as it is feasible once a determination is final, either upon the outcome of any appeal or the expiration of the window to appeal, without an appeal being requested.

### *Student Sanctions*

The following are the common sanctions that may be imposed upon students singly or in combination:

- *Warning/Reprimand*: A formal statement that the conduct was unacceptable and a warning that further violation of any CSCU Policy, procedure, or directive will result in more severe sanctions/responsive actions.
- *Required Counseling*: A mandate to meet with and engage in either CSCU-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Restrictions*: A student may be restricted in their activities, including, but not limited to, being restricted from locations, programs, participation in certain activities or extracurriculars, study abroad, or from holding leadership in student organizations.
- *Probation*: An official sanction for violation of CSCU or College/University Policy, providing for more severe disciplinary sanctions in the event that the student is found in violation of any institutional Policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Suspension*: Separation from the CSCU, or one or more of its Colleges/Universities or facilities, for a definite period of time, typically not to exceed two years, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension, on successfully applying for readmission, or upon a general condition that the student is eligible to return if the institution determines it is appropriate to re-enroll/readmit the student. The student is typically required to vacate institutional property within 24 hours of notification of the action, though this deadline may be extended at the discretion of the Title IX/Equity Coordinator or other appropriate College/University official. During an institution-wide suspension, the student is banned from institutional property, functions, events, and activities unless they receive prior written approval from an appropriate institutional official. This sanction may be enforced with a trespass action, as necessary.
- *Expulsion*: Permanent separation from the CSCU or one or more of its Colleges/Universities. The student is banned from institutional property, and the student's presence at any institution-sponsored activity or event is prohibited. This action may be enforced with a trespass action, as necessary.
- *Withholding Diploma*: CSCU may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the student is found responsible for violating Policy.
- *Revocation of Degree*: Though rare, CSCU reserves the right to revoke a degree previously awarded from a College/University for fraud, misrepresentation, and/or other violation of CSCU or College/University policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Restitution*. Compensation for loss of or damage to property.

- *Other Actions:* In addition to, or in place of, the above sanctions, CSCU may assign any other sanctions as deemed appropriate.

#### *Employee Sanctions and Responsive/Corrective Actions*

Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation could include, but is not limited to:

- Verbal or Written Warning
- Performance Improvement Plan/Management Process
- Required Counseling
- Required Training or Education
- Extension of a Probationary or Working Test Period
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer
- Shift or schedule adjustments
- Reassignment
- Restriction of Stipends, Research, and/or Professional Development Resources
- Suspension/Administrative Leave with Pay
- Suspension/Administrative Leave without Pay
- Termination
- *Other Actions:* In addition to or in place of the above sanctions/responsive actions, CSCU may assign any other responsive actions as deemed appropriate.

#### **Notice of Outcome**

The Title IX/Equity Coordinator or designee provides the Parties with a written Notice of Outcome, within three (3) days of the conclusion of the Resolution Process. The Parties will be notified of any delays.

The Notice of Outcome will specify the Investigator(s)'s Final Determination for each alleged Policy violation with a detailed rationale, any applicable sanctions imposed by the Final Decision-Maker that CSCU is permitted to share pursuant to State or Federal law. The Notice of Outcome will also detail the Parties' equal rights to appeal, the grounds for appeal, the steps to take to request an appeal, and when the outcome is considered final if neither party appeals. The Title IX/Equity Coordinator will provide the Parties with the outcome notification simultaneously, or without significant time delay between notifications.

#### **Appeals**

The Title IX/Equity Coordinator will designate a single Appeal Decision-maker or a three-member Appeal Panel chosen from the Pool to hear the appeal. No Appeal Decision-maker(s) will have been previously involved in the Resolution Process for the Complaint, including in any supportive measure or dismissal appeal that may have been heard earlier in the process.

Appeals are limited to the following grounds:

- A procedural irregularity that would change the outcome
- New evidence that would change the outcome and that was not reasonably available at the time the Final Determination regarding responsibility or dismissal was made
- The Title IX/Equity Coordinator, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that would change the outcome

Any Party may submit a written request for appeal to the Title IX/Equity Coordinator within five (5) days of the delivery of the Notice of Outcome. The Request for Appeal will be forwarded to the Appeal Decision-maker for consideration to determine if the request meets the grounds for appeal. This is not a review of the merits of the appeal, but solely a determination as to whether the request could reasonably be construed to meet the grounds and is timely filed.

If the appeal request does not provide information that meets the grounds under these Procedures, the request will be denied by the Appeal Decision-maker, and the Parties and their Advisors will be simultaneously notified in writing of the denial and the rationale.

If the appeal request meets the grounds under these Procedures, then the Appeal Decision-maker will notify all Parties and their Advisors, the Title IX/Equity Coordinator, and, when appropriate, the Investigator(s) and/or the original Decision-maker.

All other Parties and their Advisors, the Title IX/Equity Coordinator, and, when appropriate, the Investigator(s) and/or the Decision-maker will be provided a copy of the appeal request with the approved grounds and then be given five (5) days to submit a response to the appeal. The Appeal Decision-maker will forward all responses, if any, to all Parties for review and comment. The non-appealing party (if any) may also choose to appeal at this time. If so, that appeal request will be reviewed by the Appeal Decision-maker to determine if it meets the grounds under these Procedures and will either be approved or denied. If approved, it will be forwarded to the party who initially requested an appeal, the Title IX/Equity Coordinator, and the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, within five (5) days. Any such responses will be circulated for review and comment by all Parties. If denied, the Parties will be notified accordingly, in writing.

The Appeal Decision-maker will collect any additional information needed and all documentation regarding the approved appeal grounds, and the subsequent responses will be shared with the Appeal Decision-Maker, who will promptly render a decision.

In most cases, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Appeal Decision-maker will deliberate as soon as is practicable and discuss the merits of the appeal. Appeal decisions are to be deferential to the original determination, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so. All decisions are made by majority vote and apply the preponderance of the evidence standard. An appeal is not an opportunity for the Appeal Decision-makers to substitute their judgment for that of the original Decision-maker merely because they disagree with the finding and/or sanction(s).

An appeal may be granted or denied. Appeals that are granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Decision-maker with corrective instructions for reconsideration. In rare circumstances where an error cannot be cured by the original Investigator(s)

and/or Decision-maker or the Title IX/Equity Coordinator (as in cases of bias), the Appeal Decision-maker may order a new investigation and/or a new determination with new individuals in the Investigator and Decision-maker roles.

A Notice of Appeal Outcome letter will be sent to all Parties simultaneously, or without significant time delay between notifications. The Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanction(s) that may result which CSCU is permitted to share according to federal or state law, and the rationale supporting the essential findings to the extent CSCU is permitted to share under federal or state law.

Once an appeal is decided, the outcome is final and constitutes the final determination; further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new determination). When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new finding or sanction, that finding or sanction can be appealed one final time on the grounds listed above and in accordance with these procedures.

If a remand results in a new determination that is different from the appealed determination, that new determination can be appealed, once, on any of the available appeal grounds.

Any sanctions imposed as a result of the determination are stayed (i.e., not implemented) during the appeal process, and supportive measures may be maintained or reinstated until the appeal determination is made.

## **Section 6: Other Considerations Related to the Resolution Process**

### **Long-Term Remedies/Other Actions**

Following the conclusion of the Resolution Process, and in addition to any sanctions implemented or Informal Resolution terms, the Title IX/Equity Coordinator, in consultation with other College/University officials where appropriate, may implement additional long-term remedies or actions with respect to the Parties and/or CSCU community that are intended to stop the discrimination, harassment, and/or retaliation, remedy the effects, and prevent recurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Course and registration adjustments, such as retroactive withdrawals
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Policy modification and/or training
- Provision of transportation assistance
- Implementation of long-term contact limitations between the Parties
- Implementation of adjustments to academic deadlines, course schedules, etc.



Long-term supportive measures that are not punitive in nature may also be provided to the Parties even if no Policy violation is found. When no Policy violation is found, the Title IX/Equity Coordinator will address any remedies to ensure no effective denial of educational access.

CSCU will maintain the confidentiality of any long-term remedies/actions/measures, provided confidentiality does not impair CSCU's ability to provide these services.

### **Failure to Comply with Sanctions, Responsive Actions, and/or Informal Resolutions**

All Respondents are expected to comply with the assigned sanctions, responsive actions, corrective actions, and/or Informal Resolution terms within the timeframe specified by the Final Decision-maker(s), including the Appeal Panel, Final Decision-maker, or the Informal Resolution agreement. Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination. Supervisors are expected to enforce the completion of sanctions/responsive actions for their employees.

### **Recordkeeping**

For a period of at least seven (7) years following the conclusion of the Resolution Process, CSCU will maintain records of:

- Each discrimination, harassment, and/or retaliation resolution process, including any Final Determination regarding responsibility or appeal, and any audio or audiovisual recording or transcript required under federal regulation
- Any disciplinary sanctions imposed on the Respondent
- Any supportive measures provided to the Parties and any remedies provided to the Complainant or the community designed to restore or preserve equal access to CSCU's education program or activity
- Any appeal and the result therefrom
- Any Informal Resolution and the result therefrom
- All materials used to provide training to the Title IX/Equity Coordinator, Deputy Coordinators, and designees, Investigators, Final Decision-makers, Appeal Decision-makers, Informal Resolution Facilitators, and any person who is responsible for implementing CSCU's Resolution Process, or who has the authority to modify or terminate supportive measures. CSCU will make these training materials available for review upon a request to the Title IX/Equity Coordinator.
- All materials used to train all employees consistent with the requirements under Title IX

CSCU will also maintain any and all records in accordance with state and federal laws.

### **Disability Accommodations During the Resolution Process**

CSCU is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to CSCU's Resolution Process. Any person needing such accommodations or support should contact the Title IX/Equity Coordinator, who will work with disability support colleagues as appropriate to review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full process participation.

### **Other Support During the Resolution Process**

CSCU will also address reasonable requests for support for the Parties and witnesses, including:

- Language services/Interpreters
- Access and training regarding use of technology throughout the Resolution Process
- Other support as deemed reasonable and necessary to facilitate participation in the Resolution Process

## **Section 7: Procedures to Provide Modifications for Pregnancy and Related Conditions and Parenting Students**

### **Information Sharing Requirements**

Any CSCU employee who becomes aware of a student's pregnancy or related condition is required to provide the student with the Title IX/Equity Coordinator's contact information (including a Deputy Title IX/Equity Coordinator in the case of a CT State campus) and communicate that the Title IX/Equity Coordinator can help take specific actions to prevent discrimination and ensure equal access to CSCU's education program and activity. If the employee has a reasonable belief that the Title IX/Equity Coordinator is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX/Equity Coordinator's contact information.

Upon notification of a student's pregnancy or related condition, the Title IX/Equity Coordinator will contact the student and inform the student of CSCU's obligations to:

- Prohibit sex discrimination
- Provide reasonable modifications
- Allow access, on a voluntary basis, to any separate and comparable portion of CSCU's education program or activity
- Allow a voluntary leave of absence
- Ensure lactation space availability
- Maintain a Resolution Process for alleged discrimination, harassment, and/or retaliation
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes

The Title IX/Equity Coordinator will also notify the student of the process to make a Report or Complaint for alleged discrimination, harassment, and/or retaliation, as applicable.

### **Reasonable Modifications for Students**

Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to CSCU's education program and activity. Any student seeking Reasonable Modifications must contact the Title IX/Equity Coordinator to discuss appropriate and available Reasonable Modifications based on their individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible, although retroactive modifications may be available in unusual circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the offered Reasonable Modifications. Not all Reasonable Modifications are appropriate for all contexts. Reasonable Modifications may include:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom

- Intermittent absences to attend medical appointments
- Access to online or homebound education
- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- A larger uniform or other required clothing or equipment
- Other changes to policies, practices, or procedures determined by or arranged by the Title IX/Equity Coordinator

In situations such as clinical rotations, performances, labs, and group work, the Title IX/Equity Coordinator will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to explore, where feasible, shifting course order, substituting similar courses, or joining a subsequent cohort when returning from leave, where possible. Students are encouraged to work with their faculty members and CSCU's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX/Equity Coordinator will assist with plan development and implementation as needed.

Supporting documentation for Reasonable Modifications will only be required when it is necessary and reasonable under the circumstances to determine which Reasonable Modifications to offer to determine other specific actions to take to ensure equal access.

Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide the Reasonable Modification.

Students experiencing pregnancy-related conditions that manifest as a temporary disability under federal or state disability laws are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX/Equity Coordinator will consult with the College/University's disability services staff to ensure the student receives reasonable accommodation for their disability as required by law.

### **Certification to Participate**

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student may not be required to provide health care provider or other certification that the student is physically able to participate in the program or activity, unless:

- The certified level of physical ability or health is necessary for participation;
- The institution requires such certification of all students participating; and
- The information obtained is not used as a basis for pregnancy-related discrimination.

### **Lactation Space Access**

CSCU provides students and employees with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others. Individuals needing access to lactation spaces may contact the Title IX/Equity Coordinator.

### **Section 8: Revision of these Procedures**

These procedures succeed any previous procedures addressing discrimination, harassment, sexual misconduct and retaliation for incidents occurring on or after August 1, 2024. The Executive Director of EEO and Civil Rights/Title IX Coordinator will regularly review and update these procedures. CSCU reserves the right to make changes to these procedures as necessary, and once those changes are posted online, they are in effect.

If governing laws or regulations change, or court decisions alter legal requirements in a way that impacts these procedures, this document will be construed to comply with the most recent governing laws or regulations or court holdings. This document does not create legally enforceable protections beyond the protections of state and federal laws that frame policies and codes, generally.

These procedures are effective August 1, 2024.

**APPENDIX A:** Title IX Grievance Procedures for Addressing Formal Complaints of Sexual Harassment for Incidents of Covered Sexual Harassment That Are Alleged to Have Occurred Prior to August 1, 2024 (adapted from procedures last updated on September 17, 2021).

CSCU implemented the below Title IX Grievance Procedures (“Appendix Procedures”) for Covered Sexual Harassment as defined below, effective August 14, 2020, for incidents that occurred between August 14, 2020, and August 31, 2024. To the extent that alleged sexual misconduct falls outside these Appendix Procedures, CSCU retains authority to investigate and adjudicate policy violations under the procedures above. The elements established in these Appendix Procedures are not transferable to any other CSCU for any violation of the Student Code of Conduct, employment policies, or any civil rights violation except as narrowly defined in these Appendix Procedures. These Appendix Procedures do not set a precedent for other policies or processes of the CSCU and may not be cited for or against any right or aspect of any other or process.

These Appendix Procedures only apply to Formal Complaints of Covered Sexual Harassment (as defined below) regarding behavior that is alleged to have occurred between August 14, 2020 and July 31, 2024. Should any portion of the 2020 Title IX Final Rule, 85 Fed. Reg. 30026 (May 19, 2020), be stayed or held invalid by a court of law, or should those federal regulations be withdrawn or modified to not require some or all elements of these Appendix Procedures, these Appendix Procedures will be deemed revoked, and any conduct covered under the Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy shall be resolved under the Procedures above.

**Covered Sexual Harassment**

For the purposes of these Appendix Procedures, “Covered Sexual Harassment” includes any conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning educational benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational institution’s education program or activity;
3. Sexual assault (as defined in the Clery Act), which includes any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent;
4. Dating violence (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act), which includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) The type of relationship; (iii) The frequency of interaction between the persons involved in the relationship.
5. Domestic violence (as defined in the VAWA amendments to the Clery Act), which includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under Connecticut domestic or family violence laws or by any other person against an adult or youth victim who

is protected from that person's acts under the domestic or family violence laws of Connecticut.

6. Stalking (as defined in the VAWA amendments to the Clery Act), meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to-- (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

## **Consent**

For the purposes of these Appendix Procedures, “consent” refers to “affirmative consent.” Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

## **Education Program or Activity**

For the purposes of these Appendix Procedures, CSCU’s “education program or activity” includes:

- Any on-campus premises
- Any off-campus premises that CSCU has substantial control over. This includes buildings or property owned or controlled by a recognized student organization.
- Activity occurring within computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of CSCU’s programs and activities over which CSCU has substantial control.

## **Formal Complaint**

For the purposes of these Appendix Procedures, “Formal Complaint” means a document, including an electronic submission, filed by a Complainant with a signature or other indication that the Complainant is the person filing the Formal Complaint, or signed by the Title IX/Equity Coordinator, alleging Covered Sexual Harassment against a Respondent about conduct within CSCU’s education program or activity and requesting initiation of the procedures consistent with these Appendix Procedures to investigate the allegation.

## **Complainant**

For the purposes of these Appendix Procedures, Complainant means any individual who has reported being or is alleged to be the victim of conduct that could constitute Covered Sexual Harassment.

## **Relevant evidence and questions**

“Relevant” evidence and questions refer to any questions and evidence that tends to make an allegation of Covered Sexual Harassment more or less likely to be true. “Relevant” evidence and questions do not include the following types of evidence and questions, which are deemed “irrelevant” at all stages of these Appendix Procedures:

- Evidence and questions about the Complainant’s sexual predisposition or prior sexual behavior unless:
  - They are offered to prove that someone other than the Respondent committed the

- conduct alleged by the Complainant, or
  - They concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.
- Evidence and questions that constitute, or seek disclosure of, information protected under a legally-recognized privilege. Any party’s medical, psychological, and similar records unless the party has given voluntary, written consent.

### **Respondent**

For the purposes of these Appendix Procedures, Respondent means any individual who has been reported to be the perpetrator of conduct that could constitute Covered Sexual Harassment.

### **School Calendar Days**

For the purposes of these Appendix Procedures, “school calendar days” means the weekdays (Mondays through Fridays) when classes are in session.

### **Privacy vs. Confidentiality**

References made to *confidentiality* refer to the ability of identified confidential resources to not report crimes and violations to law enforcement or college officials without permission, except for extreme circumstances, such as a health and/or safety emergency or child abuse. References made to *privacy* mean CSCU offices and employees who cannot guarantee confidentiality but will maintain privacy to the greatest extent possible, and information disclosed will be relayed only as necessary to investigate and/or seek a resolution and to notify the Title IX/Equity Coordinator or designee, who is responsible for tracking patterns and spotting systemic issues. CSCU will limit the disclosure as much as practicable, even if the Title IX Coordinator determines that the request for confidentiality cannot be honored.

### **Disability Accommodations**

These Appendix Procedures do not alter any institutional obligations under federal disability laws including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX/Equity Coordinator at any point before or during these Appendix Procedures that do not fundamentally alter the process provided by these Appendix Procedures. The Title IX/Equity Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the Parties, even where the Parties may be receiving accommodations in other institutional programs and activities.

### **Non-Investigatory Measures Available Under these Appendix Procedures**

#### **Supportive Measures**

Complainants who report allegations that could constitute Covered Sexual Harassment under these Appendix Procedures, have the right to receive supportive measures from CSCU regardless of whether they desire to file a Formal Complaint. Supportive measures are non-disciplinary and non-punitive. As appropriate, supportive measures may include, but not be limited to:

- Counseling
- Extensions of deadlines or other course-related adjustments

- Modifications of work or class schedules
- Campus escort services
- Restrictions on contact between the parties (no contact orders)
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

### **Emergency Removal**

CSCU retains the authority to remove a Respondent from CSCU program or activity on an emergency basis, where CSCU (1) undertakes an individualized safety and risk analysis and (2) determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Covered Sexual Harassment justifies a removal. If CSCU determines such removal is necessary, the respondent will be provided notice and an opportunity pursuant to Emergency Removal provision described in the Procedures above.

### **Administrative Leave**

CSCU retains the authority to place a non-student employee respondent on administrative leave during these Appendix Procedures, consistent with collective bargaining agreements and human resource policies.

### **Filing a Formal Complaint**

The timeframe for these Appendix Procedures begins with the filing of a Formal Complaint. These Appendix Procedures will be concluded within a reasonably prompt manner, and no longer than ninety (90) school calendar days after the filing of the Formal Complaint, provided that the timeframe under these Appendix Procedures may be extended for a good reason, including but not limited to the absence of a Party, a Party's Advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The procedure for applying for extensions is described below.

To file a Formal Complaint, a Complainant must provide the Title IX/Equity Coordinator with a written, signed Complaint describing the facts alleged. Complainants are only able to file a Formal Complaint under these Appendix Procedures if they were participating in, or attempting to participate in, the education programs or activities of CSCU at the time of the alleged incident(s), including as an employee. For Complainants who do not meet this criteria, CSCU will use the Procedures above.

If a Complainant does not wish to make a Formal Complaint, the Title IX/Equity Coordinator may determine a Formal Complaint is necessary. CSCU will inform the Complainant of this decision in writing, and the Complainant need not participate in the process further but will receive all notices issued under these Appendix Procedures. Nothing in these Appendix Procedures prevents a Complainant from seeking the assistance of state or local law enforcement alongside the appropriate on-campus process.

### **Informal Resolution**

A Complainant who files a Formal Complaint may elect, at any time, to address the matter through



the Informal Resolution Process describe above. All Parties to a Formal Complaint must consent in writing to pursue an Informal Resolution.

### **Multi-Party Situations**

CSCU may consolidate Formal Complaints alleging Covered Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against the other Party, where the allegations of Covered Sexual Harassment arise out of the same facts or circumstances.

### **Determining Jurisdiction**

The Title IX/Equity Coordinator will determine if these Appendix Procedures should apply to a Formal Complaint. These Appendix Procedures will apply when all of the following elements are met, in the reasonable determination of the Title IX/Equity Coordinator:

- The conduct is alleged to have occurred on or after August 14, 2020, but before August 1, 2024;
- The conduct is alleged to have occurred in the United States;
- The conduct is alleged to have occurred in CSCU's education program or activity; and
- The alleged conduct, if true, would constitute Covered Sexual Harassment as defined in these Appendix Procedures.

If all of the elements are met, CSCU will investigate the allegations according to these Appendix Procedures.

### **Allegations Potentially Falling Under Two Procedures**

If the alleged conduct would constitute Covered Sexual Harassment as well as other violations of the Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy, these Appendix Procedures will be applied to the Covered Sexual Harassment conduct. However, any conduct that is unrelated to Covered Sexual Harassment, will be investigated and adjudicated in accordance with other appropriate policies and procedures, as applicable.

### **Mandatory Dismissal**

If any one of the above elements are not met, the Title IX/Equity Coordinator will notify the Parties that the Formal Complaint is being dismissed for the purposes of these Appendix Procedures. Each Party may appeal this dismissal using the procedure outlined in "Appeals," below.

### **Discretionary Dismissal**

The Title IX/Equity Coordinator may dismiss a Formal Complaint brought under these Appendix Procedures, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- The Complainant notifies the Title IX/Equity Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations raised in the Formal Complaint;
- The Respondent is no longer enrolled or employed by CSCU, or,
- If specific circumstances prevent CSCU from gathering evidence sufficient to reach a determination regarding the Formal Complaint or allegations within the Formal Complaint.

Any Party may appeal a dismissal determination using the process set forth in “Appeals,” below.

### **Notice of Dismissal**

Upon reaching a decision that the Formal Complaint will be dismissed, CSCU will promptly send written notice of the dismissal of the Formal Complaint or any specific allegation within the Formal Complaint, and the reason for the dismissal, simultaneously to the Parties through their institutional email accounts. It is the responsibility of Parties to maintain and regularly check their email accounts.

### **Notice of Removal**

Upon dismissal under these Appendix Procedures, CSCU retains discretion to utilize other policies and procedures to determine if a violation of other CSCU or College/University policies has occurred. If so, CSCU will promptly send written notice of the dismissal of the Formal Complaint under these Appendix Procedures and removal of the allegations to the appropriate referral process.

### **Notice of Allegations**

The Title IX/Equity Coordinator will draft and provide the Notice of Allegations to any Party to the allegations of Covered Sexual Harassment. Such notice will occur as soon as practicable, after CSCU receives a Formal Complaint of the allegations, if there are no extenuating circumstances. The Parties will be notified by their CSCU-issued email accounts if they are a student or employee, and by other reasonable means if they are neither. CSCU will provide sufficient time for the parties to review the Notice of Allegations and prepare a response before any initial interview.

The Title IX/Equity Coordinator may determine that the Formal Complaint must be dismissed on the mandatory grounds identified above, and will issue a Notice of Dismissal. If such a determination is made, any Party to the allegations of Covered Sexual Harassment identified in the Formal Complaint will receive the Notice of Dismissal in conjunction with, or in separate correspondence after, the Notice of Allegations.

### **Contents of Notice**

The Notice of Allegations will include the following:

- Notice of and a copy of CSCU’s Appendix Procedures.
- Notice of the allegations potentially constituting Covered Sexual Harassment, and sufficient details known at the time the Notice is issued, such as the identities of the Parties involved in the incident, if known, including the Complainant; the conduct allegedly constituting Covered Sexual Harassment and the policy violated; and the date and location of the alleged incident, if known.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney, as required under federal law;
- A statement that before the conclusion of the investigation, the Parties may inspect and review evidence obtained as part of the investigation that is directly related to the

allegations raised in the Formal Complaint, including the evidence upon which CSCU does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a party or other source, as required under federal law;

- A statement that prohibits knowingly making false statements or knowingly submitting false information during these Appendix Procedures.

### **Ongoing Notice**

If, in the course of these Appendix Procedures, the institution decides to investigate allegations about the Complainant or Respondent that are not included in the Notice of Allegations and are otherwise Covered Sexual Harassment falling within these Appendix Procedures, CSCU will notify the Parties whose identities are known of the additional allegations by their CSCU-issued email accounts or other reasonable means. The Parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

### **Advisor of Choice and Participation of Advisor of Choice**

CSCU will provide the Parties equal access to Advisors and support persons; any restrictions on Advisor participation will be applied equally.

CSCU has a long-standing practice of requiring students to participate in the process directly and not through an advocate or representative. Students participating as Complainant or Respondent in this process may be accompanied by an Advisor of Choice to any meeting or hearing to which they are required or are eligible to attend. The Advisor of Choice is not an advocate. Except where explicitly stated by these Appendix Procedures, as consistent with federal law, Advisors of Choice shall not participate directly in the process as per standard policy and practice of CSCU.

CSCU will not intentionally schedule meetings or hearings on dates where the Advisors of Choice for all Parties are not available, provided that the Advisors act reasonably in providing available dates and work collegially to find dates and times that meet all schedules.

CSCU's obligations to investigate and adjudicate in a prompt timeframe under Title IX and other policies apply to matters governed under these Appendix Procedures, and CSCU cannot agree to extensive delays solely to accommodate the schedule of an Advisor of Choice. The determination of what is reasonable shall be made by the Title IX/Equity Coordinator or designee. CSCU will not be obligated to delay a meeting or hearing under this process more than five (5) school calendar days due to the unavailability of an Advisor of Choice and may offer the Party the opportunity to obtain a different Advisor of Choice or utilize one provided by CSCU.

### **Notice of Meetings and Interviews**

CSCU will provide, to a Party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a Party, with sufficient time for the party to prepare to participate.

### **Delays**

Each Party may request a one-time delay in these Appendix Procedures of up to five (5) school calendar

days for good cause (granted or denied in the sole judgment of the Title IX/Equity Coordinator or designee) provided that the requestor provides reasonable notice and the delay does not overly inconvenience other Parties. For example, a request to take a five day pause made an hour before a hearing for which multiple Parties and their Advisors have traveled to and prepared for shall generally not be granted, while a request for a five day pause in the middle of investigation interviews to allow a Party to obtain certain documentary evidence shall generally be granted. The Title IX/Equity Coordinator or designee shall have sole judgment to grant further pauses under these Appendix Procedures.

## **Investigation**

### **General Rules of Investigations**

An investigator designated by the Title IX/Equity Coordinator will perform an investigation under a reasonably prompt timeframe of the conduct alleged to constitute Covered Sexual Harassment after issuing the Notice of Allegations.

CSCU and not the Parties, has the burden of proof and the burden of gathering evidence, i.e. the responsibility of showing a violation of Title IX has occurred. This burden does not rest with either Party, and either Party may decide not to share their account of what occurred or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from CSCU and does not indicate responsibility.

CSCU cannot access, consider, or disclose medical records without a waiver from the Party (or parent, if applicable) to whom the records belong or of whom the records include information. CSCU will provide an equal opportunity for the Parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, (i.e. evidence that tends to prove and disprove the allegations) as described below.

### **Inspection and Review of Evidence**

Prior to the completion of the investigation, the Parties will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each Party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation.

Evidence that will be available for inspection and review by the Parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

- Evidence that is relevant, even if that evidence does not end up being relied upon by CSCU in making a determination regarding responsibility;
- Inculpatory or exculpatory evidence (i.e. evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a party or other source.

All Parties must submit any evidence they would like the investigator to consider prior to when the Parties' time to inspect and review evidence begins.

CSCU will send the evidence made available for each Party and each Party's Advisor, if any, to inspect and review through an electronic format or a hard copy. CSCU is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of

determining format and any restrictions or limitations on access.

The Parties will have ten (10) school calendar days to inspect and review the evidence and submit a written response by email to the investigator. The investigator will consider the parties' written responses before completing the Investigative Report.

### **Requests to Extend Inspection and Review**

CSCU may provide the Parties five (5) school calendar days after the initial inspection and review of evidence, and before the investigator completes their Investigative Report, to provide additional evidence in response to their inspection and review of the evidence, and then provide the Parties five (5) school calendar days to inspect, review, and respond to the Party's additional evidence through a written response to the investigator. Those written responses may be disclosed to the parties.

Any evidence subject to inspection and review will be available at any hearing, including for purposes of cross-examination. The Parties and their Advisors agree not to photograph or otherwise copy the evidence and must sign an agreement not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to these Appendix Procedures.

### **Inclusion of Evidence Not Directly Related to the Allegations:**

Evidence obtained in the investigation that is determined in the reasoned judgment of the investigator not to be directly related to the allegations in the Formal Complaint will not be disclosed, or may be appropriately redacted before the Parties' inspection to avoid disclosure of personally identifiable information of a student. Any evidence obtained in the investigation that is kept from disclosure or appropriately redacted will be documented in a "privilege log" that may be reviewed by the Parties and their Advisors, if any.

### **Investigative Report**

The investigator designated by the Title IX/Equity Coordinator will create an Investigative Report that fairly summarizes relevant evidence, and will provide that Report to the Parties at least ten (10) school calendar days prior the hearing in an electronic format or a hard copy for each Party's review and written response. The Investigative Report is not intended to catalog all evidence obtained by the investigator, but only to provide a fair summary of that evidence. Only relevant evidence (including both inculpatory and exculpatory – i.e. tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report. The investigator may redact irrelevant information from the Investigative Report when that information is contained in documents or evidence that is/are otherwise relevant.

### **Hearing**

#### **General Rules of Live Hearings**

CSCU will not issue a disciplinary sanction arising from an allegation of Covered Sexual Harassment without holding a live hearing unless otherwise resolved through an informal resolution process.

The live hearing may be conducted with all Parties physically present in the same geographic location,

or, at CSCU's discretion, any or all Parties, witnesses, and other participants may appear at the live hearing virtually through remote video conferencing. This technology will enable participants simultaneously to see and hear each other. At its discretion, CSCU may delay or adjourn a hearing based on technological errors not within a Party's control.

All proceedings will be recorded through either an audio recording, audiovisual recording or transcript. That recording or transcript will be made available to the Parties for inspection and review.

Prior to obtaining access to any evidence, the Parties and their advisors must sign an agreement not to disseminate any of the testimony heard or evidence obtained in the hearing or use such testimony or evidence for any purpose unrelated to these Appendix Procedures. Once signed, this Agreement may not be withdrawn.

### **Continuances or Granting Extensions**

CSCU may determine that multiple sessions or a continuance (i.e. a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, CSCU will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

### **Newly-discovered Evidence**

As a general rule, no new evidence or witnesses may be submitted during the live hearing. If a Party identifies new evidence or witnesses that were not reasonably available prior to the live hearing and could affect the outcome of the matter, the Party may request that such evidence or witnesses be considered at the live hearing.

The Hearing Official/Panel will consider this request and make a determination regarding (1) whether such evidence or witness testimony was actually unavailable by reasonable effort prior to the hearing, and (2) whether such evidence or witness testimony could affect the outcome of the matter. The Party offering the newly-discovered evidence or witness has the burden of establishing these questions by the preponderance of the evidence.

If the Hearing Official/Panel answers in the affirmative to both questions, then the Parties will be granted a reasonable pause in the hearing to review the evidence or prepare for questioning of the witness.

### **Participants in the Live Hearing**

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

#### *Complainant and Respondent (The Parties)*

- The Parties cannot waive the right to a live hearing.
- CSCU will not threaten, coerce, intimidate or discriminate against the Party in an attempt to secure the Party's participation.
- The hearing body cannot draw an inference about the determination regarding responsibility based solely on a Party's absence from the live hearing or refusal to answer

cross examination or other questions.

#### *The Hearing Body*

- The hearing body will consist of a single decision-maker
- No member of the hearing body will also have served as the Title IX/Equity Coordinator, investigator, or Advisor to any party in the case, nor may any member of the hearing body serve on the appeals body in the case.
- No member of the hearing body will have a conflict of interest or bias in favor of or against Complainants or Respondents generally, or in favor or against the Parties to the particular case.
- The hearing body will be trained on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for Complainants, and any technology to be used at the hearing.
- The Parties will have an opportunity to raise any objections regarding a decision-maker's actual or perceived conflicts of interest or bias at the commencement of the live hearing.

#### *Advisor of Choice*

- The Parties have the right to select an Advisor of their choice, who may be, but does not have to be, an attorney.
- The Advisor of choice may accompany the Party to any meeting or hearing they are permitted to attend, but may not speak for the Party, except for the purpose of cross-examination.
- The Parties are not permitted to conduct cross-examination; it must be conducted by the Advisor. As a result, if a Party does not select an Advisor, the institution will select an Advisor to serve in this role for the limited purpose of conducting the cross-examination at no fee or charge to the Party.
- The Advisor is not prohibited from having a conflict of interest or bias in favor of or against Complainants or Respondents generally, or in favor or against the Parties to the particular case.
- The Advisor is not prohibited from being a witness in the matter.
- If a Party does not attend the live hearing, the Party's Advisor may appear and conduct cross-examination on their behalf.
- If neither a Party nor their advisor appear at the hearing, CSCU will provide an Advisor to appear on behalf of the non-appearing party.

#### *Witnesses*

- Witnesses cannot be compelled to participate in the live hearing and have the right not to participate in the hearing free from retaliation.

#### **Hearing Procedures**

For all live hearings conducted under these Appendix Procedures, the hearing procedure will be as follows:

- The hearing body will open and establish rules and expectations for the hearing;

- The Parties will each be given the opportunity to provide opening statements;
- The hearing body will ask questions of the Parties and witnesses;
- Parties will be given the opportunity for live cross-examination after the hearing body conducts its initial round of questioning; During the Parties' cross-examination, the hearing body will have the authority to pause cross-examination at any time for the purposes of asking the hearing body's own follow up questions; and any time necessary in order to enforce the established rules of decorum.
- Should a Party or the Party's Advisor choose not to cross-examine a Party or witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the hearing body. A Party's waiver of cross-examination does not eliminate the ability of the hearing body to use statements made by the Party.
- The hearing body is allowed to consider statements made by Parties or witnesses that are otherwise permitted under federal law, even if those Parties or witnesses do not participate in cross-examination at the live hearing, in reaching a determination regarding responsibility under these Appendix Procedures.

### **Live Cross-Examination Procedure**

Each Party's Advisor will conduct live cross-examination of the other Party or Parties and witnesses. During this live-cross examination the Advisor will ask the other Party or Parties and witnesses relevant questions and follow-up questions, including those challenging credibility directly, orally, and in real time. Before any cross-examination question is answered, the hearing body will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by the hearing body may be deemed irrelevant if they have been asked and answered.

### **Review of Transcript/Recording**

Either the recording or transcript of the hearing will be available for review by the Parties unless there are any extenuating circumstances. The record/transcript of the hearing will not be provided to Parties or Advisors of choice.

### **Determination Regarding Responsibility**

#### **Standard of Proof**

CSCU uses the preponderance of the evidence standard for investigations and determinations regarding responsibility of Formal Complaints covered under these Appendix Procedures. This means that the investigation and hearing determine whether it is more likely than not that a violation occurred.

### **General Considerations for Evaluating Testimony and Evidence**

While the opportunity for cross-examination is required in all hearings under these Appendix Procedures, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the hearing body.



The hearing body shall not draw inferences regarding a Party or witness' credibility based on the Party or witness' status as a Complainant, Respondent, or witness, nor shall it base its judgments in stereotypes about how a Party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the Party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.

Still, credibility judgments should not rest on whether a Party or witness' testimony is non-linear or incomplete, or if the Party or witness is displaying stress or anxiety.

Decision makers will afford the highest weight relative to other testimony to first-hand testimony by Parties and witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e. tending to prove and disprove the allegations) evidence will be weighed in equal fashion.

Except where specifically barred by federal law, a witness' testimony regarding third-party knowledge of the facts at issue will be allowed, but will generally be accorded lower weight than testimony regarding direct knowledge of specific facts that occurred.

These Appendix Procedures require that the hearing body allow Parties to call "expert witnesses" for direct and cross examination. CSCU does not provide for expert witnesses in other proceedings. While the expert witness will be allowed to testify and be crossed as required under federal law, the decision-maker will be instructed to afford lower weight to non-factual testimony of the expert relative to fact witnesses, and any expert testimony that is not directed to the specific facts that occurred in the case will be afforded lower weight relative to fact witnesses, regardless of whether the expert witness testimony is the subject of cross examination and regardless of whether all Parties present experts as witnesses.

These Appendix Procedures require that CSCU allows Parties to call character witnesses to testify. CSCU does not provide for character witnesses in other proceedings. While the character witnesses will be allowed to testify and be crossed as required under federal law, the decision-maker will be instructed to afford very low weight to any non-factual character testimony of any witness.

These Appendix Procedures require that CSCU admit and allow testimony regarding polygraph tests ("lie detector tests") and other procedures that are outside of standard use in academic and non-academic conduct processes. While the processes and testimony about them will be allowed to testify and be crossed as required under federal law, the decision-maker will be instructed to afford lower weight to such processes relative to the testimony of fact witnesses.

Where a Party or witness' conduct or statements demonstrate that the Party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the hearing body may draw an adverse inference as to that Party or witness' credibility.

### **Components of the Determination Regarding Responsibility**

The written Determination Regarding Responsibility will be issued simultaneously to all Parties through their CSCU email account, or other reasonable means as necessary. The Determination will

include:

- Identification of the allegations potentially constituting Covered Sexual Harassment;
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding which section of these Appendix Procedures, if any, the Respondent has or has not violated.
- For each allegation:
  - A statement of, and rationale for, a determination regarding responsibility;
  - A statement of, and rationale for, any disciplinary sanctions the recipient imposes on the Respondent; and
  - A statement of, and rationale for, whether remedies designed to restore or preserve equal access to CSCU's education program or activity will be provided by CSCU to the Complainant; and
- CSCU's procedures and the permitted reasons for the Complainant and Respondent to appeal (described below in "Appeal").

### **Timeline of Determination Regarding Responsibility**

If there are no extenuating circumstances, the determination regarding responsibility will be issued by CSCU within ten (10) school calendar days of the completion of the hearing.

### **Finality**

The determination regarding responsibility becomes final either on the date that CSCU provides the Parties with the written determination of the result of the appeal, if an appeal is filed consistent with the procedures and timeline outlined in "Appeals" below, or if an appeal is not filed, the date on which the opportunity to appeal expires.

### **Appeals**

Each Party may appeal the dismissal of a Formal Complaint or any included allegations and/or a determination regarding responsibility. To appeal, a Party must submit their written appeal within five (5) school calendar days of being notified of the decision, indicating the grounds for the appeal.

The limited grounds for appeal available are as follows:

- Procedural irregularity that affected the outcome of the matter (i.e. a failure to follow these Appendix Procedures);
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- The Title IX/Equity Coordinator, Investigator(s), or decision-maker(s) had a conflict of interest or bias for or against an individual Party, or for or against Complainants or Respondents in general, that affected the outcome of the matter;
- The severity of sanctions.

The submission of appeal stays any sanctions for the pendency of an appeal. Supportive measures and remote learning opportunities remain available during the pendency of the appeal.

If a Party appeals, CSCU will as soon as practicable notify the other Party in writing of the appeal; however, the time for appeal shall be offered equitably to all Parties and shall not be extended for any Party solely because the other party filed an appeal.

Appeals should be submitted in electronic form using ARIAL or TIMES NEW ROMAN, 12 point font, and single-spaced. Appeals should use footnotes, not endnotes. Appeals that do not meet these standards may be returned to the Party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal document not to meet these standards.

Appeals will be decided by an Appeals Officer, who will be free of conflict of interest and bias, and will not serve as investigator, Title IX/Equity Coordinator, or hearing decision maker in the same matter.

Outcome of appeal will be provided in writing simultaneously to both Parties, and include a rationale for the decision.

### **Retaliation**

CSCU will keep the identity of any individual who has made a Report or Complaint Covered Sexual Harassment confidential, including the identity of any individual who has made a Report or filed a Formal Complaint of Covered Sexual Harassment under these Appendix Procedures, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding under these Appendix Procedures.

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations.

No person may intimidate, threaten, coerce, or discriminate against any individual because the individual has made a Report or Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under these Appendix Procedures.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a Report or Complaint of sex discrimination or a report or Formal Complaint of Covered Sexual Harassment.

Complaints alleging retaliation may be filed according to the Procedures promulgated pursuant to the Interim Discriminatory Harassment, Nondiscrimination, and Title IX Policy.

### **Sanctions**

See the Procedures above for applicable sanctions.

## **DISCRIMINATION COMPLAINT AGENCIES**

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the Connecticut State Colleges and Universities (CSCU) Discrimination Complaint Procedure

### **1. The Connecticut Commission on Human Rights & Opportunities**

#### **Southwest Region Office**

350 Fairfield Avenue  
6<sup>th</sup> Floor  
Bridgeport, CT 06604  
Tel: (203) 579-6246  
TDD (203) 579 – 6246

#### **West Central Region Office**

Rowland State Government Center  
55 West Main Street, Suite 210  
Waterbury, CT 06702-2004  
Tel: (203) 805-6530  
TDD (203) 805-6579

#### **Capitol Region Office**

450 Columbus Blvd  
Hartford, CT 06103  
Tel: (860) 566-7710  
TDD (860) 566 – 7710

#### **Eastern Region Office**

100 Broadway  
Norwich, CT 06360  
Tel: (860) 886-5703  
TDD (860) 886 - 5707

Complaints should be filed with the Commission on Human Rights and Opportunities (CHRO) no later than three hundred (300) days after the alleged act of employment discrimination occurred.

### **2. The Equal Employment Opportunities Commission**

John F. Kennedy Federal Office Building  
Government Center, Room 475  
Boston, MA 02203  
Tel: (617) 565-3200

Complaints should be filed with the Equal Employment Opportunities Commission (EEOC) no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred. Alternatively:

**3. Department of Education, Office of Civil Rights**

United States Department of Education  
Boston Office  
8<sup>th</sup> Floor  
5 Post Office Square  
Boston, Massachusetts 02109-3921  
Tel: (617) 289-0111

**4. Department of Justice, for ADA complaints**

United States Department of Justice  
950 Pennsylvania Avenue, NW  
Civil Rights Division  
Disability Rights Section  
Washington, D.C 20530  
<https://www.ada.gov/complaint/>  
This is the email to complete the required ADA complaint form.  
To file ADA complaint by facsimile, send completed ADA complaint form to  
Tel: (202)-307-1197

**5. Connecticut Commission on Women, Children and Seniors, Equity & Opportunity**

18-20 Trinity Street  
Hartford, CT 06106  
Tel: (860) 240-1424

**6. State of Connecticut: Employee Grievance Procedure**

(Contact Human Resources Office or union representatives for Grievance forms  
and/or procedures).  
200 Folly Brook Boulevard  
Wethersfield, CT 06109  
Tel: (860) 566-3450

**7. Wage and Hour and Public Contracts Division**

United States Labor Department  
135 High Street  
Hartford, CT 06103  
Tel: (860) 240-4277

**8. Wage and Workplace Standards Division**

Connecticut Department of Labor  
200 Folly Brook Boulevard  
Wethersfield, CT 06109  
Tel: (860) 263-6790

**DISCRIMINATION COMPLAINT LOG**

AGENCY: CSCC North-West Region REPORTING DATE: 1-Aug-24

NUMBER	COMPLAINANT RACE/SEX	DATE FILED	TYPE*	ACCUSED**	BASIS CLAIMED	FINDING	RESOLUTION	LENGTH OF TIME TO RESOLVE	Notes:
1									
2									
3									
4									
5									
6									
7									
8									
9									

\*Internal (within Agency) or External (CHRO, DOL, EEOC, etc.)  
\*\*Co-worker, Supervisor, Manager, etc.

Sample

# Section 46a-68-90

## Goals Analysis

## Section 46a-68-90: Goals Analysis

CT State engaged in necessary steps to ensure every *good faith effort* occurred in every recruitment. Each campus submitted AA plans within this reporting period and were found to be in compliance with the Affirmative Action regulations.

CT State engaged in the necessary activities to ensure compliance with subsection (a) and (b).

- a) CT State shall prepare a report on all activity undertaken to achieve the hiring, promotion, and program goals contained in the previous AA Plan and a probing self-analysis of the progress made toward those ends. If the analysis reveals additional problem areas or finds any current course of action ineffective, the agency shall undertake corrective action as set forth in section 46a-68-88 of the Regulations of Connecticut State Agencies.
- b) For each job search, the agency shall provide the race and gender of:
  - 1. the total applicant pool
  - 2. the qualified applicant pool
  - 3. the applicants interviewed.
- c) When a goal is met, the agency shall identify the selected candidate as a goal candidate. No other information is required.
- d) Each unmet goal shall be accompanied by a narrative outlining the agency's good faith efforts to achieve that goal by explaining why each goal candidate was eliminated. Each unmet goal, by job search, shall be separately addressed by narrative and the discussion of each goal applicant shall be detailed and complete.

## Activity to Demonstrate Good Faith Efforts to Achieve Goals

CT State has made good faith efforts to hire/promote only the most qualified individuals to fill vacancies in a fair and equitable manner.

The agency took steps to advertise its job opportunities broadly in mainstream, culturally specific media, and special listservs. The agency increased its recruitment resources utilizing JazzHR and other identified sources to advertise job opportunities as the budget permitted.

Search and selection committees were established for every search conducted. Each search committee was composed of diverse employees in an attempt to reflect the demographics of the employment goals. Prior to reviewing application materials, each search committee shall develop criteria and questions based on the job duties and position qualifications listed on the position announcements. To ensure compliance with EEO/AA laws and regulations, the criteria and questions are reviewed and approved by the CT State ECR team in partnership with the



CSCU Talent and Recruitment team before search committees can begin reviewing candidate materials.

Prior to the application deadlines, every search committee member must attend a search charge training (held twice a week) and complete bias in the interview training. Topics include:

- The search process and committee's role.
- The job description and position announcement.
- Affirmative action/EEO principles and the non-discrimination procedure.
- Confidentiality and proper search documentation.
- The development of interview questions and criteria including *legal dos and don'ts*;

Search committee members were asked to be actively aware of their personal biases and stereotypes, and the possible impact on individual decisions in the selection and recommendation process. A copy of search committee documents is attached at the end of this section.

The ECR team is involved throughout the search and selection process and reviews applications to ensure compliance with both AA and EEO. To that end, where practicable, Equity and Civil Rights ensured that the committee is held to strict Equal Opportunity in their candidate screening, and that all equally qualified candidates are advanced to the interview phase, including protected class applicants. CT State is aware that it must always monitor the pulse of the overall workforce and provide occasional training in various non-discrimination regulations as they are beneficial to the overall employment process for the college.

Lastly, the College also incorporates data driven Pause Points to ensure we recruit large, qualified applicant pools and to ensure that arbitrary measures and/or biases do not exclude otherwise qualified applicants.

#### *Applicant Race Categories Key*

W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

**Section 46a-68-90 - GOALS ANALYSIS**  
**- August 1, 2024**

## Hiring Goals Analysis

As this is CT State Community College's inaugural plan there is no goal analysis section.

## Promotion Goals Analysis

As this is CT State Community College's inaugural plan there is no goal analysis section.

## Program Goals Analysis

As this is CT State Community College's inaugural plan there is no goal analysis section.

**From:** [Cabanillas, Jessica \(System Office\)](#)  
**To:** [D'Agostino, Nicholas \(College Office\)](#)  
**Subject:** NP3 Interviews  
**Date:** Thursday, October 31, 2024 8:19:36 AM  
**Attachments:** [image001.png](#)

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Good morning, Nick.

As a follow up to our conversation yesterday regarding the Clerical NP3 contract, below is the language I was referencing. This language can be found on page 83, or Article 34, Section Two "Transfers to Another Agency," subsection (e). There is also language in Section One of the same article that speaks to the similar requirement for transfers WITHIN an agency. I've asked for clarification if that means a potential of 8 required or just the four most senior overall. My guess is the latter, but figured we'd ask. Thanks - Jes

1

(e) Applicants who wish to be interviewed for a vacancy as a lateral transfer and who timely submit an application shall be granted an interview for such position. However, an agency shall not be required to interview more than four (4) lateral transfer applicants for each vacancy. Seniority amongst lateral transfer applicants will be used to determine an agency's interview obligations when it receives more than four (4) lateral transfer applications for a vacancy.

# Section 46a-68-91

## Career Mobility

## **Section 46a-68-91: Career Mobility**

### **Subsection (a)**

CT State shall pursuant to Section 4-61u of the Connecticut General Statutes establish an effective program of career mobility as part of their EEO/AA program, as required by Section 46a-68 of the Connecticut Affirmative Action Regulations. The career and upward mobility initiatives that occur at CT State would include the Secretarial/Clerical and Technical Paraprofessional occupational categories.

CT State shall provide or make a provision for career counseling for such occupational groups in all departments.

All managers and supervisors are encouraged to work with their employees to ensure proper job-readiness and promotional interests are supported in the supervisory and evaluation processes. Any employee that has an interest and motivation for advancement are parts of career mobility. Career development plans can assist them tailor their needs, capabilities, knowledge skills and abilities and motivation of employees to reach their highest level of performance and skills to potentially advance into positions in the future. Counseling and guidance are available to employees in order to encourage and assist them in planning, researching and achieving the training, education and their career goals. Career counseling sessions are encouraged to discuss career development and information about College Office additional opportunities throughout CT State. The career counseling sessions have been done to assist with job announcements, work responsibilities, educational requirements, resume and interviewing tips and techniques, assistance with State examinations and job openings at other State agencies, other colleges and universities. The Human Resources staff and the ECR team are open to meeting with employees throughout the year.

Training and continued education is a key part of the CT State Career Mobility Program. Training opportunities are designed for employees to attain new skills and competences that prepare them for advancement within and across occupational categories. Training has been encouraged throughout the reporting period and some of the opportunities for employees include:

- State of Connecticut In-Service Training schedule is distributed to all employees during the Fall and Spring semester each reporting period.
- Employees are also encouraged to take courses offered within CT State. A variety of courses were offered and employees attended different colleges and universities throughout the year.

- CT State also offers a variety of computer and technology programs to teach staff new skills to upgrade their knowledge of the new software programs. Many of the college and universities programs open up and employees are routinely encouraged to go for these educational opportunities to help them gain knowledge and also increase their education in different areas within the college.
- Tuition waivers and professional development reimbursement offered by the collective bargaining unions are provided to employees and they are encouraged to pursue higher education. Employees are eligible for tuition reimbursement according to various collective bargaining agreements. Employees in all occupational categories at the system office and throughout CT State are given opportunities to participate in educational and training programs that are designed to enhance career advancement.
- Each new employee meets with Human Resources staff for an Orientation to the System Office and to provide information regarding information on all EEO/AA policies, procedures and the CSCU Discrimination Complaint Process and the State employee benefits package. Presentations and discussions take place regarding the various benefits, such as tuition reimbursement, professional development, and training provisions in the applicable collective bargaining agreement. In addition, CT State policy waives payment of service fees for unclassified staff members taking courses at the State Colleges and Universities.

Opportunities for other types of training are also addressed at the orientation. Information is provided regarding dissemination of training materials. Each year staff members in most categories participate in training activities that include credit and non-credit courses, state in-service training programs, conferences, seminars, workshops, and other activities sponsored by area and national organizations.

Career counseling opportunities are afforded to staff members as requested, and staff members are encouraged to seek assistance from the Human Resource and the ECR team in discussions regarding career opportunities within the CSCU and also with other State Agencies within State Government.

### **Subsection (b)**

CT State shall establish an effective program of accommodation and entry level training of persons with disabilities.

Such programs shall be part of the system office's AA and EEO programs required by Section 46a-68 of the Connecticut General Statutes.

Reasonable accommodations are provided to employees with a documented disability to assist them to perform the essential functions of their job. The ADA Coordinator or designee work closely with the employee to gather all of the appropriate paperwork to make the reasonable accommodation. An analysis is conducted for each request and steps are followed to assure proper accommodations are provided.

Medical documentation from the doctor or medical provider may be required to document that the employee has a disability and the types of reasonable accommodation(s) that are needed to do the essential functions of the position.

The ADA Coordinator or designee meets with the employee and usually their supervisor or hiring manager from their department to discuss the employee's limitations as they relate to the essential functions of the position and to discuss various options in regard to accommodating the employee to be able to perform their duties.

CT State retains discretion to select an accommodation which is deemed to be effective in removing the workplace barrier that is impeding the individual with a disability giving due consideration to the preference of the employee or applicant.

CT State recognizes the value of upward mobility within state service and believes that making greater use of employees' skills and abilities and developing employees for higher level work are essential aspects of sound management, affirmative action and EEO.

Faculty positions are promoted via the promotion and tenure process and all employees in these positions can engage in this process in accordance with their collective bargaining agreement.

Additionally, unclassified staff may also seek promotional upgrades within their positions as well.

Competitive promotions are less common as many positions are specialized, requiring specific skills that are not often related to other professional positions in the college and do not have promotional opportunities.

### **Training Opportunities**

The college encourages all staff members to participate in formalized educational pursuits, including - conferences, state supported training and other training. Through these activities, the staff acquires the skills, knowledge and credentials needed to prepare them for positions of greater responsibility.

In addition to providing staff opportunities to attend conferences, in-service programs, training courses, etc. CT State encourages employees to keep abreast of changes in their fields by authorizing tuition reimbursement, unpaid leaves, professional development funds and tuition waivers.

### **Career Counseling**

Formal career counseling is available to all staff members who request such assistance or those whose performance suggests that they would benefit from it. CT State Human Resources and Equity and Civil Rights staff assist employees with career information, educational programs and guidance.

Information about promotional opportunities, higher education, professional development, State of Connecticut governmental opportunities at other State agencies was provided. Assistance with resume writing, interviews tips and techniques and assistance with applications for positions were also part of the counseling sessions.

Upon request, the ECR team is available to provide career counseling to the public and staff from other colleges and universities or other state agencies regarding employment opportunities or information about positions throughout CT State.

CT State has established a formal arrangement with Solutions to provide our employees with an Employee Assistance Program (EAP). The EAP affords free, professional and confidential assistance to employees coping with personal problems that are negatively impacting their health, family or job performance.

### **Career Ladders**

When practicable, job descriptions are built to ensure lines of progression and career mobility within CT State. However, many positions are unique in their job functions which may limit career growth within the type of work or may require employees to seek lateral transfers. Additionally, the faculty series engage in tenure and promotion within the rules set forth in the collective bargaining agreements. All faculty who meet the criteria are eligible to pursue promotion and tenure. At times, bargaining unit staff can seek promotional adjustments within their current positions in accordance with the collective bargaining agreements.

All employees are strongly encouraged to pursue professional development and academic/degrees throughout the CT State community or the CSCU system. Additional degree advancement will also create future career opportunities. Tuition waiver programs are utilized by employees throughout CT State.



## **Upward Mobility - Transfers**

CT State adheres to the collective bargaining agreements as it relates to transfers. Additionally, all employees are encouraged to pursue positions within the college or the CSCU system. Classified positions are also governed by the collective bargaining agreement and CT State complies with all rules and agreements as it relates to SEBAC, the collective bargaining agreements, and DAS HR.

Since CT State has campuses throughout the state and different types of employment opportunities, which allows for more opportunities for transfer from to another.

Also, typically employees from campuses transfer to promotional positions available at the system office. These types of promotional opportunities reflect as terminations in the CT State's AA Plan as they are transferring to another state agency in these transactions. The positions filled at the system office tend to be the desired positions for advancement to assist with expertise in Academic Affairs, Student Services/Success, Student Conduct and Legal Counsel, Information Technology, Finance, Budget, Purchasing, Human Resources and provide technical assistance to all of the seventeen (17) colleges and universities.

CT State does receive notices of employment opportunities available from many of the State departments and agencies and provides these notices to employees. Historically, the employees of the CSCU System Office have leveraged their higher education experiences into higher level positions within other departments, agencies, community colleges, state universities and Charter Oak State College.

## **Mosaic Fellowship Program**

The Minority Fellowship Program (re-named the Mosaic Fellowship Program) was a mentorship program designed for people of color who were new or newly hired (especially part-timers) into the system and who aspired to a career in higher education. The fellowship program was designed to support one fellow at each community college campus for a total of 12 fellows. Records indicate that the Minority Fellowship Program has not been active since 2009, although funds have been added annually to the bargaining unit accounts.

The revitalized Mosaic Fellowship Program can expand its scope to effectively engage professionals within several sectors of CT State. The proposed mission and/or vision can be extracted from the following:

- The Mosaic Fellowship Program is designed to attract and retain professionals to the CSCC system by offering mentor opportunities and professional development.
- The Mosaic Fellowship Program is a way to create a pool of qualified candidates for positions within CT State.

- To hire, sustain, and promote people of color within CT State.
- To support and advance professional development opportunities for faculty and staff of color within the community college system.

The fellowship program is an experiential program with external and internal fellows. The external fellows are those not currently employed by CT State, while internal fellows are selected from those who are employed by CT State. There will be two types of fellowships: administrative (staff, supervisors, managers) and faculty (full-time and part-time). The Mosaic Fellowship Program will be administered under the CT State Office of Diversity, Equity, and Inclusion.

Fellowships will occur during one academic year, beginning in the fall semester. Prospective fellows will complete an application, where they can note their area of interest. Fellows will be matched with mentors from within the community college system.

Fellowship mentors will also have to agree to an academic year time commitment and will be required to complete training. Each campus commits to providing mentors in department and/or discipline areas to ensure that the fellow can shadow those in positions based on their area of interest. Mentors can also come from another campus if the fellow's area of study is not available on their home campus.

## Section 46a-68-92

### Good Faith Efforts

## **Section 46a-68-92: Good Faith Efforts**

CT State has demonstrated good faith efforts by engaging in the initiatives articulated in subsections (a) to (d) inclusive, of this section:

- a) Promoted equal opportunity to achieve a workplace that is free of discrimination;
  - 1. Communicate the agency's commitment to EEO and affirmative action to all employees.
  - 2. Ensure that employees are aware of non-discrimination policies and procedures: post policies in a visible location.
  - 3. Ensure that departmental processes, procedures, and systems are nondiscriminatory and free of bias.
  - 4. Evaluate supervisors for making good faith efforts in EEO and affirmative action: document in performance appraisals.
  - 5. Ensure that reasonable accommodations are made for disabled employees.
  - 6. Take appropriate and timely action when there has been an allegation of sexual harassment.
- b) Developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups;
  - 1. Identify affirmative action placement goals for all job openings.
  - 2. Make efforts to attract a large and diverse pool of qualified applicants, particularly inclusive of groups associated with affirmative action recruitment goals.
  - 3. Develop a contingency strategy if the initial recruitment effort does not bring in a sufficiently diverse pool.
  - 4. Contacting special interest organizations, groups and individuals.
  - 5. Or other means of outreach utilized to hire goal candidates.
- c) Ensured a fair and nondiscriminatory selection process.
  - 1. Review the selection process to ensure that it treats each applicant fairly and consistently.
  - 2. Review the interview format and questions for possible bias.
  - 3. Ensure that reasonable accommodations are made for applicants.
  - 4. If using a group interview process; create a diverse selection panel.
  - 5. Assess all applicants using the same selection criteria.
  - 6. Consider all skills that qualify the applicant, including volunteer and professional experience.
  - 7. Interview as many applicants as possible to increase opportunity.
  - 8. Keep written records of all applicants interviewed and be certain that the information recorded relates to the individual's ability to perform the duties.
  - 9. Ensure that selection panel members are aware of the impact of common biases such as stereotyping, unsubstantiated first impressions that may influence a

decision, and assessments based on different 'comfort levels' with people of dissimilar groups.

10. Document the selection process fully. Retain all records.

- d) Provided career development opportunities to all interested and qualified employees, with emphasis on those groups found to be underutilized in the workforce.
  - 1. Encourage staff to participate on agency committees to enhance development.
  - 2. Inform all staff of internal staff development and promotional opportunities.
  - 3. Promote and support employee training and development for all employees.
  - 4. Provide career counseling.
- e) Nothing in this section shall be construed to absolve an agency of its obligations under sections 46a-68-78, 46a-68-79, 46a-68-80, 46a-68-81, 46a-68-85, 46a-68-89, and 46a-68-90 and 46a-68-92 of the Regulations of Connecticut State Agencies.

Section 46a-68-93  
Innovative Programs

## **Section 46a-68-93: Innovative Programs**

(a) The CT State Shoreline West Region has developed and/or implemented innovative programs as called for in this section and not otherwise covered in this AA Plan as an important part of the road to EEO. The region welcomes the continuous opportunity to structure comprehensive programs to create opportunities not otherwise available to achieve the full and fair participation of all protected group members. Such programs under consideration include, but are not limited to:

1. summer employment programs;
2. youth programs;
3. apprenticeships;
4. work-study programs;
5. job sharing arrangements;
6. internships;
7. day care programs;
8. creation of new positions;
9. outreach for high school and college students;
10. reassignments; or
11. any positive, result-oriented program designed to achieve affirmative action.

Higher education and, specifically, the community college system is itself an innovative program that affords numerous equal opportunities for our future workforce and beyond. As part of our mission, we provide opportunities for our students to have summer employment opportunities and/or internships. These are often built into our curriculum as graduation requirements. Each of our campuses employ 100s of students annually through our work-study/student employment opportunities. Additionally, we frequently reach out to high school and other college students to enroll in our programs or to take individual courses.

The campuses also have K-12 youth programs in various disciplines, e.g., STEM fields, providing educational opportunities to our local students.

The region also offers other programs, e.g., job-sharing, the creation of new career series/job descriptions, childcare and reassignments as necessary.

(b) The plan shall describe any program planned or operated pursuant to this section and report the results achieved.

These programs are important to the road to parity and create opportunities not otherwise available to achieve the full and fair participation of all protected class members. Further, they enhance the college's cultural diversity.

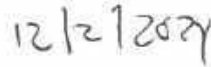
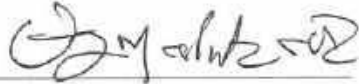
Section 46a-68-94  
Concluding Statement



## Section 46a-68-94: CONCLUDING STATEMENT

I, John Maduko, President of Connecticut State Community College, serve as the appointing authority for this institution. As the appointing authority, I acknowledge that the ultimate responsibility for promoting and enforcing affirmative action rests with me and I will account for the success or failure of the plan. I have read this Affirmative Action Plan and believe that its contents are true and correct.

As President, I attest that the VP of Diversity, Equity and Inclusion/Chief Diversity Officer, who serves as the Equal Employment Opportunity Officer reports directly to me on all matters related to affirmative action and equal opportunity within the Agency. I also attest that CT State Community College will make every good faith effort to achieve the objectives, goals and timetables set forth in this plan.



John Maduko  
President, CT State Community College