

## POLICY STATEMENT

### Section 46a-68-78

Norwalk Community College continues to be committed to the principles of affirmative action and equal employment opportunity. The College adopted the Affirmative Action Policy Statement approved by The Board of Regents for Higher Education.

This equal employment opportunity policy statement represents a commitment to a program of positive affirmative action and the taking of vigorous steps to overcome the present effects of past discrimination. Norwalk Community College will not discriminate against any person on the grounds of race, color, religious creed, age, national origin, sex, (including pregnancy), gender identity and expression, sexual orientation, ancestry, present or past history of mental disability, genetic information, marital status, intellectual disability, learning disability, pregnancy, physical disability, including, but not limited to blindness, or prior criminal record, workforce hazards to reproductive systems, unless the provisions of section 46a-60(b), 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupational qualification excluding persons in one of the above protected groups. With respect to the foregoing, discrimination on the basis of sex shall include sexual harassment as defined in section 46a-60(8) of the Connecticut General Statutes. Although it is recognized that there are bona fide occupational qualifications in which provide for exception from employment prohibitions, it is understood these exceptions are to be applied pursuant to Section 46a-68-78 of the administrative regulations. In addition, Norwalk Community College will not discriminate against any person on the grounds of political beliefs, or veteran status.

Norwalk Community College recognizes the hiring difficulties experiences by persons with disabilities and by many older persons.

If necessary, program goals shall be established with the Affirmative Action Plan for action eliminating hiring barriers and actively recruiting members from these groups, to overcome any remaining effects of past discrimination against these groups and to achieve full and fair utilization of such persons in the workforce.

Norwalk Community College's Affirmative Action Plan containing the internal complaint procedure is readily available to all employees. A copy can be found in the Library and the Human Resources Office. Additionally, during all training sessions provided to employees, information on where, when and how to file a complaint are provided.

To ensure that Norwalk Community College achieved its affirmative action goals, I appointed Lucy Brown as NCC's Equal Opportunity Employer Officer (EEO). The role of the EEO Officer is to, among other duties, develop, maintain, and monitor the College's affirmative action plan, programs and obligations. Ms. Brown's telephone number is (203) 857-6841, and she is located at East Campus room 305, 188 Richards Avenue.

As The Chief Executive Officer (CEO) of Norwalk Community College, I am committed to the goals and timetables set forth in this Plan and will continue to urge all parts of the Norwalk Community College community to assist us in achieving our stated goals.



**Cheryl De Vonish, J.D.**  
**Chief Executive Officer**

**1/29/2020**

**( Date )**