EASTCONN
advocate educate elevate

PERSONNEL
Series 4000
Policy #4023.1.1

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY

EASTCONN is an Affirmative Action/Equal Opportunity Employer. It is the policy of EASTCONN and the EASTCONN Board of Directors to provide equal employment opportunities to all applicants and employees without regard to protected characteristics and to prohibit discrimination and harassment in all aspects of employment.

EASTCONN does not and shall not discriminate against any employee or applicant for employment on the basis of race, color, religious creed, age, sex (including pregnancy), marital status, national origin, ancestry, sexual orientation, gender identity or expression, genetic information, disability (including physical disability, intellectual disability, mental disability, or learning disability, and including blindness), status as a veteran, status as a victim of domestic violence, or any other classification protected by state or federal law. "Race" includes ethnic traits historically associated with race, such as hair texture and protective hairstyles (including, but not limited to, braids, locs, twists, Bantu knots, afros, and afro puffs).

This policy applies to all terms, conditions, and privileges of employment, including but not limited to recruiting, hiring, placement, promotion, transfer, demotion, layoff, termination, compensation, benefits, training, and all other terms and conditions of employment.

EASTCONN is committed to taking affirmative steps to ensure that applicants and employees are treated without regard to the protected characteristics listed above, except where a bona fide occupational qualification or need exists or as otherwise permitted or required by law.

Prohibition of Retaliation and Harassment
EASTCONN strictly prohibits retaliation against any individual who opposes a practice prohibited by this policy, files a complaint, or participates in an investigation of alleged discrimination or harassment. Sexual harassment, as well as all other forms of unlawful harassment, is a form of prohibited discrimination and will not be tolerated.

Reasonable Accommodations
EASTCONN will provide reasonable accommodations in accordance with state and federal law to qualified individuals with disabilities and to employees for pregnancy, childbirth, or related conditions, unless doing so would cause an undue hardship.

376 Hartford Turnpike, Hampton, CT, 06247
(860) 455-0707 • eastconn.org

EASTCONN
advocate educate elevate

Implementation and Responsibility
The Executive Director (or designee) is responsible for the overall implementation and monitoring of this policy. All administrators, supervisors, and employees are expected to support and comply with this policy.

Any employee or applicant who believes they have been subjected to discrimination, harassment, or retaliation in violation of this policy should promptly report the incident to:

- The Director of Human Resources, or
- The designated Civil Rights / Title IX Coordinator, or
- The Executive Director.

Complaints will be investigated promptly, thoroughly, and impartially. Appropriate corrective action will be taken if a violation is found.

This policy will be disseminated to all employees and applicants and will be reviewed periodically.

Legal Reference/Compliance with Law
This policy is adopted in compliance with all applicable federal and state laws, rules and regulations, including but not limited to:

- Title VII of the Civil Rights Act of 1964, as amended
- Title IX of the Education Amendments of 1972
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Genetic Information Nondiscrimination Act (GINA)
- Section 504 of the Rehabilitation Act of 1973
- The Connecticut Fair Employment Practices Act, Conn. Gen. Stat. § 46a-60
- Conn. Gen. Stat. § 10-153 (nondiscrimination in the employment of teachers)
- Conn. Gen. Stat. § 10-15c (discrimination in public schools prohibited)
- and all other applicable state and federal nondiscrimination laws and regulations.

Adopted: October 27, 2026
Revised:
Replaces: #2.001 Affirmative Action/Equal Employment Opportunity Policy
#4111.1/4211.1 Equal Employment Opportunity
#6.009 Equal Employment Opportunity Policy

376 Hartford Turnpike, Hampton, CT, 06247
(860) 455-0707 • eastconn.org