

TOWN OF PLAINVILLE
AFFIRMATIVE ACTION POLICY STATEMENT

Non – Discrimination:

It has been and will continue to be the strong commitment of the Town of Plainville and all contractors and subcontractors who do business with this municipality to provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability and merit. To this end, the Town ensures that applicants will be hired and employees will be treated during their employment without regard to their race, color, religion, sex, national origin, ancestry, marital status, age, mental disorder (present or past history thereof), blindness, physical disability, mental retardation, or criminal record.

Affirmative Action:

The concept of affirmative action goes beyond simply non-discrimination in employment. It entails positive and aggressive measures to redress past discrimination against and underutilization of minorities and women. Administrators cannot sit back and wait for applicants to apply for positions; they must reach out and draw upon available sources so that persons of all background are aware of job openings and have the opportunity to compete for those jobs. The Town of Plainville is dedicated to the concepts of affirmative action in employment.

Statement of Policy:

Non-discrimination and affirmative action will be guaranteed in employment, upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay, other forms of compensation, and selection for training, including apprenticeship. The Town will also ensure that sexual harassment of applicants and employees does not take place. The Town of Plainville, its contractors and subcontractors will continue to make good faith efforts to comply with all Federal and State laws and policies which speak to equal employment opportunity including, but not limited to, the following:

- First, Fifth, Thirteenth, Fourteenth and Fifteenth Amendments to the U.S. Constitution
- Civil Rights Act of 1866, 1870 and 1871
- Equal Pay Act of 1963, as amended;
- Title VI & VII of the United States Civil Rights Act of 1964, as amended;
- Title VIII of the Civil Rights Act of 1968;
- Equal Employment Opportunity Act of 1972;
- Title I of the State and Local Fiscal Assistance Act of 1972
- Rehabilitation Act of 1973, 1974;

- Presidential Executive Order No. 11246, as amended by Executive Order No. 11375; (nondiscrimination under Federal contracts)
- Executive Order No. 11141; Age Discrimination
- Age Discrimination in Employment Act of 1967 and 1975;
- Pregnancy Discrimination Act of 1978;
- Article I, Sections 1 and 20 of the Connecticut General Statutes;
- Grasso Executive Order No. Eleven;
- O'Neil Executive Order No. Nine;
- Fair Employment Practices Act, Sections 46A-60-69, et seq.;
- Connecticut General Statutes 17-205j;
- Connecticut General Statutes Definition of Blind 46a – 51(i)
- Connecticut General Statutes 45a-51 (13) ;
- Connecticut General Statutes Definition of Physically Disabled 46a – 51(15)
- Connecticut General Statutes 46a-58(a)(d) Deprivation of Civil Rights
- Connecticut General Statutes Sexual Harassment 46a-60a (8);
- Connecticut General Statutes 46a-63-64 Public Accommodations Law
- Connecticut General Statutes 46a-70-81 Connecticut Code of Fair Practices
- Connecticut General Statutes 46a-79
- Connecticut General Statutes 46a-80 Discrimination against Criminal Offenders

The Town will make efforts to work within the community to help realize a full employment and effective utilization of the capabilities and productivity of all persons without regard to race, color, religion, sex, national origin, ancestry, marital status, age handicap or criminal record.

Robert E. Lee

Town Manager