



TOWN *of* THOMPSON

OFFICE OF THE SELECTMEN

AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of Thompson, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, the elderly, and other protected groups found to be underutilized. In the spirit of Executive Order 11 (by Gov. Grasso on Nov. 21, 1975) and Executive order 9 (by Gov. O'Neill on Jan. 3, 1984) I further state that this Town of Thompson will comply with the anti-discrimination provisions of the State and Federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many of the elderly. I pledge that the Town of Thompson will affirmatively provide services and programs in a fair and impartial manner. Where adverse impact is identified, the Town of Thompson will review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices which have an illegal discriminatory impact, are identified and eliminated; as well as administer all terms, conditions, privileges, and benefits of the employment process in an equitable manner.

Where adverse impact is identified, the Town of Thompson will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of the Town of Thompson to provide equal employment opportunities without consideration of race, color, religion, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities including but, not limited to blindness, sexual orientation, political belief or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b) and 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. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

Thompson Town Hall, 815 Riverside Drive, North Grosvenordale, CT 06255
860-923-9561



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The Town of Thompson will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations and executive orders listed below: 13th, 14th & 15th Amendments of the United States Constitution, Civil Rights Act 1866, 1870, 1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, Presidential Executive Orders 11246 as amended by 11357, (Nondiscrimination under federal contracts), H.R. 493 (The Genetic Information Nondiscrimination Act of 2008, effective November 21, 2009). Act 1 Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive Order Number 11, Governor O'Neill Executive Order Number 9, the Connecticut Fair Employment Practices Law (46a-63-64), Discrimination against Criminal Offenders (46a-80), Connecticut General Statutes, Connecticut Code of Fair Accommodations Law (46-63-64), definition of Blind (46a-51 (1), definition of Physically Disabled (46a-51 (15), definition of Mentally Retarded (46a-51 (13), cooperation with the Commission of Human Rights and Opportunities (46a-77), Sexual Harassment (46-60-(a), Connecticut Credit Discrimination Law (360436 through 439), Title I of the State and the Local Fiscal Assistance Act of 1972 and the Americans with Disabilities Act of 1992.

This policy statement will be given annually to all Town employees and will also be posted throughout Town Hall. I also expect each supplier, union, consultant or entity(s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The Town of Thompson will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I have assigned the responsibility to achieve a successful implementation of our policy to the First Selectman and Personnel of the Town of Thompson who can be reached at 860-923-9561.

3/7/18
Date

Kenneth Beausoleil

FIRST SELECTMAN

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA
COORDINATOR BY CALLING (860)-923-9561.

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