

Introduction

Central Connecticut State University (CCSU) is committed to both the letter and the spirit of the laws that encompass Equal Employment Opportunity and Affirmative Action. With the exception of the numerical workbooks, this Plan was developed under Affirmative Action Regulations, 46a-68-75 through 46a-68-94 inclusive. Per 46a-68-76, CCSU has opted to submit the AAP in paper copy. In compliance with the revised regulations in 46a-68-77, the AAP addresses all 16 elements required for submission and compliance.

The 2019 AA Plan was approved in February 2020. There were 3 elements that were weak and the other sections were in compliance with the regulations and the following notations were made:

- 46a-68-78 – Policy Statement – The Policy Statement was difficult to find in the proposed affirmative action plan. The policy statement belongs in this section of the proposed affirmative action plan not in Section 46a-68-80 External Communication.
- 46a-68-80 – External Communication and Recruitment Strategies – The SBE/MBE quarterly reports belong in this section of the proposed affirmative action plan not Section 46a-68-81 Assignment of Responsibility and Monitoring. There is no indication in this section that unions that represent university employees for collective bargaining purposes were notified that the university is an AA/EEO employer. Recruitment information should be in this section of the proposed affirmative action plan not Section 46a-68-81 Assignment of Responsibility and Monitoring. The Policy Statement and the notice inviting employees to review the affirmative action plan have been incorrectly placed in this section. Review Section 46a-68-80 of the Affirmative Action Regulations and the requirements of this section. The information that does not fulfill the requirements of this section of the Affirmative Action Regulations should be removed from future filings.
- 46a-68-89 - Discrimination Complaint Process - The time frames for filing, processing, and resolution of internal complaints are not to exceed ninety (90) days. External investigators must be made aware of this requirement. If exceeding this time frame is unavoidable, then the complainant must be informed again as the 90th day is approaching of his/her right to file a complaint with the CHRO, EEOC, etc. so that the time frames for filing with enforcement agencies are not exceeded. The Commission notes that two investigations took over five hundred days and there were zero (0) complaints filed with the Commission on Human Rights and Opportunities.
- 46a-68-81 – Assignment of Responsibility - It is unclear as to why there are two Assignment of Responsibility and Monitoring sections. Future filings must contain only the requirements of this section of the Affirmative Action Regulations.
- 46a-68-86 – Employment Analyses - Exit questionnaires are not a requirement of the Affirmative Action Regulations.
- 46a-68-88 - Program Goals-The focus of the program goals must be on policies, procedures, etc. that affect the employees of Central Connecticut State University. Programs for the student body are laudable, but the focus of the Affirmative Action Regulations is on the employment process for state employees.

These notations have been addressed in the AA Plan and their respective areas.

To achieve all lawful objectives, the University has developed the annual 2019-2020 Affirmative Action Plan, pursuant to section 46a-68 of the Connecticut General Statutes and the corresponding Affirmative Action Regulations for State agencies. The Plan follows the format set forth in the regulations and addresses each element therein.

With a deeply rooted belief in the principles of Affirmative Action and Equal Employment Opportunity, CCSU continually strives to provide all employees, current and prospective, every opportunity and possible benefit regarding their employment. Equally, CCCSU continually strives to ensure that every student is afforded the highest standard of educational opportunity.