

OBJECTIVES OF THE AFFIRMATIVE ACTION PLAN

January 2015

In accordance with state and federal laws and regulations, the University of Connecticut is an Equal Employment Opportunity/Affirmative Action Employer. As such, the University does not tolerate unlawful discrimination in its employment practices, and employs affirmative action to achieve equal employment opportunity.

The University of Connecticut prepares an *Affirmative Action Plan (Plan)* each year in compliance with Connecticut General Statute (CGS), Section 46a-68. The *Plan* is a detailed, results-oriented set of procedures, which articulate the University's strategy to combat discrimination and implement affirmative action in employment. The objectives of the *Plan* are to establish goals, which promote affirmative action and eliminate any policy or employment practice that adversely affects members of protected classes.

The *Plan* includes a report on the University workforce as a whole and by occupational category. The *Plan* also sets forth the degree of parity within the relevant labor market area, and illustrates the University's degree of success in accomplishing hiring, promotion, and program goals. In addition, it discusses contract compliance activity for both small and minority business enterprises.

Affirmative action supports the University's goal of developing a diverse workforce by ensuring equal employment opportunity. For instance, the University makes special efforts to recruit qualified candidates from groups that are underutilized in our workforce. Where goals have not been achieved, the University's *Plan* demonstrates its good faith efforts in the conduct of its recruiting, hiring, and other employment policies and practices.

All materials contained in the *Affirmative Action Plan* are public documents available for review at locations around the state. The complete version of the current year's *Plan* is on file in the Reference Collection of the Homer Babbidge Library in Storrs, Connecticut, The Department of Human Resources, and the Office of Diversity and Equity as well as on-line at <http://ode.uconn.edu/diversity/affirmative-action/universitys-affirmative-action-plan-for-employment/>. Included in the *Plan* is a listing of pertinent state and federal civil rights laws, statutes, and regulations.

Inquiries or complaints regarding the Affirmative Action policy or its implementation should be addressed to Elizabeth A. Conklin, Associate Vice President, Office of Diversity and Equity, Wood Hall Unit 2175, 241 Glenbrook Road, University of Connecticut, Storrs, Connecticut, 06269-4175, telephone (860) 486-2943. In order to be considered in the annual edition of the *Plan*, comments or inquiries must be submitted no later than December 31 of each year.