

PROGRAM GOALS

Section 46a-68-88

This section was found to be in compliance in the previous filing.

UConn Health established program goals that are meaningful, measurable and reasonably attainable and consistent with section 46a-68-92 of the Regulations of Connecticut State Agencies to ensure:

1. the promotion of equal opportunity and to achieve a workplace free of discrimination;
2. opportunities for all qualified applicants including underutilized groups;
3. the utilization of a fair and nondiscriminatory recruitment and selection process; and
4. that career development opportunities are available to all interested and qualified employees, including minorities and women.

UConn Health did not identify any employment policy or practice that adversely affects any protected candidates including individuals with disabilities or older persons.

UConn Health has elected to set program goals for employment practices that were not identified as having an adverse impact pursuant to section 46a-68-87 of the Regulations of Connecticut State Agencies. Goals for the *Plan* year are designed to encourage creativity, and the use of best practices in recruitment and retention activities.

Goal #1 The Office of Institutional Equity (OIE) will develop an online sexual harassment prevention training module for all employees to complement the state-mandated in-person two hour sexual harassment prevention training for managers. UConn Health employees in non-traditional work environments will have the ability to complete the course and receive reinforcement of information and concepts discussed in state-mandated sexual harassment prevention training.

Responsible Unit: Office of Institutional Equity

Target Date: May 30, 2019

Goal #2 The Office of Institutional Equity (OIE) will deliver regular updates to the Department of Human Resources, via periodic trainings, on trends related to AA/EEO compliance, recruitment, objective applicant evaluation and documentation, and ongoing Affirmative Action Plan collaboration. It is intended that these trainings will facilitate the achievement of various compliance goals, and assist both departments in serving the larger UConn Health community in an accurate and efficient manner.

Responsible Units: Office of Institutional Equity

Target Date: May 30, 2019

Goal #3 The Office of Institutional Equity (OIE) will develop and publish event guidelines to assist event organizers and planners in creating and managing accessible events. The event guidelines will be available to members of the UConn Health community including employees, managers, and supervisors to ensure a clear understanding of roles and responsibilities in regards to event accessibility. OIE staff will present event accessibility training in various formats including in-person and online. The materials will be made available online through www.accessibility.uconn.edu/.

Responsible Unit: Office of Institutional Equity
Target Date: May 30, 2019

Goal #4 The Office of Institutional Equity (OIE) will collaborate with the Department of Human Resources to update and disseminate guidelines on applicant evaluation for search committee, hiring managers and Human Resources staff. The guidelines will focus on objective applicant evaluation and the specific and detailed information necessary compliance with regulatory requirements.

Responsible Unit: Office of Institutional Equity
Department of Human Resources
Target Date: May 30, 2019

All reductions in each occupational category are detailed in the **Employment Process Analysis Section 46a-68-86**.

All non-voluntary terminations are reviewed by the Employee and Labor Relations Unit prior to implementation to ensure discrimination or contract violations did not occur. All employees voluntarily separating from UConn Health are offered the opportunity to participate in an exit interview. Exit interviews are available on-line with the option of anonymity. All exit interviews are reviewed by Human Resource Officers to identify any employment concerns. The Office of Institutional Equity reviews the exit interview for signs of discrimination or harassment issues and to analyze potential concerns that can be remedied by training or programming.