

CAREER MOBILITY

(Section 46a-68-91)

September 2020

This section was found to be in compliance in the previous filing and there were no proposals/recommendations.

Subsection (a)

Career mobility at UConn Health is an organizational commitment in compliance with section 4-61t of the Connecticut (CT) General Statutes section 4-61t and the CT State Regulations section 46a-68-91 to provide opportunities to employees for career as well as personal development. This commitment is a natural extension of UConn Health's mission of education, research and patient care. The ongoing training and educational culture within an institution of higher education fosters the creation, development, implementation, and continuous improvement of employee development programs that support upward mobility opportunities.

UConn Health continues to offer trainings to staff that provide the necessary skills that impact career mobility. Many of the identified competencies such as communication skills, email etiquette, career exploration, etc., are addressed through the Learning Opportunities that are available at UConn Health and Department of Administrative Services. This information is posted on the Department of Human Resources website, **Exhibit #1**.

UConn Health was not able establish any specific upward mobility programs due to current collective bargaining contracts that do not allow targeted movement from one unit to another. The majority of positions at UConn Health where true Upward Mobility could be established require negotiations between the affected bargaining units in order to target an employee or a class to move from one position to another.

Other upward mobility activities that UConn Health supports are as follows:

Tuition Reimbursement Program

The Tuition Reimbursement Program is a mechanism used by Department of Human Resources to facilitate professional development for employees. The program is available to all classified and unclassified bargaining unit employees as well as managerial/confidential employees.

Classified bargaining unit contracts provide tuition reimbursement. Each contract determines the amount reimbursed per credit and the amount of credits allowed per fiscal year. Some collective bargaining funds may be exhausted during the reporting period. The Fiscal Policy Division of the Office of the State Comptroller maintains the state priority lists for the collective bargaining units utilizing such lists. Each employee receives reimbursement in the order of application and reimbursement is issued in sequence of these lists.

The University Health Professionals contract is administered through UConn Health and provides for the following:

Article 21.4 - Tuition Reimbursement

Tuition is reimbursed at the rate of 100% for courses taken at the University of Connecticut, and for courses taken elsewhere 75% of the UConn rate or the rate at the school he/she attends, whichever is less. Reimbursement for part-time employees will be pro-rated based on their full time equivalent (FTE). Employees are eligible for reimbursement up to 6 credits per semester, not to exceed 12 credits per fiscal year.

For professionally related courses, which a principal investigator or a supervisor outside the bargaining unit requires an employee to take, all tuition shall be reimbursed provided that the employee successfully completes the course.

An employee shall be eligible for up to \$450.00 per year to attend conferences and workshops.

Tuition Waiver:

The Tuition Waiver Program is available to all University Health Professionals (UHP) and Managerial/Confidential employees. The University shall provide a waiver of tuition and a partial waiver of credit fees equivalent to tuition for undergraduate and graduate courses taken at UConn on a space available basis. To qualify for a graduate waiver, the employee must either be a matriculated student or the class must be work related. The employee must be employed at least 50%; the waiver will be pro-rated to the employee's full-time equivalent.

The tuition waiver program only applies to the Fall and Spring semesters; there is no limit to the amount of credits that may be waived. Intersession, Summer semester, or laboratory courses are not covered under this program.

Educational Leave

Requests for leaves for University Health Professionals staff are based upon union contract.

Article 12.4 - Educational Leave

12.4a - Non-degree paid or unpaid educational leave to attend conferences, seminars or workshops may be granted by the Executive Vice President for Health Affairs (Vice President for Health Affairs and Dean, School of Medicine) or his/her designee or the Hospital Director as appropriate, for purposes of professional growth and personal development. Such leave shall be related to the employee's duties and be of perceived value to the employer.

12.4b – Degree. Leave of absence without pay may be granted by the President for reasons considered being in the best interest of the University and in the interest of professional growth and improvement of the staff member concerned. All such cases are treated as special cases. Staff members desiring such leaves should apply through their Department Head and Dean to the Executive Vice President.

In accordance with the By-Laws of the University of Connecticut (Section XIV.L.1) the privilege of sabbatical leave is open to all full-time teachers who have at least the rank of assistant professor or a corresponding rank and who have been in continuous full-time service at the institution for at least six years. Following a grant of sabbatical leave, the privilege may be renewed after an additional period of continuous full-time service of at least (6) years.

Information and applications for this reimbursement are on the UConn Health website under Human Resources/Benefits. A total of one hundred and twenty-seven (127) employees took advantage of tuition reimbursement benefits.

Examinations/Promotions

UConn Health has utilized the “promotion by reclassification” process, which allows promotions to competitive positions without requiring the candidate to take the state examination as long as all requirements under this provision are met.

Career Counseling and Professional Development

Career Counseling is available through the Department of Human Resources. The counseling is designed to assist employees in determining work interests, aptitudes and aspirations in planning for promotional opportunities within UConn Health and within the larger state system. Talent Acquisition Specialists are a direct service provider to both external and internal customers. The Talent Acquisition Specialist provides counseling to employees requesting guidance and information on promotional requirements and opportunities. Employees are made aware of the statewide open competitive system and promotion opportunities. The State career ladder and job titles with required training and experience are outlined. Emphasis is on the employee's job position/title, performance, education and experience as a springboard to upward mobility.

Talent Acquisition Specialists are not only responsible for the recruitment function but are active in UConn Health’s training and development program. HR has developed and taught various training modules such as resume writing and interviewing techniques. On average Talent Acquisition Specialists devote 10% to 15% of their time to career counseling which includes employees experiencing layoffs due to the non-renewal of grants.

UConn Health also offers Professional Development via online web trainings and in-person classroom trainings. All Professional Development offerings are highlighted on the Human Resources webpage and are updated as additional courses are added. Education and Staff Development Specialists from the Organizational Staff Development Team coordinate and administer the trainings. Career Counseling and Professional Development Trainings include “Harnessing Your Stress for Good,” Career Exploration at UConn Health,” and Capitalizing on Your Workstyle, and MBTI-Meyers Briggs Type Indicator-Individual Assessment.”

Training and Development

The Organization and Staff Development (OSD) unit of Human Resources serves and supports UConn Health staff and managers by developing and conducting in-house professional

development programs throughout the year. A range of classroom courses and workshops are offered, allowing employees to choose specific topics that meet their professional and personal development needs. General topics include communication skills, interpersonal skills, leadership skills, Lean training, workplace effectiveness and wellness programs. If needs within a specific work unit or department extend beyond these courses, OSD also offers customized workshops, consultation, facilitation and coaching. Topics include career/employee development, communication skills, business communication, business process redesign, change management, customer service, customized training and team building. Additionally, a Management Development Program is offered twice in the year, offering tools, knowledge and skills needed to succeed as a UConn Health leader. Experts in the areas of human resources, financial management and compliance regulations guide managers and supervisors through a variety of managerial topics.

OSD created a career development training for employees, *Career Exploration at UConn Health*. The workshop's curriculum includes planning for education and training, navigating UConn Health hiring system, planning career goals, and assessment of experiences, interests, skills, and resume. This is being offered to employees in the fall and spring, **Exhibit #2**.

Subsection (b)

Process for Accommodations

UConn Health has an established and effective program of accommodation for employees. Human Resources (HR) is currently responsible for compliance with the Americans with Disabilities Act (ADA) and related federal and state statutes, as they may be applicable. HR is charged with processing and facilitating employees' requests for accommodations. Associate Vice President Elizabeth Conklin was the UConn Health's ADA Coordinator through July 31, 2020. Sarah Chipman, J.D was named both the Interim Associate Vice President and the Interim ADA Coordinator effective August 1, 2020.

UConn Health employees seeking to explore an accommodation should contact HR and complete a Reasonable Accommodation Request Form for Employees, **Exhibit #3** and the Authorization for Disclosure and Release of Medical Information Form **Exhibit #4**. In order to evaluate the accommodation request, HR may need medical information from the employee's health care provider. The Authorization for Disclosure and Release of Medical Information Form allows HR to contact the employee's health care provider or qualified practitioner for this purpose. All employee requests for an accommodation and accompanying medical information are evaluated and kept confidential consistent with state and federal laws. To respond to an employee's request for accommodation, an Accommodations Case Manager will review the accommodation forms, medical documents, the essential job functions of his/her position, and the specific facts of each request. The Accommodations Case Manager will follow up with the employee if there are any questions regarding this information.

HR utilizes this information to determine whether the employee has an underlying disability, as that term is defined in the pertinent laws and regulations, and the accommodation the employee is seeking to explore. Any requested accommodations are also analyzed as to whether they

would impose an undue hardship on the employer, in which case the employer is not required to provide said accommodation. This is a framework of the steps taken in most cases, but individual cases may vary.

HR will facilitate a discussion with the employee's manager to determine what accommodations may be reasonable. To explore the request, the department is only informed of the employee's functional limitations/restrictions and the accommodation he or she requested. Following this interactive dialogue between the employee and manager, HR assists the parties in determining whether an effective accommodation can be reached. As a result of the interactive process, HR communicates to both the employee and the manager the steps that were taken and the process for providing any reasonable accommodation(s). The employee is responsible for contacting the ADA Accommodations Case Manager if the reasonable accommodations are not implemented in an effective and timely manner, or if the accommodations require additional modifications. HR works with the employee and the manager to resolve disagreements regarding the accommodations.

The Office of Institutional Equity (OIE) monitors UConn Health's compliance with the pertinent laws and regulatory requirements for workplace accommodations. UConn Health forbids all forms of disability discrimination, including the failure to provide reasonable accommodations and discrimination or harassment based on physical or mental disabilities. To that end, incidents of discrimination or discriminatory harassment (including disability discrimination, and failure to provide a reasonable accommodation) by UConn Health employees are investigated by OIE. Complaints regarding such incidents are processed in accordance with OIE's complaint procedures. Complaints can be made either verbally or in writing. Please see **Discrimination Complaint Process, Exhibit #2**.

Commented [PH1]: Full name of OIE because it's the first time mentioned.

Commented [PH2]: Make sure this is correct. Cari was updating the Discrimination Complaint Process Exhibits to make them more clear.

Disability Initiatives

Both the ADA Coordinator and Deputy ADA Coordinator for the Office of Institutional Equity met with various departments, deans, chairs, and directors to ensure UConn Health's compliance with all relevant laws and regulations related to the ADA and provided consultation, information and referral to appropriate resources for disability related issues:

1. Attended Campus Planning, Design and Construction capital projects meetings on a monthly basis to provide guidance for conformance with the Standards for Accessible Design under the Americans with Disabilities Act.
2. Participated in ongoing discussions of ADA compliance issues, strategies, and education initiatives with the UConn Health Access and Accommodations Committee.
3. Collaborated with the Coordinator of Interpreting Services to identify staff members to train and assist in providing auxiliary aids and services for patients who are deaf or hard of hearing.
4. Participated as a member of the UConn Center for Excellence in Developmental Disabilities (UCEDD) Consumer Advisory Council to assist in the development of the UCEDD five-year strategic plan.

Innovative Disability Program

Project Search is a unique, business led, one (1) year, school-to-work program that takes place entirely at the workplace. The program goal is to build a workforce that includes people with disabilities. UConn Health partners with Favarh, a local chapter of ARC, to run the program at UConn Health. This year, the following UConn Health departments taught employment skills to prepare the interns for future employment: Food and Nutrition/Sodexo, University Dentists Financial Services, Revenue Cycle, Housekeeping, Linen, Warehouse, Mail Room, Central Sterile Supply and University Medical Group Administration. Five (5) interns completed two (2) rotations prior to needing to suspend rotations due to Covid-19. For the last weeks of the program, the interns completed activities via Zoom including life and job seeking training. These interns gained valuable work experience under the guidance of dedicated UConn Health staff mentors. UConn Health's annual internship program has a 94% placement rate of interns into competitive employment and has trained more than 30 interns since its inception. Because of its continued success, four (4) more programs started in 2019/2020 throughout Connecticut.

Exhibit #5

Human Resources

Search this site...



[Home](#) [Services](#) [Managers](#) [Job Seekers](#) [Faculty](#) [Student/Temporary Employees](#) [Contacts](#) [Forms](#)

Organizational Development

[Compliance Training](#)

[New Employee Orientation Program](#)

[Online Learning Center – Saba](#)

[Professional Development](#)

[Overview](#)

[Curriculum](#)

[How Do I Pay for Courses with Fees?](#)

[Management Development Program](#)

[State of Connecticut In-Service Training Program](#)

[Unpaid Experiences](#)

[Work Life](#)

Organizational Development



Human Resources is committed to our most important resource, you. We are here at every turn, offering you many opportunities to grow and develop your talents in order to successfully meet the ever-changing needs of our dynamic organization.

Services

[Compliance Training](#)

[New Employee Orientation Program](#)

[Online Learning Center – Saba](#)

[Professional Development](#)

[Recognition](#)

[Unpaid Experiences](#)

[Work Life](#)



Work Life

UConn Health is a great workplace and Human Resources is dedicated to creating a supportive environment. Explore our [Work Life](#) resources and see why UConn Health is a great place to work!

Human Resources

Search this site...



Home Services▼ Managers Job Seekers Faculty Student/Temporary Employees Contacts Forms

Organizational Development

Compliance Training

New Employee Orientation Program

Online Learning Center – Saba

Professional Development

Overview

Curriculum

How Do I Pay for Courses with Fees?

Management Development Program

State of Connecticut In-Service Training Program

Unpaid Experiences

Work Life

Curriculum



Drive Your Career

Organization Development is committed to helping you strengthen your workplace effectiveness and professional profile. Continuous learning is key to thriving in today's challenging and ever changing work environments. Currently, we are suspending all in-person professional development programs. During this time, we will aim to provide online professional development opportunities for all UConn employees.

We appreciate your patience during this stressful time as we do our best to serve our UConn community.

Enrolling Is Easy


1. Obtain manager/supervisor approval prior to enrollment.
2. Click on the Register button to login to Saba.
3. In Saba, search for the course and register.

Coronavirus: Maintaining a Safe and Productive Workforce Courses

As we navigate COVID-19 together, we are pleased to offer UConn employees a curated list of online professional development modules in the areas business continuity, remote management, stress management and ergonomic best practices. The courses are available until May 15, 2020.

Working Remotely

- **Working Remotely** | 7 min
Working remotely offers plenty of benefits, not just to the employee doing the remote work, but to the organization allowing them to do it in the first place. In order to take advantage of those benefits, you need to be a successful remote employee.
- **Working From Home: Strategies for Remote Employees** | 20 min
When imagining telecommuting, many people envision a relaxed day of working at home in their pajamas. However, this probably isn't the best approach. Telecommuting definitely offers a lot of freedom, but that doesn't mean you can ignore your work responsibilities. This course provides strategies for being effective as a remote employee.
- **The Happy Secret to Better Work, Shawn Achor** | 13 min
We believe we should work hard in order to be happy, but could we be thinking about things backwards? In this fast-moving and very funny talk, psychologist Shawn Achor argues that actually, happiness inspires us to be more productive.
- **Working From Home: Top Tips** | 5 min
In this module, we'll look at some tips for effective remote working from your home. We'll cover how to create a productive routine and create an inspirational workplace.
- **Remote Working 101** | 1 hr
The world is changing fast. Many of us are working from home for the first time and discovering the challenges this can bring. Whether you're a total newbie or remote working veteran, you will benefit from these 10 essential lessons. Learn skills that will keep you productive and help to support your wellbeing.

[Register](#) 

Managing Remote Teams

- **Managing Remote Teams** | 10 min
Encouraging personal interactions can be tricky when you are managing a team remotely. This course will explain how you can build relationships between team members even from a distance. By the end of this course you'll have a better understanding of how you can nurture appropriate work relationships using a variety of exercises.
- **Leading Teams - Leading and Managing Effective Virtual Teams** | 12 min
Traditional methods of managing on-site groups don't work with remote workers, because virtual teams are most often composed of workers who are spread over a varied geographic and cultural expanse and communicate, for the most part, electronically. In this lesson, you will learn to effectively guide teams that they rarely see face-to-face.

- **Remote Management: Effective Ways to Communicate with Team Members** | 10 min

In this module you'll learn how to manage a team member's activity by visiting a team member, using the right tools to inform and conduct effective remote meetings. In addition, learn techniques to boost each team member by avoiding team member's frustration, choosing the right moment to interact and adopting a circular view on reporting.

- **Leading Virtual Teams - Beginner** | 56 min

The overall goal of this program is to enable managers to learn and apply a practical approach to leading virtual teams. Blending best practice and research, our emphasis is on helping managers understand how to lead dispersed, virtual teams.

[Register](#)

Anxiety and Mental Health

- **Mindfulness: The Importance of Breathing** | 5 min

We breathe all day long without thinking about it. When we are mindful of our breath we can reduce stress and feel more relaxed. This module looks at this in more detail.

- **Mental Health - Anxiety** | 15 min

Anxiety can be a huge barrier in both your personal life and career. This module provides you with tools to remove that barrier.

- **Handling Stress** | 15 min

Learn effective techniques to help you manage stress, allowing you to be more productive and improve your overall sense of well-being. This course is designed to help you recognize the signs of stress, understand how stress operates, and manage your stress through simple techniques and exercises.

- **Mental Health Awareness** | 30 min

Designed for employees in health and social care, this training course covers valuable guidelines for providing support to individuals with mental illness.

[Register](#)

Ergonomics

- **Ergonomics: 01. The Basics** | 5 min

This course provides an overview of the basic concepts of ergonomics.

- **Computer Workstations (DSE)** | 15 min

Computers are brilliant for many aspects of work, but if used incorrectly employees can gain insufferable injuries at a high cost. This course covers exactly what you need to ensure you set up your workstations correctly and support employees' needs. It will also give you the facts so you can threaten your children with confidence when they are on the iPad for too long.

- **Workplace Safety for Office Professionals: Designing and Ergonomic Workstation** | 10 min

This video course addresses some of the major causes of injury due to poor workstation design and illustrates several simple ways to prevent any problems. You'll also see some killer dance moves and learn about electrifying new ways to motivate your employees. Who would have thought a training video about ergonomics could be so entertaining?

[Register](#)



16 Munson Road, 5th Floor
Farmington, CT 06032
Telephone 860-679-2831
Facsimile 860-679-1051

Authorization for Disclosure and Release of Medical Information Form

As required by Connecticut law, the Department of Human Resources may not use or disclose your individually identifiable information without your authorization.

Your completion of this form means that you are giving permission for the use(s) and disclosure described below.

Please review and complete this form carefully. It may be invalid if not fully completed.

Please forward this form, along with the Request for Reasonable Accommodation Form to the Department of Human Resources upon completion.

HR USE ONLY

I, _____ [employee's name] whose home address is _____

and whose date of birth is _____ HEREBY AUTHORIZE _____

[provider's name, address, phone and fax]

to release medical information pertinent to the reasonable accommodation I requested to:

FOR UCONN HEALTH:

ADA Accommodations Case Manager
UConn Health
P.O. Box 4035
Farmington, CT 06034-4035
Telephone - (860) 679-2831
Facsimile - (860) 679-1051

To any licensed physician, other licensed practitioner, hospital, clinic, or other medically related facility, or United States Veteran Administration:

I authorize you to release to the Department of Human Resources information to be used solely for the purpose of evaluating my request for reasonable accommodation. The information being requested relates only to any condition that affects my ability to perform my essential job functions. The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, do not provide any genetic information when responding to this request for medical information.

Initial _____

This Authorization shall be valid for a period of 180 days after the date of my signature or earlier if revoked by me in writing to the Department of Human Resources.

Initial _____

ACKNOWLEDGEMENT

I understand that the Department of Human Resources may not use or disclose my medical information except for the expressed purposes identified above, unless another authorization is obtained from me or unless such use or disclosure is specifically required or permitted by law.

I understand that once this information is disclosed pursuant to this Authorization, it is no longer protected by the Department of Human Resources privacy policies, and may possibly be re-disclosed by the recipient.

I hereby acknowledge that I have been informed of my right to receive a copy of this authorization request.

I acknowledge that I have the right to refuse to sign this Authorization.

I acknowledge that I may revoke this Authorization in writing at any time. I understand that if I revoke this Authorization, the information described above may no longer be used or disclosed for the purpose described in this written Authorization. To revoke this Authorization, please send a written statement to:

ADA Accommodations Case Manager
UConn Health, Human Resources
P.O. Box 4035
Farmington, CT 06034-4035

My signature below indicates that I have read and understand this Authorization and its terms.

Signature _____

Date _____

Reasonable Accommodation Request Form for Employees

All information regarding an individual's medical condition and the reasonable accommodation request is confidential and only disclosed to persons on a need to know basis. Any and all documents related to this request are kept confidential and will be maintained and used in accordance with applicable state and federal law.

Instructions: Individuals who are employed at UConn Health and are requesting a reasonable accommodation(s) under the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act, relevant state law, and accompanying state and federal regulations, are encouraged to complete this form in its entirety.

In order to explore possible coverage and reasonable accommodations, information is required regarding your medical condition, essential job functions, applicable functional limitations and your requested accommodation(s). It is often necessary for staff of the Department of Human Resources to discuss your medical condition and the documentation you submit to our office with providers such as licensed physicians, psychologists, or other qualified professionals. If you need help in completing this form, someone else may complete it on your behalf, or you may contact the ADA Accommodations Case Manager at donofrio@uchc.edu or 860-679-2831 for assistance.

Upon completion, please forward this form, along with the **Medical Release Form**, to the ADA Accommodations Case Manager. Make sure you sign both forms.

FOR UCONN HEALTH:

Mailing Address

ADA Accommodations Case Manager
UConn Health
P.O. Box 4035
Farmington, CT 06034-4035

In Person Address

16 Munson Rd., 5th Floor
Farmington, CT 06032-4035

Telephone - (860) 679-2831
Facsimile - (860) 679-1051
Email - donofrio@uchc.edu

☐ Faculty ☐ Employee/Staff ☐ Other (specify) _____

Name: _____
First Middle Last

Job Title: _____

Department: _____

Work Address: _____
City State ZIP Code

Work Telephone Number: _____

Work Email: _____

Home Address: _____
City State ZIP Code

Home Telephone Number: _____

Home Email: _____

Preferred method of contact: ☐ Home Phone ☐ Home Email
☐ Work Phone ☐ Work Email

How long have you worked/studied in current position? _____

How long have you worked/studied at UConn? _____

Supervisor's Name: _____
First Middle Last

Job Title: _____

Department: _____

Work Telephone Number: _____

Work Email: _____

Medical Information

Please identify the medical condition(s) for which you are requesting an accommodation.

Please provide the name and contact information for the health care professional who diagnosed the medical condition(s) listed above. Please include the date of diagnosis.

Job and Accommodation Information

Please explain how your medical condition(s) listed in Section B affect(s) your ability to perform the essential functions of your position. If you are a new employee, state the anticipated difficulties you foresee in completing your job duties. Be as specific regarding the job duties you are having difficulty performing or believe you will have difficulty performing.

Please provide your recommendations for a reasonable accommodation(s) and any information you may have about any associated costs (attach supporting documentation).

Please describe any accommodations or assistive technologies you currently use.

Please identify any University employee with whom you have discussed this request for a reasonable accommodation (i.e. , co-worker, supervisor, HR, etc.) Please include dates

Please add any comments you feel may be helpful in consideration of your request.

Acknowledgement

I understand that it will be my responsibility to complete a Medical Release Form and provide it to the ADA Accommodations Case Manager for my request to be evaluated. I further understand that the ADA Accommodations Case Manager will evaluate and respond to me based upon the information that I provide.

Signature

Date

☐ Please check here if additional information is attached to this request.

Project SEARCH Favarrh at UConn Health

Project SEARCH Favarrh at UConn Health is a unique, business-led, one-year, school-to-work program that takes place entirely at the workplace. Since 2014, UConn Health has partnered with Favarrh to host Project SEARCH interns. Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and relevant job-skills training through strategically designed internships. Based on an international model developed at Cincinnati Children's Hospital in 1996, Project SEARCH is dedicated to building a workforce that includes people with disabilities.



Project | SEARCH
Favarrh at UConn Health

Agency Partners

UConn Health has partnered with Favarrh/The Arc of Farmington Valley, based in Canton, a local chapter of the ARC, a worldwide organization that supports people with intellectual, physical and developmental disabilities. Other agency partners include the Connecticut Department of Developmental Services, Department of Rehabilitation Services, and Region 10 Public Schools.

Get Involved

1. Become a host department
2. Become an email mentor
3. Conduct a life/employability skills course

Any UConn Health department interested in becoming involved should contact Rosie Wright, roswright@uchc.edu.

Any student or young adult interested in applying for the program, should contact Tammy Annis at tannis@favarrh.org, or call 860-693-6662 x126.

Contact Us

Sandy Finnimore, Program Manager
sfinnimore@favarrh.org

Rosie Wright, UConn Health Business Liaison
roswright@uchc.edu



**UConn Health INTERNAL Discrimination Complaints
Opened Or Pending Between June 1, 2019 and May 31, 2020**

	Complainant Race/Sex	Date Filed	Type	Respondent	Basis Claimed	Finding	Report/Referral Issued
1	UF	3/17/2020	Internal	4 UConn Health Employees	Retaliation	Withdrawn by Complainant	3/26/2020
2	UF	3/16/2020	Internal	1 UConn Health Employee	Discrimination - Disability	Assessment of Merits - No Referral	3/23/2020
3	UF	2/19/2020	Internal	1 UConn Health Employee	Discrimination - Disability	Referred to Management	3/5/2020
4	BF	1/29/2020	Internal	1 UConn Health Employee	Harassment - National Origin	No Policy Violation - No Referral	4/2/2020
5	UM	1/20/2020	Internal	1 UConn Health Employee	Harassment - National Origin	Assessment of Merits - No Referral	2/18/2020
6	WM	1/3/2020	Internal	1 UConn Health Employee	Harassment - Sex-Based Sexual Harassment Discrimination - Sex-Based	Assessment of Merits - No Referral	2/7/2020
7	WF	1/3/2020	Internal	2 UConn Health Employees	Discrimination/Harassment - Marital Status Retaliation	Assessment of Merits - No Referral	2/7/2020
8	UF	12/6/2019	Internal	1 UConn Health Employee	Sexual Harassment	Pending	
9	N/A	11/21/2019	Internal	1 UConn Health Employee	Harassment - Gender/Race/Sex	No Policy Violation - No Referral	12/18/2019
10	WF	8/28/2019	Internal	1 UConn Health Employee	Sexual Harassment	Policy Violation	11/26/2019
11	WF	8/29/2019	Internal	1 UConn Health Employee	Failure to Report	Policy Violation	11/26/2019
12	UF	8/27/2019	Internal	2 UConn Health Employees	Discrimination/Harassment - Sex-based	Assessment of Merits - No Referral	9/24/2019
13	UF	05/02/2019	Internal	1 UConn Health Employee	Sexual Harassment	No Policy Violation - No Referral	6/10/2019
14	BF	4/18/2019	Internal	2 UConn Health Employees	Discrimination - Disability/Race Failure to Accommodate Retaliation	No Policy Violation - No Referral	7/29/2019

**UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020**

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
1 BM	1/27/2020 Filed at Choro 2/27/2020 Filed at EEOC 2/27/2020 Notice to UConn Health	External	UConn Health	Discrimination/Harassment - Color/National Origin/Race Retaliation	Pending at CHRO Pending at EEOC			
2 UF	12/16/2019 Filed at CHRO 01/18/2020 Filed at EEOC 1/23/2020 Notice to UConn Health	External	UConn Health	Discrimination - Race; Retaliation	Pending at CHRO Pending at EEOC			
3 UF	10/31/2019 Filed at CHRO 12/6/2019 Notice to UConn Health 12/7/2019 Filed at EEOC	External	UConn Health	Discrimination - Disability; Retaliation	Pending at CHRO Pending at EEOC			
4 BF	01/08/2020 Filed at CHRO 2/10/2020 Filed at EEOC 2/11/2020 Notice to UConn Health	External	UConn Health	Discrimination - Race/Color	Pending at CHRO Pending at EEOC			

**UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020**

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
5 WF	12/19/2019 Filed at CHRO 1/23/2020 Notice to UConn Health 1/24/2020 Filed at EEOC	External	UConn Health	Discrimination - Sex-based	Pending at CHRO Pending at EEOC			
6 WF	07/23/2019 Filed at CHRO 8/21/2019 Filed at EEOC 8/22/2019 Notice to UConn Health	External	UConn Health	Discrimination -Age/Disability; Retaliation	Pending at CHRO Pending at EEOC			
7 BF	4/30/2019 Filed at CHRO 4/30/2019 Filed at EEOC 5/8/2019 Notice to UConn Health	External	UConn Health	Retaliation	Closed at CHRO Closed at EEOC	No Reasonable finding/Release of Jurisdiction CHRO Dismissed EEOC	146 CHRO 223 EEOC	9/13/2019 CHRO 12/9/2019 EEOC
8 UM	4/1/2019 Filed at CHRO 4/29/2019 Filed at EEOC 4/29/2019 Notice to UConn Health	External	UConn Health	Discrimination - Sex-Based/Race; Retaliation	Closed at CHRO Closed at EEOC	Release of Jurisdiction CHRO Dismissed EEOC	128 CHRO 157 EEOC	8/7/2019 CHRO 10/3/2019 EEOC

UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
9 UF	3/28/2019 Filed at Claims Commission 5/31/2019 Notice to UConn Health	External	UConn Health	Sexual Harassment; Retaliation	Closed at Claims Commission	Settlement Agreement	407	5/7/2020
10 UF	3/20/2019 Filed in Federal Court 3/20/2019 Notice to UConn Health	External	UConn Health	Discrimination - Gender; Retaliation	Closed in Federal Court	Settlement Agreement	415	5/7/2020
11 BM	1/18/2019 Filed at CHRO 2/18/2019 Notice to UConn Health	External	UConn Health	Discrimination - Age/Color/National Origin/Race; Retaliation	Closed at CHRO	No Reasonable cause/Administrative Dismissal CHRO	77 CHRO	4/20/2020
12 WF	12/31/2018 Filed at CHRO 1/25/2019 Notice to UConn Health	External	UConn Health	Discrimination - Disability; Retaliation	Pending at CHRO Pending at EEOC			
13 HF	12/6/2018 Filed at CHRO 1/10/2019 Notice to UConn Health	External	UConn Health	Discrimination - Age/Race/National Origin	Closed at CHRO Pending at EEOC	No Reasonable Cause CHRO	298 CHRO	9/30/2019 CHRO
14 UF	9/7/2018 Filed at Federal Court	External	UConn Health	Discrimination - Sex-Based; Retaliation	Closed in Federal Court	Settlement Agreement	413 Federal Court	10/25/2019

**UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020**

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
15 UF	8/24/2018 Filed at CHRO 9/10/2018 Notice to UConn Health	External	UConn Health	Retaliation	Closed at CHRO	No Reasonable Cause CHRO	530 CHRO	2/5/2020
16 WF	6/27/2018 Filed at EEOC 7/5/2018 Amended at EEOC 07/11/2018 Notice to UConn Health	External	UConn Health	Discrimination - Age/Disability/Sex	Close at CHRO Closed at EEOC	Dismissed DHRO Dismissed EEOC	545 CHRO 513 EEOC	12/31/2019 CHRO 11/21/2019 EEOC
17 WM	6/20/2018 Filed at CHRO 6/27/2018 Notice to UConn Health 7/22/2019 Filed at Federal Court	External	UConn Health	Harassment - Disability	Closed at CHRO Closed at EEOC Pending at Federal Court	No Reasonable Cause CHRO Request for Reconsideration 2/26/2019 CHRO Dismissed EEOC No Reasonable Cause CHRO	224 CHRO 303 EEOC 547 CHRO	1/30/2019 CHRO 4/19/2019 EEOC 12/19/2019 CHRO
18 HF	6/1/2018 Filed at CHRO 9/4/2018 Filed at EEOC 6/20/2018 Notice to UConn Health	External	UConn Health	Harassment - Disability; Retaliation	Closed at CHRO Closed at EEOC	No Reasonable Cause CHRO Dismissed EEOC	365 CHRO 469 EEOC	6/28/2019 CHRO 9/12/2019 EEOC

**UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020**

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
19 WF	3/15/2018 Filed at CHRO 3/23/2018 Notice to UConn Health	External	UConn Health	Discrimination - Disability; Retaliation	Closed at CHRO Closed at EEOC	Release of Jurisdiction CHRO Dismissed EEOC	127 CHRO 620 EEOC	7/20/2018 CHRO 11/25/2019 EEOC
20 BM	3/12/2018 Filed at CHRO 3/27/2018 Notice to UConn Health	External	UConn Health	Discrimination - Age/Race; Retaliation	Closed at CHRO	Release of Jurisdiction CHRO	599 CHRO	10/22/2019 CHRO
21 BM	2/8/2018 Filed at CHRO 02/16/2018 Notice to UConn Health	External	UConn Health	Discrimination - Color/Disability/Race	Pending at CHRO			
22 BM	2/7/2018 Filed at CHRO 02/16/2018 Notice to UConn Health	External	UConn Health	Discrimination - Color/Disability/Race	Pending at CHRO			
23 BF	01/31/2018 Filed at CHRO 2/8/2018 Notice to UConn Health Filed at OPH 1/23/2020	External	UConn Health	Discrimination - Race/Color/Marital Status; Retaliation	Pending at CHRO Pending at EEOC Pending at OPH			

UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
24 BF	10/30/2017 Filed at CHRO 11/9/2017 Notice to UConn Health	External	UConn Health	Discrimination - Disability/Race/Religion/National Origin; Retaliation	Closed at CHRO Closed at EEOC	Release of Jurisdiction CHRO Dismissed EEOC	655 CHRO 722 EEOC	8/16/2019 CHRO 10/22/2019 EEOC
25 HF	10/5/2017 Filed at CHRO 10/19/2017 Notice to UConn Health	External	UConn Health	Discrimination - National Origin/Sex; Sexual Harassment; Retaliation	Closed at CHRO Closed at EEOC	No Reasonable Cause CHRO Dismissed EEOC	727 CHRO 852 EEOC	10/2/2019 CHRO 2/4/2020 EEOC
26 BF	9/18/2017 Filed at CHRO 10/4/2017 Notice to UConn Health	External	UConn Health	Discrimination - Race	Closed at CHRO Pending at EEOC	No Reasonable Cause CHRO	876 CHRO	1/24/2020
27 UF	6/12/2017 Filed at CHRO 6/27/2017 Notice to UConn Health 5/20/2019 Filed at Superior Court	External	UConn Health	Discrimination - Pregnancy	Pending at CHRO Closed at Superior Court	Withdrawn at Superior Court	250 Superior Court	2/3/2020 Superior Court
28 UF	2/13/2017 Filed at Claims Commission	External	UConn Health	Discrimination - Marital Status	Pending at Claims Commission			
29 UF ¹	3/23/2017 Filed at OCR 4/27/2017 Notice to UConn Health	External	UConn Health	Discrimination - Disability	Closed at OCR	Dismissed at OCR	190 OCR	9/29/2017
30 UF	1/5/2017 Filed at Claims Commission	External	UConn Health	Discrimination - Gender Identity	Pending at Claims Commission			

**UConn Health EXTERNAL Discrimination Complaints
Opened or Pending Between June 1, 2019 - May 31, 2020**

1 - Matters closed prior to Plan Year
but UConn Health learned of Closing
Plan Year

	Complainant Race/Sex	Date Filed/ Date Received*	Type	Respondent	Basis Claimed	Finding	Resolution	Length of Time to Resolve	Date Closed
31	UF	10/20/2016 Filed at CHRO Notice to UConn Health 10/21/2016	External	UConn Health	Discrimination - Age	Pending at CHRO Pending at EEOC			
32	BM	5/20/2016 Filed at CHRO 6/27/2016 Notice to UConn Health	External	UConn Health	Discrimination - Color/Race	Pending at CHRO			
33	UM	2/26/2016 Filed at CHRO 4/7/2016 Notice to UConn Health	External	UConn Health	Discrimination - Disability	Closed at CHRO Pending at EEOC	Final Notice of Administrative Dismissal Failure to Cooperate CHRO	1242 CHRO	7/22/2019 CHRO
34	UM	1/16/2013	External	UConn Health	Retaliation	Pending at OPH			