

PROGRAM GOALS
(Section 46a-68-88)
September 2020

This section was in compliance in the previous filing and the recommendation for future plans was to place all sections in the affirmative action plan in order of the section number.

All sections in the affirmative action plan were placed in order of the section number.

Subsection (a)

When an employment policy or practice having an adverse impact upon protected race and sex group members, individuals with disabilities or older persons has been identified, program goals will be developed and implemented.

Subsection (b)

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.

Subsection (c)

Where the cooperation of another agency is essential to the implementation of a program goal, the UConn Health keeps a record of each instance of contact with the agency whose cooperation is requested and the outcome of the request.

Subsection (d)

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 collaborate with the Department of Human Resources to review and revise the current online Search Committee Training for employees. The update will include information about AA/EEO compliance in the search process and strategies to reduce implicit bias in the evaluation process and updates to the search and hire process. UConn Health's proactive approach in reviewing the training will address potential discriminatory issues by enhancing the training content with current best practices and standardizing the online training format across all UConn campuses.

Responsible Unit: Office of Institutional Equity

Target Date: May 31, 2021

Goal #2

The Office of Institutional Equity (OIE), Patient Experience Department, and Human Resources created a committee to develop a training for UConn Health employees regarding managing discrimination from patients, families and guests. This new training will describe procedures when a patient or guest is acting in a discriminatory or harassing manner towards an employee. The plan for the training includes testimonial videos from UConn Health employees sharing their experiences with discriminatory or harassing conduct from patients or guests, an overview of procedures, and hypothetical questions and situations. The goal of the training is for employees to learn tools and strategies to enable them to perform their job free from discrimination or harassment by patients or guests.

Responsible Units: Office of Institutional Equity

Target Date: May 31, 2021