

**AFFIRMATIVE ACTION POLICY STATEMENT**  
**NAUGATUCK VALLEY COMMUNITY COLLEGE**  
April 2017

Naugatuck Valley Community College continues to acknowledge the purpose and need for continuing implementation of affirmative action and equal employment opportunity. In considering the need for affirmative action and equal opportunity, it is important to distinguish between affirmative action and equal employment opportunity.

Affirmative Action is positive action undertaken with conviction and effort, to overcome the present effects of past practices, or barriers to equal employment opportunity. The purpose of affirmative action is to achieve equal employment opportunity. As such, program goals will be set to overcome barriers and achieve full and fair utilization in our workforce.

Equal Employment Opportunity is the employment of individuals without consideration of race, color, religious creed, age, sex, marital status, national origin, ancestry, intellectual disability, learning disability, sexual orientation, gender identity or expression, physical disability, criminal record, present or past history of mental disability, genetic information, and status in any group protected by state or local law; unless the provisions of Sections 46a-60(b), 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Although it is recognized that there are bona fide occupational qualifications which provide for exception from employment prohibitions, it is understood that these exceptions

are to be applied pursuant to Section 46a-68-33 of the administrative regulations.

Naugatuck Valley Community College establishes affirmative action as an immediate and necessary College objective. The College believes that positive action needs to be undertaken with conviction and effort, to overcome the present effects of past practices, policies and barrier to equal employment opportunity and to achieve the full and fair participation of women, blacks, Hispanics and any other group found to be underutilized in the workforce. Further, our College will not discriminate against any individual on the grounds of political beliefs or veteran status.

The College also recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons. Program goals will be set for action to identify and overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the workforce.

The College advises employees of the availability of its internal complaint procedures (Discrimination Complaint Process), and a digital copy is sent to all employees on an annual basis.

As the appointing authority for Naugatuck Valley Community College, I am totally committed to the achievement of affirmative objectives, goals and the timetables of the plan set forth. Naugatuck Valley Community College calls on, and expects, the members of its community to make even greater efforts to reach out to the groups in our region who have been historically excluded and/or underrepresented in higher education. I urge all members of the college community to support this plan and assist us in achieving our goals.

Agency Equal Employment Opportunity Officer

As the appointing authority, I give responsibility for monitoring and developing the Affirmative Action Plan to Ronald Clymer, the college Equal Employment Opportunity Officer. Mr. Clymer can be reached at Kinney Hall, Room K702A, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708. His telephone number is (203) 575-8110. He has the delegated authority from me to comply with the monitoring of, and reporting on, the structure and process established by the Plan and by the System's Equal Employment Opportunity Officer. The Affirmative Action Statement is to be posted throughout the College and distributed to all employees of Naugatuck Valley Community College in accordance with statutory mandate, executive orders, directive, and statutes attached immediately hereto.

Appointment Authority Signature

I hereby attest to my commitment and the commitment of Naugatuck Valley Community College to achieve the goals within the timetables set forth in the plan.

Sincerely,

Daisy Cocco De Filippis, Ph.D.  
President