Attachment to Naugatuck Valley Community College Discrimination Complaint Process

DISCRIMINATION COMPLAINT AGENCIES

Naugatuck Valley Community College does not discriminate on the basis 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.

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously utilize the Naugatuck Valley Community College's Internal Discrimination Complaint Process. Ronald L. Clymer is the College's Equal Employment Opportunity Officer. His office is located in Kinney Hall Rm. K705A, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT. 06708, and his phone # is (203)-575-8110. Employee concerns or complaints may also be directed to Kimberly Carolina, Director of Human Resources and Labor Relations at Naugatuck Valley Community College. Her office is located at Kinney Hall, Room 704b, and the telephone number is (203) 575-8056.

For Title IX issues (sexual harassment/violence or gender discrimination) contact Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

For American Disabilities Act concerns contact Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235.

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Southwest Region Office

350 Fairfield Avenue 6th Floor

Bridgeport, CT 06604 Tel: (203) 579-6246 TDD (203) 579 – 6246

West Central Region Office

Rowland State Government Center 55 West Main Street, Suite 210 Waterbury, CT 06702-2004

Tel: (203) 805-6530 TDD (203) 805-6579

Capitol Region Office

999 Asylum Avenue Second Floor Hartford, CT 06106 Tel: (860) 566-7710 TDD (860) 566 – 7710

Eastern Region Office

100 Broadway Norwich, CT 06360 Tel: (860) 886-5703 TDD (860) 886 - 5707

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred.

2. The Equal Employment Opportunities Commission

John F. Kennedy Federal Office Building Government Center, Room 475 Boston, MA 02203

Phone: 1-800-669-4000 Fax: 617-565-3196 TTY: 1-800-669-6820

Complaints should be filed with the Equal Employment Opportunities Commission no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred.

Enforcement Offices Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

33 Arch Street, Suite 900

Boston, MA 02110

Tel.: (617) 289-0111 Fax: (617) 289-0150

You need to file your complaint within 180 calendar days after the discrimination. OCR does not handle cases that are being addressed by another agency or within a school's or college's formal grievance procedure if OCR anticipates that the agency you filed with will provide you with a resolution process comparable to OCR's. Once the other complaint process is completed, you have 60 days to refile your complaint with OCR. OCR's first step will be to determine whether to defer to the result reached in the other process.

4. Connecticut Permanent Commission on the Status of Women

18-20 Trinity Street Hartford, CT 06106 Tel: (860) 240-8300

The PCSW has a statutory mandate to receive and refer all issues of sex discrimination to the Commission on Human Rights and Opportunities (CHRO). The CHRO is the state agency responsible for enforcing Connecticut's anti-discrimination laws.

5. Wage Standards Division, Connecticut Labor Department

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200 Folly Brook Boulevard Wethersfield, CT 06109 Tel: (860) 263-3690

6. Wage and Hour Division United States Labor Department

Hartford Connecticut District Office US Dept. of Labor Wage & Hour Division 135 High Street, Room 210 Hartford, CT 06103-1111	Phone: (860) 240-4160 1-866-4-USWAGE (1-866-487-9243)
New Haven Connecticut Area Office US Dept. of Labor Wage & Hour Division 150 Court Street Room 208 New Haven, CT 06510	Phone: (203) 773-2249 1-866-4-USWAGE (1-866-487-9243)