

**PRESIDENT'S POLICY STATEMENT
HOUSATONIC COMMUNITY COLLEGE**

POLICY STATEMENT REGARDING AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY

Housatonic Community College has a clear policy for affirmative action and equal opportunity for all persons in all of its personnel practices. The College fully supports and follows the Affirmative Action/Equal Employment Opportunity policy of the Board of Regents for Higher Education as set forth in our Affirmative Action Plan.

Housatonic Community College will not discriminate against any person on the grounds of race, color, religious creed, sex (including pregnancy and transsexualism), age, national origin, ancestry, present or past history of mental disability, marital status, mental disorder, sexual orientation, genetic information, gender identity and expression, learning disability, physical disability, including, but not limited to blindness, present or prior history of mental disability, workforce hazards to reproductive systems, or prior criminal record, 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. With respect to the foregoing, discrimination on the basis of sex shall include sexual harassment as defined in Section 46a-60(8) of the Connecticut General Statutes. Although it is recognized that there are bona fide occupational qualifications, which provide for exception from employment prohibitions, it is understood these exceptions are to be applied pursuant to Section 46a-68-33 of the administrative regulations. Further, Housatonic Community College will not discriminate against any person on the grounds of political beliefs or veteran status.

The College provides broad educational opportunity through an open-door admissions policy and strong support services for all students. Housatonic acts favorably to bring minorities, women and people with disabilities into the employment mainstream. As Housatonic reaches out to students of a variety of backgrounds, the College also reaches out to identify employees from all backgrounds. The College does not wait to provide equal opportunity for those who enter our doors, but positively develops programs to favorably attract minorities, women and individuals with disabilities and any other protected groups found to be under-utilized in the workforce or adversely impacted by system policies or practices.

Housatonic Community College consistently provides opportunities for education and employment in a fair and impartial manner for all. The College will continue with its special programs for students with learning and other disabilities, disadvantaged students, ESL students and women. To further develop outreach for affirmative action, the College will continue to work with city and state agencies and minority citizens to expand both employment and educational opportunities. Housatonic Community College takes very seriously our obligations, both legal and ethical, to ensure we provide educational and employment opportunities to all of our members.

We seek to assist in achieving an educational environment in which opportunities and inclusion are internalized by all members of the college community. Beyond the law, we pursue to create the kinds of welcoming environment all our students and employees can flourish.

The employment process at Housatonic is carefully monitored by the Equal Employment Opportunity Officer to ensure that affirmative action principles are applied to the College's recruitment efforts, interviewing and hiring procedures. Affirmative action principles are applied at every step of the process after personnel have been hired, including performance evaluations and training opportunities, to ensure that programs are applied in a fair and impartial manner.


Ms. Theresa Eisenbach, Director of Human Resources/Equal Employment Opportunity Officer, is responsible for monitoring and enforcing our Affirmative Action Program and is sanctioned by the President's Office to carry out its tenets to the full letter of the law. Ms. Eisenbach is available at the College in Room A203, located in Lafayette Hall, and can be reached at (203) 332-5013.

The Administrators of Housatonic Community College lead the way by refusing to be silent in the face of conduct that is not only illegal but destroys the foundation of our college community. We believe we can grow stronger as a community by arming ourselves with knowledge about the kinds of behavior that are unacceptable and won't be tolerated on our campus.

Program and action goals established in the College's Affirmative Action Plan are established not only to overcome the effects of discrimination in society but to achieve the full and fair utilization of protected class persons as described in the Policy Statement of the Plan. Housatonic Community College recognizes that barriers to employment exist for many, including older persons and

individuals with disabilities. Housatonic will continue to work to overcome these barriers to the best of its ability and it is pledged to achieve the full and fair participation of all protected group members and to meet the time limits set forth within the Plan.

As president of Housatonic Community College, I pledge to take every good faith effort to realize our goals within the timetables set forth in this plan and as required by pertinent state and federal legislation, detailed in the pages which follow.

A handwritten signature in cursive script, appearing to read "Paul Broadie II", written over a horizontal line.

Paul Broadie II, Ph.D., President
May 30, 2016

THIS STATEMENT WILL BE CIRCULATED AND POSTED AROUND THE COLLEGE