

## **AFFIRMATIVE ACTION PLAN SUMMARY OF OBJECTIVES**

**March 2013**

The Office of Protection and Advocacy for Persons with Disabilities has completed its biennial Affirmative Action Plan for the reporting period of November 1, 2012 through October 31, 2014. The Plan continues to be utilized as a tool to assist in the effort and realization of Equal Employment Opportunities for all individuals, regardless of race, color, sex, national origin, religious creed, age, marital status, political affiliation, ancestry, sexual orientation, genetic information, gender identity or expression, intellectual disability, learning disability, physical disability or blindness, mental disability (present or past history thereof) or criminal record, unless the provisions of §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.

Included in the plan are an analysis of the OPA workforce by race and sex within each occupational category and a comparison of the workforce to the availability of these individuals in the relevant labor market area. Where a disparity exists, numerical goals and timetables have been established to assist in achieving parity. The Plan further reviews the Department's previous year's Plan with regard to progress to goals.

The Office of Protection and Advocacy for Persons with Disabilities continues to review its employment processes on an ongoing basis to assure all processes and procedures are administered in accordance with equal employment opportunity and affirmative action guidelines.

All employees are invited to review the Plan and submit comments about the Plan to our Equal Employment Opportunity Designee, Jamila Goolgar. Ms. Goolgar is located at the State Office Building on the 5<sup>th</sup> floor, 165 Capitol Avenue, Hartford, CT 06106. Her phone number is (860)-713-5258. A copy of the Affirmative Action Plan Policy Statement as well as other relevant policy statements that are contained in the Plan will be forwarded to all OPA employees and will be posted on the Department's Internal Website.

The Office of Protection and Advocacy for Persons with Disabilities will make every good faith effort to achieve the objectives, goals and timetables as set forth in the Affirmative Action Plan and will hold all OPA employees accountable for their responsibilities in helping achieve its objectives.

In accordance with the Affirmative Action Regulations, Section 46a-68-50, the Office of Protection and Advocacy for Persons with Disabilities will submit the next *Affirmative Action Plan for Employment* to the Commission on Human Rights and Opportunities on March 1, 2015.