

CONNECTICUT PORT AUTHORITY
Notice of Intent to Adopt an Updated Equal Employment Opportunity and Affirmative Action Policy.

In accordance with Conn. Gen. Stat. §1-121, the Connecticut Port Authority (the “Port Authority”) hereby gives notice that it intends to adopt a revised Equal Employment Opportunity and Affirmative Action Policy (EEO/AA).

Statement of the substance and purpose of the proposed amendments: The Port Authority intends to adopt an updated EEO/AA policy. The State of Connecticut Auditors of Public Accounts audit report for fiscal years ended June 30, 2018 and 2019, found that the Port Authority “did not post the notice to adopt its board-approved Equal Employment Opportunity and Affirmative Action Plan in the Connecticut Law Journal. Additionally, the authority did not develop procedures to ensure that it accomplishes the policy’s objectives, as required by its plan.” The updated EEO/AA policy seeks to address these two issues.

A description of the updated policy is included below.

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY
(Updated 2020)

It is the policy of the Connecticut Port Authority (the Authority) to provide equal employment opportunities to all applicants and employees regardless of race, color, religious creed, sex, sexual orientation, gender identity or expression, marital status, age, national origin, ancestry, mental disability, intellectual disability, learning disability, physical disability, veteran status, or any other characteristic protected by federal, state, or local law. It is also the policy of the Authority to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religious creed, sex, sexual orientation, gender identity or expression, marital status, age, national origin, ancestry, mental disability, intellectual disability, learning disability, physical disability, veteran status, or any other characteristic protected by federal, state, or local law, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of the Authority will not be subject to harassment on the basis of race, color, religious creed, sex, sexual orientation, gender identity or expression, marital status, age, national origin, ancestry, mental disability, intellectual disability, learning disability, physical disability, veteran status, or any other characteristic protected by federal, state, or local law. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any federal, state, or local Equal Employment Opportunity law is prohibited. For information regarding the Authority’s policy for addressing complaints of harassment, please refer to the Policy Against Sexual Harassment in the Authority’s Employee Manual.

The Authority is committed to the principles of Equal Employment Opportunity and Affirmative Action. In order to ensure dissemination and implementation of Equal Employment Opportunity and Affirmative Action throughout the Authority, the Board of Directors of the Authority has the overall responsibility for the establishment of the affirmative action policies of the agency. The Chairperson of the board maintains ultimate responsibility for the implementation of the Equal Employment Opportunity and Affirmative Action Policy for all staff and the Executive Director is charged with the day-to-day responsibility. Chairperson David Kooris can be reached at dkooris@ctportauthority.com or (860) 500-2340. Executive Director John Henshaw can be reached at jhenshaw@ctportauthority.com or (860) 577-5174.

Employees who feel they have been treated less favorably on the basis of any protected characteristic should contact the Authority's Executive Director, the Chairperson of the Board of Directors or the Chairperson immediately. Retaliation for making a complaint or otherwise participating in an investigation of potential violations of this policy is not tolerated.

In furtherance of the Authority's policy regarding Equal Employment Opportunity and Affirmative Action, the Authority will present an annual internal workforce analysis to be distributed to the Board of Directors no later than June 30 of each fiscal year, to ensure that its policy of nondiscrimination and affirmative action for women, minorities, individuals with disabilities, and protected veterans is accomplished.

The undersigned are committed to ensuring that the Connecticut Port Authority upholds the principles of equal employment opportunity and pursues an aggressive affirmative action policy in all aspects of the organization's operation.

Signature: _____ Date: _____
David Kooris, Board Chair

Signature: _____ Date: _____
John H. Henshaw, Executive Director

A copy of the above proposed updates to the Connecticut Port Authority's Equal Employment Opportunity and Affirmative Action Policy will also be made available on the Port Authority's website (<https://ctportauthority.com/rfqs-rfps-3/>) under "Public Notices."

Manner of presenting views: All interested persons are invited to present their views in writing no later than **December 3, 2020**. Comments are to be submitted to the Connecticut Port Authority, Andrew Lavigne either by e-mail to alavigne@ctportauthority.com (please put "Public Comment re: EEO/AA" in the subject line) or by postal mail addressed to him at:

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