



AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of Portland, Connecticut, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, veterans, and all other protected groups found to be underutilized in the Town of Portland work force or affected by policies having an adverse impact. The Town of Portland further states that it will comply with the anti-discrimination provisions of the state and federal laws and regulations listed at the end of this section.

The Town recognizes the hiring difficulties experienced by minorities, people with disabilities, veterans and by many older persons and, where appropriate, the Town has set goals to overcome the present effects of past discrimination, if any to achieve the full and fair utilization of such persons in the work force. The Town further pledges that it will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges, and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of the Town to provide equal employment opportunities to qualified persons without consideration of any legally protected status, including, without limitation, race, color, religion, age, sex, gender identity or expression, sexual orientation, marital status, national origin, genetic information, past/present history of mental disability, ancestry, intellectual disability, learning or physical disabilities (including but not limited to blindness), status as a veteran or ethnic traits, historically associated with race, such as hair texture and protective hairstyles. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoffs, and terminations.

The Town of Portland will implement, monitor, and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations, and executive orders listed below: 13th, 14th, and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870, 1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, Presidential Executive Orders 11246, as amended by 11375, (Nondiscrimination under federal contracts), Act 1 Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive

Order Number 11, Governor O'Neill Executive Order Number 9, the Connecticut Fair Employment Practices Act (46a-6 et seq.), the Age Discrimination in Employment Act of 1967 and the Americans with Disabilities Act of 1992, as amended.

This policy statement will be distributed annually to all Town employees and will also be posted throughout the projects owned and managed by the Town of Portland. I also expect each supplier, union, consultant and other entity(s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The Town will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I, Ryan Curley, First Selectman, have the responsibility to achieve successful implementation of our goals and objectives. I can be reached at Portland Town Hall, 33 East Main St., P.O. Box 71, Portland Connecticut 06480, or 860-342-6715.

This Affirmative Action Policy Statement re-affirms my personal commitment and that of the Board of Selectmen to the principles of Equal Employment Opportunity.

Readopted this 4th day of May in the year 2022

Town of Portland, Connecticut
County of Middlesex

Ryan J. Curley
First Selectman

This statement is available in large print or on audio tape from the ADA-504 coordinator by contacting Peter Willse, Building Official, Portland Town Hall, 33 East Main St., P.O. Box 71, Portland Connecticut 06480, or 860-342-6728.