



CONNECTICUT DEPARTMENT OF TRANSPORTATION

POLICY STATEMENT

POLICY NO. EX.O.-18

May 3, 2022

Subject: Non-Discrimination and Anti-Harassment Policy

Purpose

The Department of Transportation (CTDOT) is committed to providing a work environment in which all people are treated with respect and dignity. All employees are expected to participate in this effort.

Prohibited Conduct

Federal and state law, including Title VII of the 1964 Civil Rights Act, 42 U.S.C. § 2000e-2(a)(1), and the Connecticut Fair Employment Practices Act, C.G.S. §46a-60 *et seq.*, prohibit various forms of discrimination and illegal harassment in employment.

This Connecticut Department of Transportation (CTDOT) policy strictly prohibits all forms of discrimination or harassment on the basis of the following legally protected classes: age; ancestry; color; marital status; national origin; race; religious creed; sex; pregnancy; gender identity or expression; sexual orientation; criminal record (in state employment and licensing); veteran status; workplace hazards to reproductive systems; present or past history of mental disability, intellectual disability, learning disability, genetic information, physical disability (including, but not limited to, blindness); or a member of any other protected class recognized by federal and state law, absent a bona fide occupational qualification or need.

Discrimination or harassment that violates this policy includes verbal or non-verbal behavior either on or off duty, as long as there is a nexus to the workplace, regardless of intention, that a reasonable person may interpret as a sign of hostility, discrimination, or as offensive to those who hear it or see it, are prohibited. Examples include but are not limited to the use or of racial, ethnic, sexual remarks, slurs and/or humor, ethnic or sexual gestures, displaying or sharing inappropriate visuals, photos or videos, such as on a cell phone or other device. Others who witness this type of discrimination or harassment against another person may also report such behaviors. These behaviors undermine the integrity of the work environment.

Reporting Alleged Discrimination or Protected Class Harassment

Any applicant or employee of the Department alleging discrimination or harassment on the basis of any of the protected classes listed in this policy may file a complaint with the Office of Equal Opportunity and Diversity (OEOD). The office is located at the Department of Transportation, 2800 Berlin Turnpike, Newington, CT. The OEOD provides counseling and advisement, and will explain the process to address allegations informally or through an internal investigation as appropriate, as outlined in the Discrimination Complaint Process, including explaining individual's rights to file complaints with external civil rights enforcement agencies.

An individual may also report these matters directly to his/her supervisor or to any member of management, who will then **immediately** contact the Office of Equal Opportunity and Diversity. All managers and supervisors are responsible for maintaining a work environment free of discrimination and **must** report all incidents of discrimination or protected class harassment to the Office of Equal Opportunity and Diversity.

Failure of a manager or supervisor to immediately report to the Office of Equal Opportunity and Diversity any behaviors that are determined to have violated this policy may result in disciplinary action, up to and including dismissal from state service.

Reports of behaviors in violation of this policy may be made to:

Eric D. Smith, Equal Employment Opportunity Director
Office of Equal Opportunity and Diversity / CTDOT Newington Headquarters
2800 Berlin Turnpike, Newington, CT 06131-7546
Office: 860.594.2211 E-Mail: Eric.D.Smith@ct.gov Mobile : 860.690.4926 Fax: 860.594.3060

All reports of discrimination and harassment made to the OEOD will be kept confidential to the fullest extent allowable and addressed and responded to as quickly as possible.


Retaliation for Reporting Discrimination is Prohibited

No employee shall engage in retaliation against an individual for filing or participating in a discrimination complaint. If you report an alleged incident of discrimination or protected class harassment and believe that you are being retaliated against as a result, you should report this to the Office of Equal Opportunity and Diversity.

Retaliation, for the purposes of this policy is defined as engaging in a materially adverse action against an employee or employees of the Department, because of their involvement in opposing discrimination or participating in a discrimination complaint. Retaliation includes, but is not limited to, coercion, intimidation, threatening, harassing, or interfering with individuals exercising or asserting their rights under federal or state law or because an individual aided or encouraged any other individual in the exercise or rights granted or protected by Federal or State law. Nothing herein shall preclude disciplining or discharging an employee for just cause. Actions that would be taken against the employee(s) due to prior performance issues or policy violations, and not due to their engaging in the protected activity of opposing discrimination or participating in a discrimination complaint, usually would not be considered retaliation.

Any individual or entity engaged in the CTDOT's agency operations or doing business with CTDOT (including contractors, subcontractors, consultants, vendors, volunteers, interns, customers, etc.) should also refrain from the prohibited conduct outlined in this policy by maintaining a work environment that is free of discriminatory, harassing, or retaliatory behaviors, and could face consequences, including but not limited to, reporting the behavior to the appropriate person at the contractor/consultant or other entity's company, and may cease doing business with the contractor/consultant or other entity.

Engaging in prohibited behaviors outlined in this policy may not only be a violation of this policy but may also constitute a violation of federal law, state law, and other civil rights regulations and mandates. Nothing in this policy is meant to preclude the applicability of federal and state laws and regulations or other applicable mandates.

Signed: 
Joseph J. Giulietti, CTDOT Commissioner

Related Policies for Reference:

- [EX.O-03](#) - Affirmative Action
 - [EX.O-04](#) - Sexual Harassment Prevention Policy and Reporting Procedures
 - [EX.O-16](#) - Clarification on Freedom of Speech
- Personnel Memorandum 2016-1 Workplace Conduct and Behavior
Affirmative Action Discrimination Complaint Process