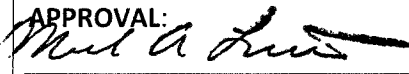


AFFIRMATIVE ACTION POLICY	APPROVAL:  Mark A. Lauretti, Mayor	August 20, 2024
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AFFIRMATIVE ACTION POLICY

It has been the policy and will continue to be the strong commitment of the City of Shelton and all contractors and subcontractors who do business with this City to provide equal opportunities in employment to all qualified persons solely based on job-related skills, ability, and merit. The City of Shelton will continue to take Affirmative Action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, national origin, ancestry, creed, mental disorder (present or past history thereof), age, physical disability (but not limited to blindness), material status, mental retardation, criminal record, sexual orientation or preference or criminal record. Such action includes but is not limited to employment, upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. The City of Shelton, its contractors, and subcontractors will continue to make good faith efforts to comply with all federal and state laws and policies regarding equal employment opportunity.

The principles of Affirmative Action are addressed in the 13th, 14th and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870, 1871, the Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, Presidential Executive Order 11246, amended by 11375, (Nondiscrimination under federal contract), Act 1, Sections 1 and 20 of the Connecticut Constitution, Governors Grasso's Executive Order Number 11, Governor O'Neil's Executive Order Number 9, the Connecticut Fair Employment Practices Act (Sec. 46a-60-69) of the Connecticut General Statutes, Connecticut Code of Fair Practices (46a-70-81), Deprivation of Civil Rights (46a-58(a)(d)), Public Accommodations Law (46a-51(13)), definition of Physical Disabled (46a-51(15)), definition of Mentally Retarded (46a-51(13)), cooperation with the Commission on Human Rights and Opportunities (46a-77), and Sexual Harassment (46-60(a)-8), Connecticut Credit Discrimination Law (360436 through 439), Title 1 of the State and Local Fiscal Assistance Act of 1972 and the Genetic Information Act of 2008.

This Affirmative Action Policy Statement re-affirms my commitment to the principles of Equal Employment Opportunity.

