

PROGRAM GOALS

(Section 46a-68-88)

March 2024

This section was in compliance in the previous filing and there were no proposals or recommendations.

Subsection (a)

When an employment policy or practice having an adverse impact upon protected race and sex group members, individuals with disabilities or older persons has been identified, program goals will be developed and implemented.

Subsection (b)

Program goals are meaningful, measurable, and reasonably attainable and shall be consistent with section 46a-68-92 of the Regulations of Connecticut State Agencies to ensure:

1. the promotion of equal opportunity and to achieve a workplace free of discrimination.
2. opportunities for all qualified applicants including underutilized groups.
3. the utilization of a fair and nondiscriminatory recruitment and selection process.
4. and that career development opportunities are available to all interested and qualified employees, including minorities and women.

Subsection (c)

Where the cooperation of another agency is essential to the implementation of a program goal, the University keeps a record of each instance of contact with the agency whose cooperation is requested and the outcome of the request.

Subsection (d)

The University of Connecticut has elected to set program goals for employment practices that were not identified as having an adverse impact pursuant to section 46a-68-87 of the Regulations of Connecticut State Agencies. Goals for the *Plan* year are designed to encourage creativity, and the use of best practices in recruitment and retention activities.

Goal #1

The Office of Institutional Equity (OIE) will increase visibility and awareness to the campus community about OIE's responsibilities and available services. Awareness of OIE's role at the University will provide faculty and staff the opportunity to learn about the resources relative to Title IX, the discrimination complaint process, AA/EEO and ADA and the policies and laws for which OIE is responsible for enforcing compliance. OIE's senior leadership team will visit regional campuses and meet with school, college and unit administration and staff. These visits

and meetings will include informational sessions or forums providing an opportunity for more direct engagement. including accessibility, employment equity and discrimination and harassment resources and how the processes functions

Responsible Unit: Office of Institutional Equity

Target Date: November 30, 2024

Goal #2

OIE will conduct a comprehensive review of the University employee workplace accommodation request process, with the aim of identifying and capitalizing on opportunities for enhancement within the realm of informational materials and communications, or opportunities for additional education for staff involved in facilitating the process. This goal underscores the commitment to refining and streamlining the process to better serve the diverse needs of university employees seeking workplace accommodations.

Responsible Unit: Office of Institutional Equity

Target Date: November 30, 2024