UCONN
UNIVERSITY OF CONNECTICUT

To: All University Faculty and Staff

From: Jeffrey Hines MD, Vice President, Office for Inclusion and Civil Rights

Date: February 2, 2026

Subject: State of Connecticut Affirmative Action Plan Update and Policy Distribution

The University of Connecticut's 2025 State of Connecticut Affirmative Action Plan for Employment (*Plan*) was approved by the Connecticut Commission on Human Rights and Opportunities on June 11, 2025. The *Plan* reports the University's good faith efforts towards attaining goals and achieving equal employment opportunity as required by Connecticut General Statute (CGS) §46a-68.

All employees are invited to review and comment on the 2025 *Plan* until March 24, 2026. A copy of the 2025 *Plan* is available for review and comment by appointment at:

The Office for Inclusion and Civil Rights (OICR)
Wood Hall
241 Glenbrook Road
Storrs, CT 06269

All comments or questions are welcome and may be sent to:

Jeffrey F. Hines, MD
Vice President, Office for Inclusion and Civil Rights
University of Connecticut and UConn Health
Budds Building, Unit Box 1278
343 Mansfield Road
Storrs, CT 06269
860.486.2943

The following policy and procedures are included in the *Plan*, available to all employees through OICR's webpage and the University's policy website, and posted throughout the University:

Policy Against Discrimination, Harassment and Related Interpersonal Violence
University of Connecticut Discrimination Complaint Procedures

Office for Inclusion and Civil Rights

On October 1, 2025, the Office of Institutional Equity and the Office of Diversity and Inclusion merged into a unified entity: the Office for Inclusion and Civil Rights (OICR), under the leadership of Vice President Dr. Jeffrey Hines. Dr. Hines also serves as the Equal Employment Opportunity Officer for the University of Connecticut and UConn Health. This strategic alignment reflects UConn and UConn Health's commitment to the values and mission of the institutions while enhancing the ability to serve the entire UConn community. This merger brings together subject matter experts from both units, fostering deeper alignment across initiatives, programs, and services. It allows for the streamlining of efforts in civil rights and equal employment opportunity compliance, education and training, and diversity, equity, and inclusion while continuing to provide responsive support and referrals across the entire University.

Compliance Obligations for Searches

Training: Search committee members are required to complete search committee training before serving on a search committee. The Search Committee Training, providing information about conducting a compliant search and hiring process, is currently available as a web-based training course. To enroll in a training session, please visit OICR's website. Training for individual departments and search committees is available. Please email searchcompliance@uconn.edu with requests.

OICR Search Review: OICR's Employment Equity staff substantively reviews search files for faculty and staff (classified and unclassified) at the pre-interview and pre-offer stages of the search process for compliance with AA/EEO regulations. At the pre-interview stage, OICR's review ensures that proactive recruitment strategies were implemented. Additionally, the review confirms that disposition reasons for applicant ranking are qualification-related, objective, and specific. At the hire stage, OICR looks for detailed explanations of the search committee's qualification-based rationale for rejecting and selecting applicants for hire. Please visit our website for more information and resources or email searchcompliance@uconn.edu for assistance.

Diversity Awareness and Sexual Harassment Prevention Training

Sexual Harassment Prevention and Diversity Awareness Trainings are important components of the University's commitment to maintaining safe, inclusive, and non-discriminatory learning and working environments for all members of our community. The University complies with Connecticut statute by offering these trainings as part of the orientation program for new employees at the University and UConn Health.

Discrimination Complaint Management

OICR's staff investigators address concerns regarding employee conduct pursuant to the University's non-discrimination policies. OICR reviews, and where applicable, objectively investigates complaints of discrimination and harassment to determine whether employee conduct violates the University's non-discrimination policies and makes recommendations designed to mitigate the effects of discriminatory conduct.

More information about how to report discrimination and OICR's complaint process can be found online at www.equity.uconn.edu. If you have a specific question regarding the complaint process or need further assistance, please do not hesitate to contact a member of OICR at 860.486.2943 or by email at equity@uconn.edu.

Americans with Disabilities Act (ADA) Compliance

OICR monitors the University's compliance with the Americans with Disabilities Act (ADA) requirements. OICR also provides consultation, information, and referral to appropriate resources related to disability-related access and accommodations. More information can be found online at www.accessibility.uconn.edu or by contacting OICR at 860-486-2943 or by email at equity@uconn.edu.