OFFICE FOR INCLUSION AND CIVIL RIGHTS

Search & Hire
Legal Compliance Obligations

UConn and UConn Health, as state agencies and federal contractors, must comply with respective AA/EEO regulations to ensure a non-discriminatory search and hire process.

The following laws prohibit discrimination based on protected classes across all aspects of employment (including application, hiring, promotion, training, termination, and compensation).

Federal Legislation

Title VII of the Civil Rights Act of 1964

- Coverage: All employees.
- Prohibitions: Prohibits employment discrimination based on race, color, religion, sex, and national origin.

Section 503 of the Rehabilitation Act of 1973

- Coverage: Individuals with disabilities.
- Targeted efforts toward the recruitment, employment, and accommodation of individuals with disabilities.

Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)

- Coverage: Protected Veterans.
- Targeted efforts toward the recruitment and hiring of protected veterans.

The Americans with Disabilities Act of 1990 (ADA)

- Coverage: Individuals with disabilities.
- Prohibits discrimination against a qualified individual on the basis of a disability.

The Age Discrimination in Employment Act

- Coverage: Individuals 40 years of age or older.
- Prohibits discrimination against job applicants and employees strictly to individuals aged 40 and older.

State Legislation

Connecticut Anti-Discrimination Statutes - Chapter 814c - Human Rights and Opportunities

- Coverage: State-level protection framework governing employment practices within Connecticut.
- Prohibits discrimination in employment based on recognized protected classes in Connecticut.

Connecticut General Statutes (CGS) - Sections 46a-68, and sections 46a-68-75 - 46a-68-114, inclusive

- Requires state agencies to develop and implement an affirmative action plan covering all aspects of personnel and adminsitration and undertake affirmative action to provide equal employment opportunities.

The Connecticut Commission on Human Rights & Opportunities (CHRO) and the Office of Federal Contract Compliance Programs (OFCCP), enforce these laws and audit UConn and UConn Health's effort to meet their compliance obligations.
The Equal Employment Commission (EEOC) investigates claims of discrimination.

Additional information relative to compliance in the search and hire process is included on the OICR website.

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