Attachment to Naugatuck Valley Community College

Discrimination Complaint Process

**DISCRIMINATION COMPLAINT AGENCIES**

Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, intellectual disability, learning disability, sexual orientation, gender identity or expression, physical disability, criminal record, present or past history of mental disability, genetic information, and status in any group protected by state or local law.

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously utilize the Naugatuck Valley Community College's Internal Discrimination Complaint Process. Ronald L. Clymer is the College's Equal Employment Opportunity Officer. His office is located in Kinney Hall Rm. K702A, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT. 06708, and his phone# is (203)-575-8110. Employee concerns or complaints may also be directed to Kimberly Carolina, Director of Human Resources and Labor Relations at Naugatuck Valley Community College. Her office is located at Kinney Hall, Room 7048, and the telephone number is (203) 575-8056.

For Title IX issues (sexual harassment/violence or gender discrimination) contact Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704C, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

For American Disabilities Act concerns contact Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235.

**1. The Connecticut Commission on Human Rights & Opportunities pg2**

**Southwest Region Office**

350 Fairfield Avenue

61h Floor

Bridgeport, CT 06604

Tel: (203) 579-6246

TOO (203) 579 - 6246

**West Central. Region Office**

Rowland State Government Center

55 West Main Street, Suite 210

Waterbury, CT 06702-2004

Tel: (203) 805-6530

TOO (203) 805-6579

**Capitol Region Office**

999 Asylum Avenue Second Floor Hartford, CT 06106

Tel: (860) 566-7710

TOO (860) 566-7710

**Eastern Region Office**

100 Broadway

Norwich, CT 06360

Tel: (860) 886-5703

TOO (860) 886 - 5707

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred.

**2. The Equal Employment Opportunities Commission**

John F. Kennedy Federal Office Building

Government Center, Room 475

Boston, MA 02203

Phone: 1-800-669-4000

Fax: 617-565-3196

TTY: 1-800-669-6820

Complaints should be filed with the Equal Employment Opportunities Commission no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred.

**3.0ffice for Civil Rights/ BostonU.S. Department of Education pg3**

Enforcement Offices Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

33Arch street, Suite 900

Boston, MA 02110

Tel.: (617) 289-0111 Fax: (617) 289-0150

You need to file your complaint within 180 calendar days after the discrimination. OCR does not handle cases that are being addressed by another agency or within a school's or college's formal grievance procedure if OCR anticipates that the agency you filed with will provide you with a resolution process comparable to OCR's. Once the other complaint process is completed, you have 60 days to refile your complaint with OCR. OCR's first step will be to determine whether to defer to the result reached in the other process.

**4. Connecticut Permanent Commission on the Status of Women**

18-20 Trinity Street

Hartford, CT 06106

Tel: (860) 240-8300

The PCSW has a statutory mandate to receive and refer all issues of sex discrimination to the Commission on Human Rights and Opportunities (CHRO). The CHRO is the state agency responsible for enforcing Connecticut's anti-discrimination laws.

**5. Wage Standards Division. Connecticut Labor Department**

200 Folly Brook Boulevard

Wethersfield, CT 06109

Tel: (860) 263-3690

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**6. Wage and Hour Division**

**United States Labor Department**

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| **Hartford Connecticut District Office**  US Dept. of Labor  Wage & Hour Division  135 High Street,Room 210  Hartford, CT 06103-1111 | Phone:  (860) 240-4160  1-866-4-USWAGE (1-866-487-9243) |
| **New Haven Connecticut Area Office**  US Dept. of Labor  Wage & Hour Division  150 Court Street  Room 208  New Haven, CT 06510 | Phone:  (203) 773-2249  1-866-4-USWAGE (1-866-487-9243) |