



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 (including pregnancy and sexual harassment), marital status, national origin, ancestry, intellectual disability, learning disability, sexual orientation, gender identity or expression, physical disability (including blindness), criminal record, present or past history of mental disability, genetic information, veteran status, workplace hazards to reproductive systems, retaliation for previously opposed discrimination or coercion, and status in any group protected by state or local law, unless the provisions of Section 46a-60(b), 46a-80(b) or 46-81(b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Although it is recognized that there are bona fide occupational qualifications which provide for exception from employment prohibitions, it is understood that these exceptions are to be applied pursuant to section 46a-68-33 of the administrative regulations.

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 the telephone number is (203)-575-8110. Employee concerns or complaints may also be directed to Kimberly Carolina, Director of Human Resources and Labor Relations, Naugatuck Valley Community College, Room K704B, 750 Chase Parkway, Waterbury, CT 06708, and the telephone number is (203) 575-8056.

A claim that an employee of a third party contractor has engaged in discriminatory conduct on College premises or in connection with the performance of the third party contract should be reported immediately to either the Interim Dean of Administration or to the President for appropriate follow-up action. The Interim Dean of Administration is Dana Elm. Her office is located at Kinney Hall, Room K706b, and the telephone number is (203) 596-2153. The President is Daisy Cocco De Filippis, Ph.D. Her office is located at Kinney Hall, Room K703 and the telephone number is (203) 575-8044.

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

For American Disabilities Act concerns contact Kimberly Carolina, Director of Human Resources and Labor Relations who also serves as the College's ADA Coordinator, Naugatuck Valley Community College, Room K704B, 750 Chase Parkway, Waterbury, CT 06708, (203) 575-8056; and Sarah Gager, Dean of Student Services who serves as the College's Deputy ADA Coordinator, Naugatuck Valley Community College, K509A (203) 575-8086.

1. The Connecticut Commission on Human Rights & Opportunities

Southwest Region Office

350 Fairfield Avenue, 6th Floor
Bridgeport, CT 06604
Tel: (203) 579-6246
TDD (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
TDD (203) 805-6579

Capitol Region Office

450 Columbus Boulevard
Suite 2
Hartford, CT 06103
Tel: (860) 566-7710
TDD (860) 566-7710

Eastern Region Office

100 Broadway
Norwich, CT 06360
Tel: (860) 886-5703
TDD (860) 886-5707

Complaints should be filed with the Commission on Human Rights and Opportunities no later than three hundred (300) 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. Office for Civil Rights/ Boston U.S. Department of Education

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

33 Arch Street, Suite 900

Boston, MA 02110

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

You need to file your complaint within one hundred and eighty (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 sixty (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. Wage Standards Division, Connecticut Labor Department

200 Folly Brook Boulevard
Wethersfield, CT 06109
Tel: (860) 263-3690

5. Wage and Hour Division
United States Labor Department

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)