



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

**CONTRACT COMPLIANCE POLICY STATEMENT**

The Department of Emergency Services and Public Protection (DESPP) has the responsibility to review, monitor and enforce the equal opportunity, affirmative action and contract compliance laws of the State of Connecticut as they apply to contractors (including but not limited to, subcontractors and suppliers to contractors) who do business with the state and are hired by DESPP.

Connecticut General Statutes (C.G.S.) §4a-60 requires contractors doing business with the State to agree and warrant that the contractor will not discriminate or permit discrimination in both hiring and in sub-contracting practices.

Contractors providing services bear a special responsibility to assure that their employment and subcontracting procedures promote equal opportunity for all persons. Contract compliance laws were enacted as a means of providing equal employment opportunities for minorities, women workers, economic development, and business growth opportunities for small contractors, minorities and women owned businesses through the distribution of state contracting funds. Any contracts awarded by DESPP shall contain the provisions of C.G.S. §4a-60 and §4a-60a.

Contracts are subject to the Regulations of Connecticut State Agencies. These regulations set forth specific obligations of state agencies and contractors with the State of Connecticut. Before awarding a contract subject to contract compliance requirements, DESPP will consider the following factors in accordance with R.C.S.A. §46a-68j-30(10) as follows:

- (A) the bidder's success in implementing an affirmative action plan;
- (B) the bidder's success in developing an apprenticeship program complying with the Regulations of Connecticut State Agencies;
- (C) the bidder's promise to develop and implement a successful affirmative action plan;
- (D) the bidder's submission of EEO-1 data indicating that the composition of its work force is at or near parity when compared to the racial and sexual composition of the work force in the relevant labor market area;
- (E) the bidder's promise to set aside a portion of the contract for legitimate minority business enterprises.

DESPP is committed to Affirmative Action/Equal Opportunity. In accordance with this commitment, DESPP will not knowingly do business with any contractor, subcontractor, bidder, and/or supplier of materials who discriminates against members of a protected class.

If you have any questions regarding the DESPP Contract Compliance Policy Statement, please contact:

Equal Employment Opportunity Director, Ngina McMillian  
1111 Country Club Road, Middletown, Connecticut 06457-2389  
Telephone: 860-685-8062 Email: [Ngina.McMillian@ct.gov](mailto:Ngina.McMillian@ct.gov)

4-30-19  
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Date

  
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James C. Rovella  
Commissioner