

I. EEO POLICY STATEMENT – DATTCO, Inc.

DATTCO has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the communities we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

DATTCO Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

DATTCO is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.


As DATTCO's President, I maintain overall responsibility and accountability for DATTCO's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring and complaint investigation, I have appointed, Mary Berger, Director of Civil Rights & Labor Relations as the EEO Officer. Mary Berger will report to me and acts with my authority with all levels of management, labor unions, and employees.

All DATTCO's executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring DATTCO'S EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. DATTCO will evaluate its managers' and supervisors' performance on their successful implementation of DATTCO's policies and procedures, in the same way DATTCO assesses their performance regarding other agency's goals.

DATTCO is committed to undertaking and developing a written nondiscrimination program and sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO program available for inspection by any employee or applicant for employment upon request.

This EEO Policy Statement must be placed in conspicuous locations of the company so that employees, applicants for employment, and the public are aware of DATTCO's commitment to the policies of non-discrimination and equal opportunity for employment. If an employee or applicant for employment at DATTCO believes that he or she has been subject to discrimination in violation of the company's EEO program, he or she has the right to file a complaint alleging discrimination with the EEO Officer and, to that end, should promptly contact a manager in her or his chain of command or the EEO Officer (583 South Street, New Britain, CT 06051; 860-229-4878 x678 (phone); EEO.Officer@dattco.com (e-mail)) for assistance.

Therefore, as the company's President, I pledge my personal support and commitment to maintaining employment practices free from discrimination based on factors that cannot lawfully be the grounds for employment actions, and I fully expect my managerial and supervisory staff to comply with the company's policies and Federal and State laws regarding equal employment opportunities and affirmative action. Violations of this EEO Policy Statement may result in disciplinary action that includes, but is not limited to, a written warning, demotion, transfer, suspension, expulsion, or dismissal.



Donald DeVivo
President