

# BOARD OF SELECTMEN

BRANFORD, CONNECTICUT



JAMES B. COSGROVE  
*First Selectman*

ANGELA M. HIGGINS  
RAYMOND E. DUNBAR, JR.

1019 MAIN STREET  
POST OFFICE BOX 150  
BRANFORD, CT 06405  
(203) 488-8394  
FAX: 481-5561  
[www.branford-ct.gov](http://www.branford-ct.gov)

## FAIR HOUSING RESOLUTION TOWN OF BRANFORD

**WHEREAS**, all persons are afforded a right to full and equal housing opportunities in the neighborhood of their choice; and

**WHEREAS**, federal fair housing laws require that all individuals, regardless of race, color, religion, sex, handicap, familial status or national origin, be given equal access to all housing-related opportunities, including rental and homeownership opportunities, and be allowed to make free choices regarding housing location; and

**WHEREAS**, Connecticut fair housing laws require that all individuals, regardless of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, sexual orientation, or gender identity or expression be given equal access to all housing-related opportunities, including rental and home ownership opportunities, and be allowed to make free choices regarding housing location; and

**WHEREAS**, the Town of Branford is committed to upholding these laws, and realizes that these laws must be supplemented by an Affirmative Statement publicly endorsing the right of all people to full and equal housing opportunities in the neighborhood of their choice, and

**NOW THEREFORE, BE IT RESOVED**, that the Town of Branford hereby endorses a Fair Housing Policy to ensure equal opportunity for all persons to rent, purchase, obtain financing and enjoy all other housing-related services of their choice on a non-discriminatory basis as provided by state and federal law; and

**BE IT FURTHER RESOLVED**, that the chief executive officer of the Town of Branford or his/her designated representative is responsible for responding to and assisting any person who alleges to be the victim of an illegal discriminatory housing practice in the Town and for advising such person of the right to file a complaint with the State of Connecticut Commission on Human Rights and Opportunities (CHRO) or the U.S. Department of Housing and Urban Development (HUD) or to seek assistance from the CT Fair Housing Center, legal services, or other fair housing organizations to protect his or her right to equal housing opportunities.

Adopted by the Board of Selectmen on April 21, 2022

  
\_\_\_\_\_  
James B. Cosgrove, First Selectman

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*First Selectman*

JOSEPH E. HIGGINS, JR.  
BRUCE E. STORM, Ed.D.



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## Town of Branford *Fair Housing Policy Statement*

It is the policy of the Town of Branford to promote fair housing opportunities and to encourage racial and economic integration in all its programs and housing development activities.

Programs funded and administered by this Town of Branford must comply with the provisions of Section 46a-64c of the C.G.S., and with related state and federal laws and regulations that prohibit discriminatory housing practices.

The Town of Branford or any of sub-recipient of the Town of Branford will carry out an affirmative marketing program to attract prospective buyers or tenants of all majority or minority groups, without consideration of race, color, religion, sex, national origin, ancestry, creed, sexual orientation, gender identity or expression, marital status, lawful source of income, disability, age or because the individual has children in all programs and housing development activities funded or administered by the Town of Branford.

The municipality's Planning & Zoning Department is responsible for the enforcement and implementation of this policy. The Town Planner, José Giner may be reached at 203-488-1255 or [jginer@branford-ct.gov](mailto:jginer@branford-ct.gov).

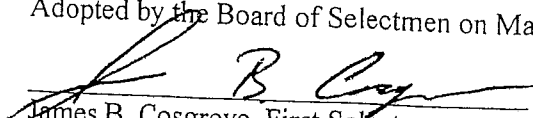
Complaints pertaining to discrimination in any program funded or administered by this Town of Branford, may be filed with the Planning & Zoning Department. The municipality's Grievance Procedure will be utilized in these cases.

Complaints also may be filed with the Commission on Human Rights and Opportunity, Special Enforcement Unit, 21 Grand Street, Hartford, CT 06106, Telephone (860) 541-3403 within 180 days of the alleged violation by submitting a notarized complaint and/or the Boston Regional Office of FHEO, U.S. Department of Housing and Urban Development, Thomas P. O'Neill, Jr. Federal Building, 10 Causeway Street, Room 321, Boston, MA 02222-1092, Telephone (617) 994-8300 or 1-800-827-5005, TTY (617) 565-5453. A complaint may be filed with HUD within one year after an alleged violation. Additionally, an individual may file suit, at his/her expense, in Federal District Court or State Court within two years of an alleged violation. If the individual cannot afford an attorney, the Court may appoint one. A suit can be brought even after filing a complaint, if the complaining party has not signed a conciliation agreement and an Administrative Law Judge has not started a hearing. A court may award actual and punitive damages and attorney's fees and costs.

A copy of this policy statement will be given annually to all Town of Branford employees and they are expected to fully comply with it. In addition, a copy will be posted throughout the Town of Branford.  
Revised 2/13/13

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE by contacting José Giner, 1019 Main Street, Branford, CT 06405, 203-488-1255.

Adopted by the Board of Selectmen on March 5, 2014.

  
James B. Cosgrove, First Selectman

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## Town of Branford Compliance with Title VI of the Civil Rights Act of 1964

The Town of Branford does not discriminate in the provision of services, the administration of its programs, or contractual agreements. The Town of Branford seeks to fully carry out its responsibilities under the Title VI Regulations.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of race, color or national origin in programs and activities receiving Federal financial assistance. Title VI provides that No person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any programs covered by the Regulations.

This policy is effectuated through the methods of administration outlined in the Town of Branford's Fair Housing Plan and is fully implemented to ensure compliance by the Town of Branford, as the recipient, and by sub-recipients. The cooperation of all personnel is required.

  
James B. Cosgrove, First Selectman

3/6/14  
Date

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AMES B. COSGROVE  
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JOSEPH E. HIGGINS, JR.  
JOHN J. AHERN



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## Town of Branford ADA NOTICE

The Town of Branford does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. The Town of Branford does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990.

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to the Town of Branford's designated ADA Compliance Coordinator.

**Name:** Margaret Luberda

**Title:** Human Resources Director

**Office Address:** 1019 Main Street, Branford, CT 06405

**Phone Number Voice:** 203-315-0613


**Email Address:** mluberda@branford-ct.gov

**Days/Hours Available:** Monday-Friday 8:30 to 4:30

Individuals who need auxiliary aids for effective communication in programs and services of the Town of Branford are invited to make their needs and preferences known to the ADA Compliance Coordinator.

This notice is available in large print, on audio tape, and in Braille, from the ADA Compliance Coordinator.

Adopted by the Board of Selectmen on March 6, 2019.

  
James B. Cosgrove, First Selectman

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## Town of Branford AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of Branford, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all other protected

groups found to be underutilized in the Town of Branford's work force or affected by policies having an adverse impact. In the spirit of Executive Order 11, signed by Governor Ella Grasso November 21, 1975, and Executive Order 9, signed by Governor William A. O'Neill on January 3, 1984, I further state that this Town of Canton will comply with the anti-discrimination provisions of the state and federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many older persons and, where appropriate, I have set goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the work force. I further pledge that the Town of Branford will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town of Branford will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

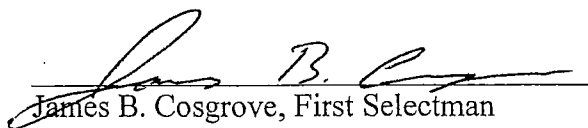
It is the policy of the Town of Branford to provide equal employment opportunities without consideration of race, color, religion, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities including but, not limited to blindness, sexual orientation, political belief or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b) and 46a-81(b) of the Connecticut General Statutes are controlling or there is a bonafide occupational qualification excluding persons in one of the above protected groups. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

The Town of Branford will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations and executive orders listed below:

13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> Amendments of the United States Constitution, Civil Rights Act of 1866, 1870, 1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, presidential Executive Orders 11246, amended by 11375, (Nondiscrimination under federal contracts), Act 1 Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive Order Number 11, Governor O'Neill Executive Order Number 9, the Connecticut Fair Employment Practices Law (46a-63-64). Discrimination against Criminal Offenders (46a-80). Connecticut General Statutes, Connecticut Code of Fair Accommodations Law (46-63-64), definition of Blind (46a-51 (1)), definition of Physically Disabled (46a-51 (15)), definition of Mentally Retarded (46a-51 (13)), cooperation with the Commission of Human Rights and Opportunities (46a-77), Sexual Harassment (46-60-(a) Connecticut Credit Discrimination Law (360436 through 439), Title I of the State and the Local Fiscal Assistance Act of 1972 and the Americans with Disabilities Act of 1992.

This policy statement will be given annually to all Town of Branford employees and will also be posted throughout the Town of Branford. I also expect each supplier, union, consultant and other entity (s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The Town of Branford will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to Joyce Forte, Human Resources Director, 203-315-0613, [jforte@branford-ct.gov](mailto:jforte@branford-ct.gov).

  
James B. Cosgrove, First Selectman

Date 3/6/14

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA-504 COORDINATOR BY CALLING JOYCE FORTE, 203-315-0613.

20. To consider, and if appropriate, approve the following Policy Statement:

Town of Branford  
AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of Branford, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all other protected groups found to be underutilized in the Town of Branford's work force or affected by policies having an adverse impact. In the spirit of Executive Order 11, signed by Governor Ella Grasso November 21, 1975, and Executive Order 9, signed by Governor William A. O'Neill on January 3, 1984, I further state that this Town of Canton will comply with the anti-discrimination provisions of the state and federal laws and regulations listed at the end of this section.

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knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to Diane Sconziano, Human Resources Director, 203-315-0613, dsconziano@branford-ct.gov.

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA-504 COORDINATOR BY CALLING DIANE SCONZIANO, 203-315-0613.

21. To consider, and if appropriate, approve the following proclamation:

**Arbor Day  
April 28, 2017**

WHEREAS, In 1872, J. Sterling Morton proposed to the Nebraska Board of Agriculture that a special day be set aside for the planting of trees, and;

WHEREAS, this holiday, called Arbor Day, was first observed with the planting of more than a million trees in Nebraska, and;

WHEREAS, Arbor Day is now observed throughout the nations and the world, and;

WHEREAS, trees can reduce the erosion of our precious topsoil by wind and water, cut heating and cooling costs, moderate the temperature, clean the air, produce life-giving oxygen, and provide habitat for wildlife, and;

WHEREAS, trees are a renewable resource giving us paper, wood for our homes, fuel for our fires and countless other wood products, and;

WHEREAS, trees in our city increase property values, enhance the economic vitality of business areas, and beautify our community, and;

WHEREAS, trees, wherever they are planted, are a source of joy and spiritual renewal.

Now, therefore, We, the Board of Selectmen, of the Town of Branford, do hereby proclaim April 28, 2017 as Arbor Day in the Town of Branford and urge all citizens to plant trees to gladden the heart and promote the well-being of this and future generations.

22. Reappointments:

Board of Fire Commissioners

Madeline Clem and Al Carfora terms to expire January 31, 2020.

23. Appointments:

Parker Memorial Park Commission

Edward Esborn to fill a vacancy left by Al Russell term to expire December 31, 2019.

Branford Green Committee

Patricia Sanders to fill a vacancy left by Winnifred Judge term to expire May 31, 2018.