



I.D.E.A.S. Policy
Inclusion, Diversity, Equity, & Accessibility Strategies
for City of Stamford Employees

Approved by

Mayor Caroline Simmons

Effective March 2023



A MESSAGE FROM THE MAYOR

This I.D.E.A.S. Policy (Inclusion, Diversity, Equity, & Accessibility) Policy has been prepared to act as a guide and a source of information for all residents, business owners, and visitors. As one of the most diverse cities in this nation and one of the safest cities in the Northeast, the City of Stamford has a unique opportunity to witness the magic that happens when people feel included and feel safe. Our greatest source of pride and strength as a city comes from the diversity of our residents, businesses, and visitors.

As Mayor, I am committed to combatting hate, extremism, and bigotry. As a City we need to work together to ensure that we all are doing our part to build a more inclusive, equitable, accessible, and vibrant community where everyone can thrive. Our nation has faced an increase in hate-based violence and harassment – hate crimes rose by an alarming six percent in 2020, according to the latest FBI data, the highest level reported in the last 12 years; and antisemitic incidents remain at historic levels nationwide.

Every day, we make more progress in ensuring that we continuously find a way to make our City a welcoming place to live, work, and play.

We affirm that our differences make us stronger, smarter, and more innovative.

We thank you for taking the time to read and adhere to playing your part to ensure we as a City live true to our vision, mission and values.

CITY-WIDE VISION: Continue to build an inclusive, equitable, vibrant, accessible, and innovative city where everyone can thrive.

ORGANIZATIONAL VISION: To create a city government where employees are recognized, valued, inspired, and empowered to solve problems and deliver excellent services to the residents of Stamford.

MISSION: Implement a shared vision for a more equitable, inclusive, and accessible city for all, recognizing the value of diversity in every aspect of its municipal activities, boards and institutions; including appropriate advocacy.

VALUES: Integrity, Transparency, Respect, Compassion, Innovation, Service Mindset, Commitment to Excellence.

A handwritten signature in black ink, appearing to read 'C. Sin'.

I.D.E.A.S. Policy for City of Stamford

Introduction

As one of the most diverse cities in the nation, the City of Stamford is committed to fostering and cultivating a culture of inclusion, diversity, equity, and accessibility. By always striving to walk together in harmony, we know that we can take tremendous steps. The City of Stamford operates as an inclusive government working together to better understand and meet the needs of the workforce (our employees), the workplace (our culture) and the marketplace (our businesses and all public spaces, and facilities). The office of Inclusion, Diversity, Equity, and Accessibility Strategies for Stamford (I.D.E.A.S.) is being intentional and deliberate to make sure the City is responsive to its employees, residents, business owners, and visitors in equitable, inclusive, and accessible ways. This includes the City of Stamford’s zero tolerance for all types of hate against any individual or group. Although our mission may not be easy, we are committed to putting in the work and resources to make meaningful change.

Our diverse community is one of our most valuable assets. We affirm that our differences make us stronger, smarter, and more innovative. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our City shares with each other shapes our kind and vibrant culture. As illustrated in the image on this page labeled, “Dimensions of Diversity”, the City of Stamford embraces the differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic statuses, veteran status, and any other characteristics that make our employees, residents, business owners or visitors unique.

Dimensions of Diversity



It is our priority to develop, model, and implement processes that will help make significant progress toward hiring a workforce that reflects Stamford's diversity while simultaneously ensuring the workplace is inclusive. It is important for every employee to know their opinion and experience matter. We want all employees to feel like they belong and are motivated to develop their skillsets to rise to their potential. Employees who feel included and understand how their contributions add value are more eager to collaborate in decision making, problem solving, and conflict resolution. This leads to better customer service and outcomes.

The efforts won't stop there. Through this I.D.E.A.S. Policy for Stamford and supporting practices, we aim to ensure that everyone has access to the plethora of resources, career opportunities, transportation, and the benefits of quality parks, recreation, and any public facility. Our goal is to always execute with excellence. This policy is for all, with a special emphasis on those groups who historically have not been intentionally included - those with a physical or cognitive disability, the LGBT (Lesbian, Gay, Bisexual, Transgender) community, non-white racial and ethnic groups, and new Americans, or refugees and immigrants. The City of Stamford will lead by example of the "Platinum Rule: treat people the way they want to be treated".

The City of Stamford defines I.D.E.A.S. as:

INCLUSION: a call to action that shapes the culture of our agencies, departments, boards, commissions, public spaces, places, facilities, and programs.

DIVERSITY: the presence and acceptance of differences and the intersectionality of all dimensions of those differences.

EQUITY: specific support given, and barriers removed to ensure all have equal access, opportunity, and advancement.

ACCESSIBILITY: the confirmation that all have access to and benefits from the opportunities, information, resources, initiatives, and programs offered.

the plans and policies to ensure effective execution and implementation of inclusive, diverse, equitable, and accessibility policies, practices, and behaviors.

Policy Goals

The I.D.E.A.S. Policy outlines City of Stamford's approach to ensuring inclusive environments and equitable opportunities for all City employees, community members, business owners and visitors.

This policy ensures that:

- Regardless of location, role, or department, all employees are expected to conduct business with excellence, kindness, compassion, expedience, and accuracy.
- All residents, business owners, employees, and elected officials across all agencies, departments, boards and commissions are expected to act with inclusive behaviors in any public spaces, places, facilities, and programs that the City manages.

- Anyone utilizing City of Stamford facilities, programs, and services should have equitable and appropriate access regardless of ability, race, age, sexual orientation, gender identity, religion, mental or physical ability, or country of origin.
- City of Stamford establishes and maintains an organizational infrastructure for management, oversight, implementation, and communication about the monitoring of this policy and its established goals and objectives.
- City of Stamford will continuously measure and improve inclusive practices.
- The City of Stamford has a zero tolerance for hate towards any person or group.

This policy applies to all business owners, employees, community members, and people visiting any public sites in the city of Stamford.

Training

City of Stamford will offer professional development training opportunities to all employees and volunteers throughout the departments, agencies, boards, and commissions. Training opportunities will be a combination of both mandatory and self-elected. Wherever appropriate and possible, inclusion, diversity, equity, and accessibility will be woven into the training modules to help further the competencies needed to have a kind, welcoming and belonging feeling for all. Training programs will be based on credible research and delivered by qualified City of Stamford personnel or a third-party vendor. All new employees and members of boards and commissions will be required to participate in a series of mandatory training to ensure knowledge, tools, resources, and expectations are shared.

City of Stamford will periodically offer select diversity, equity, and inclusion training to small businesses and not-for-profit organizations. As one of the most diverse cities in the nation, we have a moral obligation to drive awareness and provide resources to foster and support a kind, equitable, and inclusive culture.

City-wide Support

The City of Stamford embodies the mission, vision, and values to ensure Stamford is an inclusive, equitable, accessible, innovative, and vibrant city where all have the opportunity to thrive. As a community we support the below resolution that was drafted and approved by the Board of Representatives.

RESOLUTION NO. 4194

Resolution Against White Supremacy, Bigotry, and Racism

WHEREAS: The Stamford Board of Representatives is committed to ensuring that all people in our city are free to live without fear of racism and discrimination in all its forms; WHEREAS: White supremacist propaganda was distributed within our community on or about March 12, 2023;

WHEREAS: White supremacy, bigotry, and racism are contrary to the ideals and core values of the City of Stamford;

WHEREAS: Together, we must work every day to root out this cancerous white supremacy in our own lives and neighborhoods, not only in reaction to moments where hatred becomes publicized and visible;

WHEREAS: We must examine, and directly address, the historical and present conditions that give rise to these moments of racial and religious hatred; and

WHEREAS: The Stamford Board of Representatives affirms its desire to welcome all people into our community who have been and continue to be the targets of oppression and discrimination in our country, including, but not limited to, immigrants, refugees, and all people regardless of their race(s) or ethnicity(ies) (such as Black, Latino/a, Asian, Arab and other Middle Eastern, Italian, Indigenous People, Haitian and Mixed race, among others), sex, religion (such as Hinduism, Buddhism, Judaism, Christianity, and Islam, among others), national origin, disability, socioeconomic status, marital status, sexual orientation, gender role, or gender identity.

WHEREAS: The Stamford Board of Representatives further affirms its desire to welcome people of all political ideologies, creeds, and beliefs which condemn white supremacy, bigotry, and racism.

NOW THEREFORE BE IT RESOLVED BY THE 31ST BOARD OF REPRESENTATIVES THAT it condemns all acts of white supremacy, bigotry, and discrimination.

Approved by the 31st Board of Representatives this 22nd day of March, 2023

City of Stamford Employment Laws and Work Rules

All employees are required to acknowledge receipt of, understanding of and compliance with the Employment Guide. The Employment Guide can be found on the City of Stamford webpage under Human Resources:

(<https://www.stamfordct.gov/home/showpublisheddocument/23908/638054138293070000>) .

This Employment Guide outlines the policies, practices, and procedures to ensure that all employees understand the expectations of the City with regard to their employment. The City of Stamford is an equal opportunity employer who takes pride in a diverse and inclusive culture.

All employees are expected to use inclusive language, demonstrate having an inclusive attitude and act in nondiscriminatory ways.

City of Stamford has a zero tolerance for hate and acts of violence against any person or group whether it is based on race, creed, religion, sexual orientation, country of origin, gender identity or expression or any other affiliation.

All employees are expected to be upstanders who, if witness any passive, or direct acts of bullying or hate, they will try to de-escalate and/or report the incident.

The City of Stamford acknowledges the purpose and need for affirmative action and establishes both affirmative action and equal employment opportunity as immediate and necessary objectives

of the City.

Affirmative Action Policy Statement

The City of Stamford is an Equal Employment Opportunity/Affirmative Action employer, and the City fully intends to overcome all barriers to equal employment to achieve the full and fair participation of all protected groups, regardless of age, race, ancestry, religious creed, color, gender (including pregnancy and sexual harassment), genetic information, gender identity and expression, marital status, sexual orientation, mental disability (past and present), national origin, intellectual impairment, learning disability or physical disability, criminal record and veteran status.

Accordingly, for each protected class of persons subject to equal employment opportunity, the City's policies and objectives shall be in direct compliance with all federal and state constitutional provisions, laws, regulations, guidelines, and executive orders that prohibit or outlaw discrimination and shall be part of this policy statement.

The City of Stamford fully endorses both the letter and spirit of these laws, regulations, guidelines, and executive orders and pledges to faithfully implement an aggressive policy of affirmative action and equal employment opportunity to provide services and implement programs impartially and fairly in all phases of the employment process, by ensuring that:

- Employment specifications require only necessary and legal information.
- Job specifications are reviewed periodically to ensure that they reflect only bona fide job qualifications.
- Efforts are made (wherever possible) to provide experience-based alternatives to the standard education-based minimum qualifications.
- Qualified persons from protected groups are actively recruited through a wide range of recruitment sources that may include Department of Labor (DOL) Job Center offices, and by enlisting the assistance of community-based organizations, colleges and universities.
- Personnel policies follow the letter and the spirit of all affirmative action and equal employment opportunity mandates, and in no way discriminate against any person or groups of persons. Job classifications are continuously evaluated and restructured when applicable to make sure they do not present artificial barriers to any protected group. All new employees receive orientation in all phases of their job, the department, and its policies.
- Training is designed to further the skills and knowledge necessary for all members of the City's workforce to achieve higher level positions. All staff are fully informed of their rights and benefits during diversity training sessions and during individual consultations with the Inclusion, Diversity, Equity & Accessibility Strategies (I.D.E.A.S.) Officer and/or a Human

Resources representative. These rights and benefits include, but are not limited to, the right to equal terms and conditions of employment; equal opportunity for promotion and training; the right to a fair and impartial performance evaluation; the right to reasonable accommodation of a disability; the right to receive individual counseling from the I.D.E.A.S. 40 Officer and/or HR representative; the right to file a complaint, including the processes and procedures to do so; and the right to expect that layoffs and terminations are effectuated in accordance with established guidelines of affirmative action and equal employment opportunity within the structures of collective bargaining agreements.

In keeping with this policy, the City of Stamford recognizes the hiring difficulties experienced by individuals with disabilities, minority, women, and other protected groups, and shall continue to place special emphasis on the elimination of barriers not related to business necessities to assure the full and fair utilization of such individuals in our workforce.

Affirmative action and equal employment opportunity are City-wide priorities and will remain so until our goals are met for all categories of employees, regardless of classification. The City is equally committed to ensuring that all programs, services or activities administered are rendered on an equal employment opportunity basis. This Affirmative Action Policy Statement re-affirms the City's commitment to the principles of Equal Employment Opportunity.

To these ends, the Inclusion, Diversity, Equity, & Accessibility Strategies (IDEAS) Officer, City of Stamford, 888 Washington Boulevard, 10th Floor, Stamford, CT 06901, Email: chughes1@stamfordCT.gov; Office: 203-977-7993, has been designated to help ensure that this policy is implemented. See related policy – Equal Employment Opportunity Policy Statement in this I.D.E.A.S. Policy.

Americans with Disabilities Policy Statement

The City of Stamford does not discriminate based on disability in the administration of, or access to, its programs, services, or activities. Under this policy, a person with a disability is defined as “a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having an impairment.”

The Mayor has designated the Director of Human Resources to coordinate the City of Stamford's compliance with the non-discrimination requirements of Section 35.1067 of the Department of Justice regulations for all City employees. If any person feels a Stamford business is not acting in compliance with the ADA, they should contact Phillip Magalnick, Co-Chair of the Stamford ADA Advisory Council at pmagalnick@stamfordCT.gov.

Should you wish to notify us of barriers that may exist in equal access to any program, service, or activity offered by the City or to obtain information regarding the provisions of the Americans with Disabilities Act and your rights, you are encouraged to contact the Director of Human Resources, if you are a City of Stamford employee. If you feel that you need reasonable accommodation because of your disability to allow you to perform the essential functions of your position, please follow the attached ADA procedure for requesting reasonable accommodation.

The City's Procedure for Requesting Reasonable Accommodations under the Americans with Disabilities Act (ADA) is on the Human Resources Department website and is also available by contacting the Director of Human Resources or our ADA Coordinator.

The City of Stamford is committed to providing a work environment free of unlawful harassment. Therefore, the City prohibits and will not tolerate any type of harassment, including sexual harassment anywhere in or related to the workplace. The City's prohibition against sexual harassment applies equally to all offenses whether they are between same sex individuals or not.

Anti-Harassment and Discrimination Policy

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, offensive remarks about a person's sex, or any conduct of a sexual nature when:

- The submission to such conduct is made either explicitly or implicitly a term or a condition of employment;
- The submission to or rejection of such conduct by anyone is used as a basis for an employment decision;
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance; or
- Such conduct creates an intimidating, hostile or offensive working environment.

If you believe that you have been subjected to sexual harassment, you should immediately report your concerns to your immediate supervisor or, if you feel uncomfortable reporting it to your supervisor, report it to the Director of Human Resources. In the event that you feel uncomfortable reporting your concerns to either of these people, you should report your concerns to any other person within the City's management who has supervisory authority. You need not report your concerns to any person who you believe may have participated in or condoned the harassment.

Any incident of sexual harassment should be immediately documented, including the date, time, and place of each alleged incident of harassment. The City of Stamford will conduct an investigation as promptly as appropriate for the circumstances. The City will protect the confidential nature of the inquiry to the extent possible, and will also take the necessary measures to ensure that you are not retaliated against in any way for having reported your concerns. The City has the right to track and monitor the conduct of supervisors in order to enable the City to exercise reasonable care to prevent sexual harassment by supervisors. Any individual found to have sexually harassed any employee, resident, visitor, or vendor of the City will be subject to disciplinary action, up to and including termination.

Sexual Harassment Prevention Training: Connecticut Public Acts 19-16 and 19-93, together constitute the Time's Up Act. Among other changes to the Commission on Human Rights & Opportunities (CHRO) process, this legislation establishes rules and requirements regarding sexual harassment training and education. All new employees will be required to complete this training within six (6) months of being hired. Periodically, the City will ask employees to participate in supplemental training on Sexual Harassment Prevention not less than every ten (10) years.

Other Harassment/Discrimination: The City of Stamford expressly prohibits any form of harassment or discrimination in the workplace based on race, color, religious creed, age, gender, gender identity or expression, national origin, marital status, ancestry, present or past history of intellectual disability, learning disability or physical disability, veteran status, sexual orientation, genetic information, criminal record, and hair texture or protective hairstyle or other traits protected by law.

The City of Stamford expressly prohibits any form of harassment that interferes with the ability of employees to perform their job duties. Such harassment can include, but is not limited to, the following behavior:

- Verbal conduct such as name calling, inappropriate jokes, slurs, unwanted sexual advances, invitations or comments;
- Visual conduct such as derogatory, objectionable and/or sexually oriented posters, photography, cartoons, drawings, or gestures;
- Physical conduct such as assault, unwanted touching, blocking normal movement or otherwise interfering with work.

Any employee who believes that there has been the subject of harassment should complete and submit a City of Stamford Complaint Form which can be found at the following link:

<https://www.stamfordct.gov/home/showpublisheddocument/16495/637878625979270000>

An employee who harasses any other City employee or who harasses any resident, visitor, or vendor of the City of Stamford will be subject to disciplinary action up to and including termination of employment with the City of Stamford.

Equal Employment Opportunity Policy

The City of Stamford is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. The City of Stamford prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, gender identity or expression, sexual orientation, marital status, pregnancy, national origin, ancestry, age, physical or mental disability or genetic information. In addition, all contractors and subcontractors who do business with the City of Stamford must provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability, and merit. The City will continue to take steps to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, gender, sexual orientation, marital status, pregnancy, national origin, ancestry, age, physical or mental disability or genetic information.

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between the City of Stamford, its contractors and subcontractors and their employees, including:

- ✓ Employee benefits and application of policies
- ✓ Employment
- ✓ Promotion
- ✓ Transfer
- ✓ Wage and salary administration
- ✓ Working conditions

The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary and any other persons or firms doing business for or with the City of Stamford.

The Director of Human Resources will be responsible for the dissemination of this policy to City of Stamford employees. All City of Stamford Directors, managers, and supervisors are responsible for implementing equal employment practices with each department. The Human Resources Department is responsible for overall compliance and ensuring that the City of Stamford administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.
- Advertising for job opening with the statement the City of Stamford is “An Equal Opportunity Employer – Minorities/Females/Disabled/Veterans”
- Posting all required job opening with the appropriate state agencies.
- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies, or participates in an EEO agency proceeding.
- Requires employees to report to a member of management, an HR representative or the Corporation Counsel any perceived discrimination or harassment. The report should be made within 48 hours of the incident.
- Promptly notifies the Corporation Counsel of all incidents or reports of discrimination or harassment and takes other appropriate measures to resolve the situation.

Harassment

Harassment is a form of unlawful discrimination and violates the City of Stamford policy. Prohibited sexual harassment, for example, includes unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when:

Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment; or

Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals; or

Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.

The City of Stamford encourages employees to report all incidents of harassment to a member of management or the Human Resources Department. The City of Stamford investigates all complaints of harassment promptly and fairly, and, when appropriate, takes immediate corrective action to stop the harassment and prevent it from recurring.

Remedies

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. They City of Stamford will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.

This Equal Employment Opportunity Policy Statement reaffirms the City of Stamford’s commitment to the principles of Equal Employment Opportunity.

Communications

City of Stamford will proactively offer educational materials about inclusion to all constituents at City sponsored community events.

All city parks and public spaces will have signage promoting kindness and the Mayor's vision to build a more inclusive, equitable, innovative, and vibrant City where all can thrive.

Celebrating Diversity

The City of Stamford will partner with the community to acknowledge and celebrate the wealth of cultural, historical, religious, gender identity and expression, and sexual orientation that are recognized annually. We will use these moments to also educate the community and acknowledge the contributions awarded to this Nation and our City.

Environmental Support

City of Stamford has environmental supports and practices that promote inclusion for all community members. Examples of environmental supports include:

- Language translation: <https://www.StamfordCT.gov> is available in over 75 languages, we also leverage employees who are fluent in languages other than English to assist in daily interactions with the community
- Audio/visual support
- Large-print signage
- Accessible transportation
- Built environment enhancements, including modified equipment and ramps
- Gender-neutral restrooms, changing rooms and wellness rooms
- Signage and additional facility enhancements (artwork, murals, etc.) that promote diversity and inclusion
- Detectable warnings at crosswalks: ramps, truncated domes (surface indicators designed to assist those who are visually impaired), audible and visual crossing signals

Continuous Measurement and Improvement

As a responsive government, the City of Stamford will work to continuously improve our equity and inclusion efforts, measuring the effectiveness of this policy through staff and community qualitative and quantitative feedback via meetings, community engagement events, public forums, surveys, and monitoring economic and health indicators. As we continue to improve, we will keep the community informed through newsletters, the City website, social media and more.

In efforts to help the City monitor and track progress of inclusive efforts, click on one of the below links listed below to take a quick survey. Your experience is important to us!

Please take a click on this link to share your feedback with us:

<https://www.surveymonkey.com/r/JD7JN32>

Por favor use este enlace y comparta sus comentarios con nosotros:
<https://www.surveymonkey.com/r/2H5XM29>

Tanpri pran yon klike sou lyen sa a yo pataje fidbak ou avèk nou: <https://www.surveymonkey.com/r/HKLZPV3>

Policy Development

The City of Stamford developed this inclusive policy with the input, engagement and support of key community stakeholders and representatives, including:

- I.D.E.A.S. Committee
- Interfaith Council
- Concerned Clergy
- Ferguson Library
- Stamford ADA Advisory Committee
- Building One Community

Resources

The City of Stamford recognizes that this document is an ever-growing resource and aims to keep it updated on an annual basis. For more on inclusion and equity, we encourage staff and community members to visit our [I.D.E.A.S. webpage](#).

Affordable Housing

Charter Oak Communities (<https://charteroakcommunities.org/>)

Offers low and moderate income housing including Section 8, Senior housing
22 Clinton Avenue Stamford, CT 06901
203-977-1400

New Neighborhoods Inc., (<https://newneighborhoods.org/>)

Building hope and opportunity through development, preservation and management of quality affordable housing and resident-centered services.

76 Progress Drive Suite 140
Stamford, CT 06902
203-998-0889

CTHousingSearch.org

[CT HUD Blue Book](#)

Alcohol and Substance Abuse

DMHAS: Department of Mental Health & Addiction Services <https://www.ctaddictionservices.com/>
Addiction Services Availability
800-563-4086

Liberation Programs- Stamford

119 Main Street Stamford, CT 06901

203-858-3208

Inpatient Admissions #: 203-391-7913 or 203-399-8425

Outpatient Admissions #: 203-399-3136 or 203-399-3239

Domestic Violence, Human Trafficking & Sexual Assault

Domestic Violence Crisis Center (<https://www.dvccct.org/>)

1111 Summer Street # 203 Stamford, CT 06905

203-588-9100

888-774-2900 (24/7 hotline)

National Human Trafficking Hotline

888-373-7888 or text BEFREE to 233733

CIRI (Connecticut Institute for Refugees and Immigrants)

Project Rescue (<https://cirict.org/project-rescue/>)

Anti-Human Trafficking Program

203-336-0141

The Rowan Center (<https://www.therowancenter.org/>)

Sexual Assault Counseling and Advocacy

1111 Summer Street Suit 202, Stamford, CT 06902

203-348-9346

Emergency Shelter

Emergency Shelter Placement MUST CALL, 211 or 1-800-203-1234 (out of state)

Inspirica (<https://www.inspiricact.org/>)

Emergency Shelter for single women and families with children

141 Franklin Street Stamford, CT 06901

203-388-0100

Pacific House (<https://www.pacifichouse.org/>)

Emergency Shelter for Men

597 Pacific Street

203-348-8792

Employment & Financial Assistance

CT Department of Social Services (<https://www.connect.ct.gov/access/jsp/access/Home.jsp>)

1642 Bedford Street

Stamford, CT 06905

855-626-6632

Community Action Agency of Western Connecticut (<https://caawc.org/>)

34 Woodland Avenue, Stamford, CT 06902

203-602-8833

American Jobs Center (<https://ajcswct.com/>)
141 Franklin Street 2nd fl. Stamford, CT06901
203-353-1702

Food

Food Stamps (www.endhungerct.org)
End Hunger Connecticut! SNAP Call Center
866-974-SNAP (7627)

Meals on Wheels (<https://www.ccfairfield.org/project/senior-nutrition-program/>)
Serves person over age 60
30 Myano Lane Suit 32 Stamford, CT 06902
203-324-6175

New Covenant Center Café (www.newcovenantcenter.org)
Offers free lunch & dinner
174 Richmond Hill Avenue, Stamford, CT 06902 (203) 964-8228

Stamford Food Guide

Free Cell Phone and Internet Services

Lifeline Services (<https://www.usac.org/>)
This is an income based service
800-234-9473

Immigrant Services

Building One Community (B1C) (<https://building1community.org/>)
75 Selleck Street, Stamford, CT 06902
203-674-8585

Legal Services

Statewide Legal Services (<https://www.slsct.org/>)
This is an income based service
800-453-3320

Office of the Victim Advocate (<https://portal.ct.gov/OVA>)
Victims of Crime
505 Hudson Street 5th fl. Hartford, CT 06106
888-771-3126

Mental & Physical Health

Optimus Health Care
1351 Washington Boulevard Stamford, CT 06902
203-621-3700 (Medical)
203-621-3900 (Dental)
203-621-3754 (Behavioral Health)

Community Health Center - Stamford
22 Fifth Street, Stamford, CT 06905
203-323-8160 (Medical & Behavioral Health)

Community Health Center –Stamford (<https://www.chc1.com/>)
141 Franklin Street Stamford, CT06901
203-969-0802 (Dental & Behavioral health)

Laurel House (<https://www.rtor.org/>)
Resources to Recovery Program
1616 Washington Boulevard, Stamford, CT 06902
203-724-9070

Schoke Smilow Jewish Family Services (<https://www.ctjfs.org/>)
196 Greyrock Place, Stamford, CT 06902
203-921-4161

Family Centers (<https://www.familycenters.org/Counseling-and-Mental-Health-Services>)
Counseling and Mental Health Services
60 Palmer’s Hill Road, Stamford, CT 06902
203-324-3167

Seniors & Disabled

SilverSource (<https://silversource.org/>)
Serves persons over age 60
2009 Summer Street Suite
Stamford, CT 06905

Southwestern CT Agency on Aging and Independent Living (<https://www.swcaa.org/>)
1000 Lafayette Blvd., 9th floor Bridgeport, CT 06604
203-333-9288

Social Security Administration- Disability (<https://www.ssa.gov/benefits/disability/>)
2 Landmark Square Suite 105, Stamford, CT 06901
800-772-1213