



General Assembly

Substitute Bill No. 5414

February Session, 2024



**AN ACT CONCERNING ADDITIONAL LEGAL PROTECTIONS UNDER
THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
STATUTES FOR VICTIMS OF SEXUAL ASSAULT, TRAFFICKING IN
PERSONS AND STALKING.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 46a-51 of the 2024 supplement to the general
2 statutes is repealed and the following is substituted in lieu thereof
3 (*Effective October 1, 2024*):

4 As used in section 4a-60a and this chapter:

5 (1) "Blind" refers to an individual whose central visual acuity does
6 not exceed 20/200 in the better eye with correcting lenses, or whose
7 visual acuity is greater than 20/200 but is accompanied by a limitation
8 in the fields of vision such that the widest diameter of the visual field
9 subtends an angle no greater than twenty degrees;

10 (2) "Commission" means the Commission on Human Rights and
11 Opportunities created by section 46a-52;

12 (3) "Commission legal counsel" means a member of the legal staff
13 employed by the commission pursuant to section 46a-54, as amended
14 by this act;

- 15 (4) "Commissioner" means a member of the commission;
- 16 (5) "Court" means the Superior Court or any judge of said court;
- 17 (6) "Discrimination" includes segregation and separation;
- 18 (7) "Discriminatory employment practice" means any discriminatory
19 practice specified in subsection (b), (d), (e) or (f) of section 31-51i or
20 section 46a-60, as amended by this act, or 46a-81c;
- 21 (8) "Discriminatory practice" means a violation of section 4a-60, as
22 amended by this act, 4a-60a, 4a-60g, 31-40y, subsection (b), (d), (e) or (f)
23 of section 31-51i, subparagraph (C) of subdivision (15) of section 46a-54,
24 subdivisions (16) and (17) of section 46a-54, section 46a-58, as amended
25 by this act, 46a-59, as amended by this act, 46a-60, as amended by this
26 act, 46a-64, as amended by this act, 46a-64c, as amended by this act, 46a-
27 66, as amended by this act, 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-
28 70 to 46a-78, inclusive, as amended by this act, subsection (a) of section
29 46a-80 or sections 46a-81b to 46a-81o, inclusive, and sections 46a-80b to
30 46a-80e, inclusive, and sections 46a-80k to 46a-80m, inclusive;
- 31 (9) "Employee" means any person employed by an employer but shall
32 not include any individual employed by such individual's parents,
33 spouse or child. "Employee" includes any elected or appointed official
34 of a municipality, board, commission, counsel or other governmental
35 body;
- 36 (10) "Employer" includes the state and all political subdivisions
37 thereof and means any person or employer with one or more persons in
38 such person's or employer's employ;
- 39 (11) "Employment agency" means any person undertaking with or
40 without compensation to procure employees or opportunities to work;
- 41 (12) "Labor organization" means any organization which exists for the
42 purpose, in whole or in part, of collective bargaining or of dealing with
43 employers concerning grievances, terms or conditions of employment,
44 or of other mutual aid or protection in connection with employment;

45 (13) "Intellectual disability" means intellectual disability as defined in
46 section 1-1g;

47 (14) "Person" means one or more individuals, partnerships,
48 associations, corporations, limited liability companies, legal
49 representatives, trustees, trustees in bankruptcy, receivers and the state
50 and all political subdivisions and agencies thereof;

51 (15) "Physically disabled" refers to any individual who has any
52 chronic physical handicap, infirmity or impairment, whether congenital
53 or resulting from bodily injury, organic processes or changes or from
54 illness, including, but not limited to, epilepsy, deafness or being hard of
55 hearing or reliance on a wheelchair or other remedial appliance or
56 device;

57 (16) "Respondent" means any person alleged in a complaint filed
58 pursuant to section 46a-82 to have committed a discriminatory practice;

59 (17) "Discrimination on the basis of sex" includes but is not limited to
60 discrimination related to pregnancy, child-bearing capacity,
61 sterilization, fertility or related medical conditions;

62 (18) "Discrimination on the basis of religious creed" includes but is
63 not limited to discrimination related to all aspects of religious
64 observances and practice as well as belief, unless an employer
65 demonstrates that the employer is unable to reasonably accommodate
66 to an employee's or prospective employee's religious observance or
67 practice without undue hardship on the conduct of the employer's
68 business;

69 (19) "Learning disability" refers to an individual who exhibits a severe
70 discrepancy between educational performance and measured
71 intellectual ability and who exhibits a disorder in one or more of the
72 basic psychological processes involved in understanding or in using
73 language, spoken or written, which may manifest itself in a diminished
74 ability to listen, speak, read, write, spell or to do mathematical
75 calculations;

76 (20) "Mental disability" refers to an individual who has a record of, or
77 is regarded as having one or more mental disorders, as defined in the
78 most recent edition of the American Psychiatric Association's
79 "Diagnostic and Statistical Manual of Mental Disorders"; [and]

80 (21) "Gender identity or expression" means a person's gender-related
81 identity, appearance or behavior, whether or not that gender-related
82 identity, appearance or behavior is different from that traditionally
83 associated with the person's physiology or assigned sex at birth, which
84 gender-related identity can be shown by providing evidence including,
85 but not limited to, medical history, care or treatment of the gender-
86 related identity, consistent and uniform assertion of the gender-related
87 identity or any other evidence that the gender-related identity is
88 sincerely held, part of a person's core identity or not being asserted for
89 an improper purpose;

90 (22) "Veteran" means veteran as defined in subsection (a) of section
91 27-103;

92 (23) "Race" is inclusive of ethnic traits historically associated with
93 race, including, but not limited to, hair texture and protective hairstyles;

94 (24) "Protective hairstyles" includes, but is not limited to, wigs,
95 headwraps and hairstyles such as individual braids, cornrows, locs,
96 twists, Bantu knots, afros and afro puffs;

97 (25) "Domestic violence" has the same meaning as provided in
98 subsection (b) of section 46b-1; [and]

99 (26) "Sexual orientation" means a person's identity in relation to the
100 gender or genders to which they are romantically, emotionally or
101 sexually attracted, inclusive of any identity that a person (A) may have
102 previously expressed, or (B) is perceived by another person to hold;

103 (27) "Victim of sexual assault" means a victim of sexual assault under
104 section 53a-70, 53a-70a, 53a-70b, revision of 1958, revised to January 1,
105 2019, 53a-70c, 53a-71, 53a-72, revision of 1958, revised to January 1, 1975,

106 53a-72a, 53a-72b, 53a-73, revision of 1958, revised to the 1969
107 supplement of the general statutes or 53a-73a;

108 (28) "Victim of trafficking in persons" means a victim of trafficking in
109 persons under section 53a-192a; and

110 (29) "Victim of stalking" means a victim of stalking under section 53a-
111 181c, 53a-181d, 53a-181e or 53a-181f.

112 Sec. 2. Subdivisions (19) and (20) of section 46a-54 of the general
113 statutes are repealed and the following is substituted in lieu thereof
114 (*Effective October 1, 2024*):

115 (19) To require each state agency to provide a minimum of one hour
116 of training and education related to domestic violence, sexual assault,
117 trafficking in persons and stalking and the resources available to victims
118 of domestic violence, sexual assault, trafficking in persons and stalking
119 (A) to all employees hired prior to January 1, [2023] 2025, not later than
120 July 1, [2023] 2025, and (B) to all employees hired on or after January 1,
121 [2023] 2025, not later than six months after their assumption of a position
122 with a state agency. Such training and education shall include
123 information concerning (i) domestic violence, [abuser] sexual assault,
124 trafficking in persons and stalking perpetrator and victim behaviors; (ii)
125 how domestic violence, sexual assault, trafficking in persons and
126 stalking may impact the workplace; and (iii) the resources available to
127 victims of domestic violence, sexual assault, trafficking in persons and
128 stalking. The requirements of this subdivision shall be accomplished
129 within available appropriations using the training and education
130 materials made available by the commission in accordance with the
131 provisions of subdivision (10) of subsection (a) of section 46a-56, as
132 amended by this act; and

133 (20) To require an employer having three or more employees to post
134 in a prominent and accessible location information concerning domestic
135 violence, sexual assault, trafficking in persons and stalking and the
136 resources available to victims of domestic violence, sexual assault,
137 trafficking in persons and stalking in Connecticut.

138 Sec. 3. Subdivisions (9) and (10) of subsection (a) of section 46a-56 of
139 the 2024 supplement to the general statutes are repealed and the
140 following is substituted in lieu thereof (*Effective October 1, 2024*):

141 (9) Develop, in conjunction with organizations that advocate on
142 behalf of victims of domestic violence, sexual assault, trafficking in
143 persons and stalking, and include on the commission's Internet web site
144 a link concerning domestic violence, sexual assault, trafficking in
145 persons and stalking and the resources available to victims of domestic
146 violence, sexual assault, trafficking in persons and stalking; and

147 (10) Develop, in conjunction with organizations that advocate on
148 behalf of victims of domestic violence, sexual assault, trafficking in
149 persons and stalking, and make available at no cost to each state agency
150 an online training and education video or other interactive method of
151 training and education that fulfills the requirements prescribed in
152 subdivision (19) of section 46a-54, as amended by this act.

153 Sec. 4. Section 46a-58 of the 2024 supplement to the general statutes
154 is repealed and the following is substituted in lieu thereof (*Effective*
155 *October 1, 2024*):

156 (a) It shall be a discriminatory practice in violation of this section for
157 any person to subject, or cause to be subjected, any other person to the
158 deprivation of any rights, privileges or immunities, secured or protected
159 by the Constitution or laws of this state or of the United States, on
160 account of religion, national origin, alienage, color, race, sex, gender
161 identity or expression, sexual orientation, blindness, mental disability,
162 physical disability, age, status as a veteran, [or] status as a victim of
163 domestic violence, status as a victim of sexual assault, status as a victim
164 of trafficking in persons or status as a victim of stalking.

165 (b) Any person who intentionally desecrates any public property,
166 monument or structure, or any religious object, symbol or house of
167 religious worship, or any cemetery, or any private structure not owned
168 by such person, shall be in violation of subsection (a) of this section. For
169 the purposes of this subsection, "desecrate" means to mar, deface or

170 damage as a demonstration of irreverence or contempt.

171 (c) Any person who places a burning cross or a simulation thereof on
172 any public property, or on any private property without the written
173 consent of the owner, and with intent to intimidate or harass any other
174 person or group of persons, shall be in violation of subsection (a) of this
175 section.

176 (d) Any person who places a noose or a simulation thereof on any
177 public property, or on any private property without the written consent
178 of the owner, and with intent to intimidate or harass any other person
179 on account of religion, national origin, alienage, color, race, sex, gender
180 identity or expression, sexual orientation, blindness, mental disability,
181 physical disability, age, status as a veteran, [or] status as a victim of
182 domestic violence, status as a victim of sexual assault, status as a victim
183 of trafficking in persons or status as a victim of stalking, shall be in
184 violation of subsection (a) of this section.

185 (e) (1) Except as provided in subdivision (2) of this subsection, any
186 person who violates any provision of this section shall be guilty of a
187 class A misdemeanor and shall be fined not less than one thousand
188 dollars, except that if property is damaged as a consequence of such
189 violation in an amount in excess of one thousand dollars, such person
190 shall be guilty of a class D felony and shall be fined not less than one
191 thousand dollars.

192 (2) Any person who violates the provisions of this section by
193 intentionally desecrating a house of religious worship (A) shall be guilty
194 of a class D felony and shall be fined not less than one thousand dollars
195 if property is damaged as a consequence of such violation in an amount
196 up to and including ten thousand dollars, and (B) shall be guilty of a
197 class C felony and shall be fined not less than three thousand dollars if
198 the property damaged as a consequence of such violation is in an
199 amount in excess of ten thousand dollars.

200 (3) The minimum amount of any fine imposed by the provisions of
201 this section may not be remitted or reduced by the court unless the court

202 states on the record its reasons for remitting or reducing such fine.

203 (4) The court may order restitution for any victim of a violation of this
204 section pursuant to subsection (c) of section 53a-28.

205 Sec. 5. Section 46a-59 of the general statutes is repealed and the
206 following is substituted in lieu thereof (*Effective October 1, 2024*):

207 (a) It shall be a discriminatory practice in violation of this section for
208 any association, board or other organization the principal purpose of
209 which is the furtherance of the professional or occupational interests of
210 its members, whose profession, trade or occupation requires a state
211 license, to refuse to accept a person as a member of such association,
212 board or organization because of his race, national origin, creed, sex,
213 gender identity or expression, color, status as a veteran, [or] status as a
214 victim of domestic violence, status as a victim of sexual assault, status
215 as a victim of trafficking in persons or status as a victim of stalking.

216 (b) Any association, board or other organization which violates the
217 provisions of this section shall be fined not less than one hundred
218 dollars nor more than five hundred dollars.

219 Sec. 6. Subsection (b) of section 46a-60 of the general statutes is
220 repealed and the following is substituted in lieu thereof (*Effective October*
221 *1, 2024*):

222 (b) It shall be a discriminatory practice in violation of this section:

223 (1) For an employer, by the employer or the employer's agent, except
224 in the case of a bona fide occupational qualification or need, to refuse to
225 hire or employ or to bar or to discharge from employment any
226 individual or to discriminate against any individual in compensation or
227 in terms, conditions or privileges of employment because of the
228 individual's race, color, religious creed, age, sex, gender identity or
229 expression, marital status, national origin, ancestry, present or past
230 history of mental disability, intellectual disability, learning disability,
231 physical disability, including, but not limited to, blindness, status as a

232 veteran, [or] status as a victim of domestic violence, status as a victim of
233 sexual assault, status as a victim of trafficking in persons or status as a
234 victim of stalking;

235 (2) For any employment agency, except in the case of a bona fide
236 occupational qualification or need, to fail or refuse to classify properly
237 or refer for employment or otherwise to discriminate against any
238 individual because of such individual's race, color, religious creed, age,
239 sex, gender identity or expression, marital status, national origin,
240 ancestry, present or past history of mental disability, intellectual
241 disability, learning disability, physical disability, including, but not
242 limited to, blindness, status as a veteran, [or] status as a victim of
243 domestic violence, status as a victim of sexual assault, status as a victim
244 of trafficking in persons or status as a victim of stalking;

245 (3) For a labor organization, because of the race, color, religious creed,
246 age, sex, gender identity or expression, marital status, national origin,
247 ancestry, present or past history of mental disability, intellectual
248 disability, learning disability, physical disability, including, but not
249 limited to, blindness, status as a veteran, [or] status as a victim of
250 domestic violence, status as a victim of sexual assault, status as a victim
251 of trafficking in persons or status as a victim of stalking of any
252 individual to exclude from full membership rights or to expel from its
253 membership such individual or to discriminate in any way against any
254 of its members or against any employer or any individual employed by
255 an employer, unless such action is based on a bona fide occupational
256 qualification;

257 (4) For any person, employer, labor organization or employment
258 agency to discharge, expel or otherwise discriminate against any person
259 because such person has opposed any discriminatory employment
260 practice or because such person has filed a complaint or testified or
261 assisted in any proceeding under section 46a-82, 46a-83 or 46a-84;

262 (5) For any person, whether an employer or an employee or not, to
263 aid, abet, incite, compel or coerce the doing of any act declared to be a

264 discriminatory employment practice or to attempt to do so;

265 (6) For any person, employer, employment agency or labor
266 organization, except in the case of a bona fide occupational qualification
267 or need, to advertise employment opportunities in such a manner as to
268 restrict such employment so as to discriminate against individuals
269 because of their race, color, religious creed, age, sex, gender identity or
270 expression, marital status, national origin, ancestry, present or past
271 history of mental disability, intellectual disability, learning disability,
272 physical disability, including, but not limited to, blindness, status as a
273 veteran, [or] status as a victim of domestic violence, status as a victim of
274 sexual assault, status as a victim of trafficking in persons or status as a
275 victim of stalking;

276 (7) For an employer, by the employer or the employer's agent: (A) To
277 terminate a woman's employment because of her pregnancy; (B) to
278 refuse to grant to that employee a reasonable leave of absence for
279 disability resulting from her pregnancy; (C) to deny to that employee,
280 who is disabled as a result of pregnancy, any compensation to which
281 she is entitled as a result of the accumulation of disability or leave
282 benefits accrued pursuant to plans maintained by the employer; (D) to
283 fail or refuse to reinstate the employee to her original job or to an
284 equivalent position with equivalent pay and accumulated seniority,
285 retirement, fringe benefits and other service credits upon her signifying
286 her intent to return unless, in the case of a private employer, the
287 employer's circumstances have so changed as to make it impossible or
288 unreasonable to do so; (E) to limit, segregate or classify the employee in
289 a way that would deprive her of employment opportunities due to her
290 pregnancy; (F) to discriminate against an employee or person seeking
291 employment on the basis of her pregnancy in the terms or conditions of
292 her employment; (G) to fail or refuse to make a reasonable
293 accommodation for an employee or person seeking employment due to
294 her pregnancy, unless the employer can demonstrate that such
295 accommodation would impose an undue hardship on such employer;
296 (H) to deny employment opportunities to an employee or person
297 seeking employment if such denial is due to the employee's request for

298 a reasonable accommodation due to her pregnancy; (I) to force an
299 employee or person seeking employment affected by pregnancy to
300 accept a reasonable accommodation if such employee or person seeking
301 employment (i) does not have a known limitation related to her
302 pregnancy, or (ii) does not require a reasonable accommodation to
303 perform the essential duties related to her employment; (J) to require an
304 employee to take a leave of absence if a reasonable accommodation can
305 be provided in lieu of such leave; and (K) to retaliate against an
306 employee in the terms, conditions or privileges of her employment
307 based upon such employee's request for a reasonable accommodation;

308 (8) For an employer, by the employer or the employer's agent, for an
309 employment agency, by itself or its agent, or for any labor organization,
310 by itself or its agent, to harass any employee, person seeking
311 employment or member on the basis of sex or gender identity or
312 expression. If an employer takes immediate corrective action in
313 response to an employee's claim of sexual harassment, such corrective
314 action shall not modify the conditions of employment of the employee
315 making the claim of sexual harassment unless such employee agrees, in
316 writing, to any modification in the conditions of employment.
317 "Corrective action" taken by an employer, includes, but is not limited to,
318 employee relocation, assigning an employee to a different work
319 schedule or other substantive changes to an employee's terms and
320 conditions of employment. Notwithstanding an employer's failure to
321 obtain a written agreement from an employee concerning a modification
322 in the conditions of employment, the commission may find that
323 corrective action taken by an employer was reasonable and not of
324 detriment to the complainant based on the evidence presented to the
325 commission by the complainant and respondent. As used in this
326 subdivision, "sexual harassment" means any unwelcome sexual
327 advances or requests for sexual favors or any conduct of a sexual nature
328 when (A) submission to such conduct is made either explicitly or
329 implicitly a term or condition of an individual's employment, (B)
330 submission to or rejection of such conduct by an individual is used as
331 the basis for employment decisions affecting such individual, or (C)

332 such conduct has the purpose or effect of substantially interfering with
333 an individual's work performance or creating an intimidating, hostile or
334 offensive working environment;

335 (9) For an employer, by the employer or the employer's agent, for an
336 employment agency, by itself or its agent, or for any labor organization,
337 by itself or its agent, to request or require information from an
338 employee, person seeking employment or member relating to the
339 individual's child-bearing age or plans, pregnancy, function of the
340 individual's reproductive system, use of birth control methods, or the
341 individual's familial responsibilities, unless such information is directly
342 related to a bona fide occupational qualification or need, provided an
343 employer, through a physician may request from an employee any such
344 information which is directly related to workplace exposure to
345 substances which may cause birth defects or constitute a hazard to an
346 individual's reproductive system or to a fetus if the employer first
347 informs the employee of the hazards involved in exposure to such
348 substances;

349 (10) For an employer, by the employer or the employer's agent, after
350 informing an employee, pursuant to subdivision (9) of this subsection,
351 of a workplace exposure to substances which may cause birth defects or
352 constitute a hazard to an employee's reproductive system or to a fetus,
353 to fail or refuse, upon the employee's request, to take reasonable
354 measures to protect the employee from the exposure or hazard
355 identified, or to fail or refuse to inform the employee that the measures
356 taken may be the subject of a complaint filed under the provisions of
357 this chapter. Nothing in this subdivision is intended to prohibit an
358 employer from taking reasonable measures to protect an employee from
359 exposure to such substances. For the purpose of this subdivision,
360 "reasonable measures" are those measures which are consistent with
361 business necessity and are least disruptive of the terms and conditions
362 of the employee's employment;

363 (11) For an employer, by the employer or the employer's agent, for an
364 employment agency, by itself or its agent, or for any labor organization,

365 by itself or its agent: (A) To request or require genetic information from
366 an employee, person seeking employment or member, or (B) to
367 discharge, expel or otherwise discriminate against any person on the
368 basis of genetic information. For the purpose of this subdivision,
369 "genetic information" means the information about genes, gene
370 products or inherited characteristics that may derive from an individual
371 or a family member;

372 (12) For an employer, by the employer or the employer's agent, to
373 request or require a prospective employee's age, date of birth, dates of
374 attendance at or date of graduation from an educational institution on
375 an initial employment application, provided the provisions of this
376 subdivision shall not apply to any employer requesting or requiring
377 such information (A) based on a bona fide occupational qualification or
378 need, or (B) when such information is required to comply with any
379 provision of state or federal law; and

380 (13) (A) For an employer or the employer's agent to deny an employee
381 a reasonable leave of absence in order to: (i) Seek attention for injuries
382 caused by domestic violence, sexual assault, trafficking in persons or
383 stalking, including for a child who is a victim of domestic violence,
384 sexual assault, trafficking in persons or stalking, provided the employee
385 is not the perpetrator of [the] any act of domestic violence, sexual
386 assault, trafficking in persons or stalking committed against [the] a
387 child; (ii) obtain services including safety planning from a domestic
388 violence agency or rape crisis center, as those terms are defined in
389 section 52-146k, as a result of domestic violence, sexual assault,
390 trafficking in persons or stalking; (iii) obtain psychological counseling
391 related to an incident or incidents of domestic violence, sexual assault,
392 trafficking in persons or stalking, including for a child who is a victim
393 of domestic violence, sexual assault, trafficking in persons or stalking,
394 provided the employee is not the perpetrator of [the] any act of domestic
395 violence, sexual assault, trafficking in persons or stalking committed
396 against [the] a child; (iv) take other actions to increase safety from future
397 incidents of domestic violence, sexual assault, trafficking in persons or
398 stalking, including temporary or permanent relocation; or (v) obtain

399 legal services, assisting in the prosecution of the offense, or otherwise
400 participate in legal proceedings in relation to the incident or incidents of
401 domestic violence, sexual assault, trafficking in persons or stalking.

402 (B) An employee who is absent from work in accordance with the
403 provisions of subparagraph (A) of this subdivision shall, within a
404 reasonable time after the absence, provide a certification to the employer
405 when requested by the employer. Such certification shall be in the form
406 of: (i) A police report indicating that the employee or the employee's
407 child was a victim of domestic violence, sexual assault, trafficking in
408 persons or stalking; (ii) a court order protecting or separating the
409 employee or employee's child from the perpetrator of an act of domestic
410 violence, sexual assault, trafficking in persons or stalking; (iii) other
411 evidence from the court or prosecuting attorney that the employee
412 appeared in court; or (iv) documentation from a medical professional,
413 including a domestic violence counselor, or sexual assault counselor, as
414 those terms are defined in section 52-146k, or other health care provider,
415 that the employee or the employee's child was receiving services,
416 counseling or treatment for physical or mental injuries or abuse
417 resulting in victimization from an act of domestic violence, sexual
418 assault, trafficking in persons or stalking.

419 (C) Where an employee has a physical or mental disability resulting
420 from an incident or series of incidents of domestic violence, sexual
421 assault, trafficking in persons or stalking, such employee shall be treated
422 in the same manner as an employee with any other disability.

423 (D) To the extent permitted by law, employers shall maintain the
424 confidentiality of any information regarding an employee's status as a
425 victim of domestic violence, sexual assault, trafficking in persons or
426 stalking.

427 Sec. 7. Subsection (a) of section 46a-64 of the general statutes is
428 repealed and the following is substituted in lieu thereof (*Effective October*
429 *1, 2024*):

430 (a) It shall be a discriminatory practice in violation of this section: (1)

431 To deny any person within the jurisdiction of this state full and equal
432 accommodations in any place of public accommodation, resort or
433 amusement because of race, creed, color, national origin, ancestry, sex,
434 gender identity or expression, marital status, age, lawful source of
435 income, intellectual disability, mental disability, physical disability,
436 including, but not limited to, blindness or deafness, status as a veteran,
437 [or] status as a victim of domestic violence, status as a victim of sexual
438 assault, status as a victim of trafficking in persons or status as a victim
439 of stalking, of the applicant, subject only to the conditions and
440 limitations established by law and applicable alike to all persons; (2) to
441 discriminate, segregate or separate on account of race, creed, color,
442 national origin, ancestry, sex, gender identity or expression, marital
443 status, age, lawful source of income, intellectual disability, mental
444 disability, learning disability, physical disability, including, but not
445 limited to, blindness or deafness, status as a veteran, [or] status as a
446 victim of domestic violence, status as a victim of sexual assault, status
447 as a victim of trafficking in persons or status as a victim of stalking; (3)
448 for a place of public accommodation, resort or amusement to restrict or
449 limit the right of a mother to breast-feed her child; (4) for a place of
450 public accommodation, resort or amusement to fail or refuse to post a
451 notice, in a conspicuous place, that any blind, deaf or mobility impaired
452 person, accompanied by his guide dog wearing a harness or an orange-
453 colored leash and collar, may enter such premises or facilities; or (5) to
454 deny any blind, deaf or mobility impaired person or any person training
455 a dog as a guide dog for a blind person or a dog to assist a deaf or
456 mobility impaired person, accompanied by his guide dog or assistance
457 dog, full and equal access to any place of public accommodation, resort
458 or amusement. Any blind, deaf or mobility impaired person or any
459 person training a dog as a guide dog for a blind person or a dog to assist
460 a deaf or mobility impaired person may keep his guide dog or assistance
461 dog with him at all times in such place of public accommodation, resort
462 or amusement at no extra charge, provided the dog wears a harness or
463 an orange-colored leash and collar and is in the direct custody of such
464 person. The blind, deaf or mobility impaired person or person training
465 a dog as a guide dog for a blind person or a dog to assist a deaf or

466 mobility impaired person shall be liable for any damage done to the
467 premises or facilities by his dog. For purposes of this subdivision, "guide
468 dog" or "assistance dog" includes a dog being trained as a guide dog or
469 assistance dog and "person training a dog as a guide dog for a blind
470 person or a dog to assist a deaf or mobility impaired person" means a
471 person who is employed by and authorized to engage in designated
472 training activities by a guide dog organization or assistance dog
473 organization that complies with the criteria for membership in a
474 professional association of guide dog or assistance dog schools and who
475 carries photographic identification indicating such employment and
476 authorization.

477 Sec. 8. Subdivision (1) of subsection (a) of section 46a-64c of the
478 general statutes is repealed and the following is substituted in lieu
479 thereof (*Effective October 1, 2024*):

480 (1) To refuse to sell or rent after the making of a bona fide offer, or to
481 refuse to negotiate for the sale or rental of, or otherwise make
482 unavailable or deny, a dwelling to any person because of race, creed,
483 color, national origin, ancestry, sex, gender identity or expression,
484 marital status, age, lawful source of income, familial status, status as a
485 veteran, [or] status as a victim of domestic violence, status as a victim of
486 sexual assault, status as a victim of trafficking in persons or status as a
487 victim of stalking.

488 Sec. 9. Subsection (a) of section 46a-66 of the general statutes is
489 repealed and the following is substituted in lieu thereof (*Effective October*
490 *1, 2024*):

491 (a) It shall be a discriminatory practice in violation of this section for
492 any creditor to discriminate on the basis of sex, gender identity or
493 expression, age, race, color, religious creed, national origin, ancestry,
494 marital status, intellectual disability, learning disability, blindness,
495 physical disability, status as a veteran, [or] status as a victim of domestic
496 violence, status as a victim of sexual assault, status as a victim of
497 trafficking in persons or status as a victim of stalking against any person

498 eighteen years of age or over in any credit transaction.

499 Sec. 10. Subsection (a) of section 46a-70 of the general statutes is
500 repealed and the following is substituted in lieu thereof (*Effective October*
501 *1, 2024*):

502 (a) State officials and supervisory personnel shall recruit, appoint,
503 assign, train, evaluate and promote state personnel on the basis of merit
504 and qualifications, without regard for race, color, religious creed, sex,
505 gender identity or expression, marital status, age, national origin,
506 ancestry, status as a veteran, status as a victim of domestic violence,
507 status as a victim of sexual assault, status as a victim of trafficking in
508 persons, status as a victim of stalking, intellectual disability, mental
509 disability, learning disability or physical disability, including, but not
510 limited to, blindness, unless it is shown by such state officials or
511 supervisory personnel that such disability prevents performance of the
512 work involved.

513 Sec. 11. Subsection (a) of section 46a-71 of the general statutes is
514 repealed and the following is substituted in lieu thereof (*Effective October*
515 *1, 2024*):

516 (a) All services of every state agency shall be performed without
517 discrimination based upon race, color, religious creed, sex, gender
518 identity or expression, marital status, age, national origin, ancestry,
519 intellectual disability, mental disability, learning disability, physical
520 disability, including, but not limited to, blindness, status as a veteran,
521 [or] status as a victim of domestic violence, status as a victim of sexual
522 assault, status as a victim of trafficking in persons or status as a victim
523 of stalking.

524 Sec. 12. Subsection (b) of section 46a-72 of the general statutes is
525 repealed and the following is substituted in lieu thereof (*Effective October*
526 *1, 2024*):

527 (b) Any job request indicating an intention to exclude any person
528 because of race, color, religious creed, sex, gender identity or expression,

529 marital status, age, national origin, ancestry, status as a veteran, status
530 as a victim of domestic violence, status as a victim of sexual assault,
531 status as a victim of trafficking in persons, status as a victim of stalking,
532 intellectual disability, mental disability, learning disability or physical
533 disability, including, but not limited to, blindness, shall be rejected,
534 unless it is shown by such public or private employers that such
535 disability prevents performance of the work involved.

536 Sec. 13. Subsection (a) of section 46a-73 of the general statutes is
537 repealed and the following is substituted in lieu thereof (*Effective October*
538 *1, 2024*):

539 (a) No state department, board or agency may grant, deny or revoke
540 the license or charter of any person on the grounds of race, color,
541 religious creed, sex, gender identity or expression, marital status, age,
542 national origin, ancestry, status as a veteran, status as a victim of
543 domestic violence, status as a victim of sexual assault, status as a victim
544 of trafficking in persons, status as a victim of stalking, intellectual
545 disability, mental disability, learning disability or physical disability,
546 including, but not limited to, blindness, unless it is shown by such state
547 department, board or agency that such disability prevents performance
548 of the work involved.

549 Sec. 14. Subsection (a) of section 46a-75 of the general statutes is
550 repealed and the following is substituted in lieu thereof (*Effective October*
551 *1, 2024*):

552 (a) All educational, counseling, and vocational guidance programs
553 and all apprenticeship and on-the-job training programs of state
554 agencies, or in which state agencies participate, shall be open to all
555 qualified persons, without regard to race, color, religious creed, sex,
556 gender identity or expression, marital status, age, national origin,
557 ancestry, intellectual disability, mental disability, learning disability,
558 physical disability, including, but not limited to, blindness, status as a
559 veteran, [or] status as a victim of domestic violence, status as a victim of
560 sexual assault, status as a victim of trafficking in persons or status as a

561 victim of stalking.

562 Sec. 15. Subsection (a) of section 46a-76 of the general statutes is
563 repealed and the following is substituted in lieu thereof (*Effective October*
564 *1, 2024*):

565 (a) Race, color, religious creed, sex, gender identity or expression,
566 marital status, age, national origin, ancestry, intellectual disability,
567 mental disability, learning disability, physical disability, including, but
568 not limited to, blindness, status as a veteran, [or] status as a victim of
569 domestic violence, status as a victim of sexual assault, status as a victim
570 of trafficking in persons or status as a victim of stalking, shall not be
571 considered as limiting factors in state-administered programs involving
572 the distribution of funds to qualify applicants for benefits authorized by
573 law.

574 Sec. 16. Subsection (a) of section 4a-60 of the general statutes is
575 repealed and the following is substituted in lieu thereof (*Effective October*
576 *1, 2024*):

577 (a) Except as provided in section 10a-151i, every contract to which an
578 awarding agency is a party, every quasi-public agency project contract
579 and every municipal public works contract shall contain the following
580 provisions:

581 (1) The contractor agrees and warrants that in the performance of the
582 contract such contractor will not discriminate or permit discrimination
583 against any person or group of persons on the grounds of race, color,
584 religious creed, age, marital status, national origin, ancestry, sex, gender
585 identity or expression, status as a veteran, status as a victim of domestic
586 violence, status as a victim of sexual assault, status as a victim of
587 trafficking in persons or status as a victim of stalking, intellectual
588 disability, mental disability or physical disability, including, but not
589 limited to, blindness, unless it is shown by such contractor that such
590 disability prevents performance of the work involved, in any manner
591 prohibited by the laws of the United States or of the state of Connecticut;
592 and the contractor further agrees to take affirmative action to ensure that

593 applicants with job-related qualifications are employed and that
594 employees are treated when employed without regard to their race,
595 color, religious creed, age, marital status, national origin, ancestry, sex,
596 gender identity or expression, status as a veteran, status as a victim of
597 domestic violence, status as a victim of sexual assault, status as a victim
598 of trafficking in persons or status as a victim of stalking, intellectual
599 disability, mental disability or physical disability, including, but not
600 limited to, blindness, unless it is shown by such contractor that such
601 disability prevents performance of the work involved;

602 (2) The contractor agrees, in all solicitations or advertisements for
603 employees placed by or on behalf of the contractor, to state that it is an
604 "affirmative action-equal opportunity employer" in accordance with
605 regulations adopted by the Commission on Human Rights and
606 Opportunities;

607 (3) The contractor agrees to provide each labor union or
608 representative of workers with which such contractor has a collective
609 bargaining agreement or other contract or understanding and each
610 vendor with which such contractor has a contract or understanding, a
611 notice to be provided by the Commission on Human Rights and
612 Opportunities advising the labor union or workers' representative of the
613 contractor's commitments under this section, and to post copies of the
614 notice in conspicuous places available to employees and applicants for
615 employment;

616 (4) The contractor agrees to comply with each provision of this
617 section and sections 46a-68e and 46a-68f and with each regulation or
618 relevant order issued by said commission pursuant to sections 46a-56,
619 as amended by this act, 46a-68e, 46a-68f and 46a-86; and

620 (5) The contractor agrees to provide the Commission on Human
621 Rights and Opportunities with such information requested by the
622 commission, and permit access to pertinent books, records and
623 accounts, concerning the employment practices and procedures of the
624 contractor as relate to the provisions of this section and section 46a-56,

625 as amended by this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2024	46a-51
Sec. 2	October 1, 2024	46a-54(19) and (20)
Sec. 3	October 1, 2024	46a-56(a)(9) and (10)
Sec. 4	October 1, 2024	46a-58
Sec. 5	October 1, 2024	46a-59
Sec. 6	October 1, 2024	46a-60(b)
Sec. 7	October 1, 2024	46a-64(a)
Sec. 8	October 1, 2024	46a-64c(a)(1)
Sec. 9	October 1, 2024	46a-66(a)
Sec. 10	October 1, 2024	46a-70(a)
Sec. 11	October 1, 2024	46a-71(a)
Sec. 12	October 1, 2024	46a-72(b)
Sec. 13	October 1, 2024	46a-73(a)
Sec. 14	October 1, 2024	46a-75(a)
Sec. 15	October 1, 2024	46a-76(a)
Sec. 16	October 1, 2024	4a-60(a)

Statement of Legislative Commissioners:

In Section 1(27), references to "53a-70b", "53a-72" and "53a-73" were changed to "53a-70b, revision of 1958, revised to January 1, 2019", "53a-72, revision of 1958, revised to January 1, 1975" and "53a-73, revision of 1958, revised to the 1969 supplement of the general statutes" for accuracy.

JUD *Joint Favorable Subst.*