

## ANTI-DISCRIMINATION LAW LIST

### CONNECTICUT CONSTITUTIONAL PROVISIONS:

Article First – Section 1 – (Equality of Rights)

Article First – Section 3 – (Right of Religious Liberty)

Article First – Section 20 - (Equal protection. No segregation or discrimination.)

### CONNECTICUT GENERAL STATUTES (or CGS):

**CGS – Section 2-120** – Establishment of Latino and Puerto Rican Affairs Commission

**CGS – Section 2-121** – Establishment of African American Affairs Commission

**CGS-Section 4-61u** – Establishment of programs for career mobility for all levels and job classifications complete with affirmative action annual goals, timetables and accommodation/entry level training of persons with disabilities

**CGS-Section 4-61dd(b)(2)(3)** – Whistleblower complaint provisions, allows state or quasi-public agency employees, or employees of large state contractors to file retaliation complaints with CHRO Chief Human Rights Referee or Attorney General.

**CGS-Section 4a-60** – Affirmative action provisions in state contracts and non-discrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation or physical disability, includes blindness.

**CGS-Section 4a-60a** – Non-discrimination provision in state contracts on the basis of sexual orientation.

**CGS-Section 4a-60g** – Establishment of small business and minority business enterprise set-aside program involving state contracts; administered by Department of Administrative Services.

**CGS-Section 4a-61** – Requirement of procedures for the award of state contracts concerning minority business enterprises.

**CGS-4a-62** – Establishment of Minority Business Review Committee

**CGS-Section 5-227-** Prohibition of discrimination in state classified service because of discriminatory employment practices (as defined in CGS-Section 46a-51) and discrimination due to political affiliation.

**CGS-Section 8-265c** – Non-discrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, ancestry or sex; affirmative action required of contractors engaged in construction of housing financed by CHFA.

**CGS- Section 10-15c** - Discrimination in public schools prohibited on the basis of race, color, sex, religion, national origin or sexual orientation.

**CGS-Section 10-17f** – Requires program of bilingual education in public schools where applicable.

**CGS-Section 10-18a** – Requires use in public school of instructional materials representative of all races, ethnic origins and both sexes.

**CGS-Section 10-153** – Non-discrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.

**CGS-Section 10a-10** – Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.

**CGS-Section 10a-11(a)** – The Board of Governors of Higher Education shall develop a strategic plan, consistent with its affirmative action policy, to ensure racial and ethnic diversity of workforce within state system of higher education.

**CGS-Section 17a-541, 17a-549** – Prohibition against denying housing, employment, civil or legal rights on the basis of psychiatric disability or past or present history of mental disability.

**CGS-Section 27-59** – Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed or color.

**CGS-Section 31-22p** – Non-discrimination in apprenticeship program training standards within state on the basis of race, color, religion, sex age and national origin; provide training, employment and upgrading opportunities for disadvantaged workers.

**CGS-Section 31-75** – Non-discrimination in wages solely on the basis of sex.

**CGS-Section 36a-737** – Prohibition against discrimination in granting of mortgage and home improvement loans for owner-occupied properties by financial institutions on the basis of geographical or neighborhood areas.

**CGS-38a-446** – Prohibition against discrimination towards classes of insureds in transactions involving life insurance.

**CGS-Section 38a-543** – Age discrimination in group insurance coverage prohibited.

**CGS-Section 38a-816** – Prohibition against certain unfair insurance practices on the basis of race, color, creed, physical disability, mental retardation, blindness, and genetic information.

**CGS-Section 38a-824** – Prohibition against redlining in real estate insurance transactions.

**CGS-Section 46a-1** – Establishment of a Permanent Commission on the Status of Women.

**CGS-Section 46a-10** – Establishment of an Office of Protection and Advocacy for persons with disabilities.

**CGS-Section 46a-27** – Establishment of a commission for the advocacy of deaf and impaired persons, and the providing of qualified interpreter services.

**CGS-Section 46a-52** – Establishment of the state commission for civil and human rights enforcement, the Commission on Human Rights and Opportunities.

**CGS-Section 46a-54(15)(A)** – Requirement of employers with 3 or more employees to post notice of prohibition against sexual harassment; requirement of employers with 50 or more to provide training to supervisors regarding sexual harassment law.

**CGS-Section 46a-54(16)** - Requirement that state agencies conduct diversity training for state employees.

**CGS- Section 46a-56** – Broad grant of authority regarding discriminatory practices.

**CGS-Section 46a-58(a)** – Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness, physical disability, or sexual orientation.

**CGS-Section 46a-59(a)** – Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex, or color.

**CGS-Section 46a-60(a)(1)** – Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or in terms, conditions or privileges of employment, on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history

of mental disability, mental retardation, learning disability, and physical disability (including blindness) without bona fide occupational qualification or need.

**CGS-Section 46a-60(a)(2)** – Prohibition against employment agencies' failure or refusal to properly classify or refer one on the basis of race, color, religious creed, age, sex,

marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability, and physical disability (including blindness).

**CGS-Section 46a-60(a)(3)** – Prohibition against discrimination regarding membership rights; discrimination against members or employers or to expel from membership by labor organizations on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability or physical disability, (including blindness).

**CGS-Section 46a-60(a)(4)** – Prohibition against retaliation for exercising right to file or participate in the processing of a discrimination complaint, prohibition against retaliation on the basis of opposing discriminatory employment practices.

**CGS-Section 46a-60(a)(5)** – Prohibition against aiding, abetting, or inciting discriminatory employment practices.

**CGS-Section 46a-60(a)(6)** – Prohibition against advertising of employment opportunities in a manner that discriminates on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability, and physical disability (including blindness).

**CGS-Section 46a-60(a)(7)** – Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer.

**CGS-Section 46a-60(a)(8)** – Prohibition against sexual harassment in employment.

**CGS-Section 46a-60(a)(9)** – Employers and labor organizations prohibited from requiring any information concerning familial responsibilities, pregnancy, or birth control information in employment situations or union membership unless bona fide occupational qualification exists.

**CGS-Section 46a-60(a)(10)** – Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to CGS-Section 46a-60(a)(9).

**CGS-Section 46a-60(a)(11)** – Prohibition against employer requiring genetic information; discrimination in employment situations prohibited on the basis of genetic information.

**CGS-Section 46a-64** – Prohibition against discrimination and segregation in places of public accommodation on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, mental retardation, mental disability, or physical disability; requirement of full and equal access to blind, deaf, or mobility impaired persons with guide dog; prohibits limiting breast-feeding.

**CGS-Section-46a-64c** – Prohibition against housing discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability.

**CGS-Section 46a-66** – Prohibition against discriminatory credit practices by creditors on the basis of sex, age, race, color, religious creed, national origin, ancestry, marital status, mental retardation, learning disability, blindness or physical disability.

**CGS-Section 46a-68(b)(3)(5)** – Requires CHRO and Permanent Commission on the Status of Women (PCSW) to conduct annual training of state affirmative action officers, and designees representing their agencies before CHRO or EEOC; state affirmative action officers prohibited from representing their agencies before CHRO or EEOC

**CGS-Section 46a-68(c)** – Requires state agencies to file affirmative action plans with the CHRO. Agencies with fewer than 20 employees to file biennially.

**CGS-Section 46a-69** – Prohibition against discriminatory practices by state agencies.

**CGS-Section 46a-70(a)** – Guarantee of equal employment opportunities in state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CGS-Section 46a-70a** – Judicial Department included in guarantee of equal employment in state agencies, including filing an Affirmative Action Plan with the CHRO.

**CGS-Section 46a-71** – Non-discrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability, or physical disability (including blindness).

**CGS-Section 46a-72** – Non-discrimination in job placement activities by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness).

**CGS-Section 46a-73** – Non-discrimination in state licensing and charter procedures on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability, or physical disability (including blindness).

**CGS-Section 46a-74** – Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations, or housing, in violation of state anti-discrimination laws.

**CGS-Section 46a-75(a)** – Non-discrimination in state educational, counseling, apprenticeship, and on-the-job training programs on the basis of race, color religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability, or physical disability (including blindness).

**CGS-Section 46a-76(a)** – Non-discrimination in allocation of state benefits on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability, or physical disability (including blindness).

**CGS-Section 46a-79** – Statement of encouragement for all employers to hire qualified persons with criminal conviction records.

**CGS-Section 46a-80** – Prohibition, with certain exceptions, against denial of state employment or licensing based on prior conviction of a crime.

**CGS-Section 46a-81b** – Prohibition against discrimination in professional and occupational associations on the basis of sexual orientation.

**CGS-Section 46a-81c** – Prohibition against employment discrimination on the basis of sexual orientation.

**CGS-Section 46a-81d** – Prohibition against discrimination and segregation in places of public accommodation on the basis of sexual orientation.

**CGS-Section 46a-81e** – Prohibition against housing discrimination on the basis of sexual orientation.

**CGS-Section 46a-81f** – Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation.

**CGS-Section 46a-81h** – Requirement of equal employment in state agencies on the basis of sexual orientation. State agencies to promulgate written directives and conduct orientation and training programs.

**CGS-Section-46a-81i** – Non-discrimination in services provide by state agencies on the basis of sexual orientation.

**CGS-Section 46a-81j** – Non-discrimination in job placement activities by state agencies on the basis of sexual orientation.

**CGS-Section 46a-81k** – Non-discrimination in state licensing and charter procedures on the basis of sexual orientation.

**CGS-Section 46a-81 l** – Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations, or housing in violation of state anti-discrimination laws regarding sexual orientation.

**CGS-Section 46a-81m** – Non-discrimination in state educational, counseling, apprenticeship, and on-the-job training programs on the basis of sexual orientation.

**CGS-Section 46a-81n** – Non-discrimination in allocation of state benefits on the basis of sexual orientation.

**CGS-Section 46a-83b** – Alternate Dispute Resolution available to address discriminatory employment practice complaints filed with CHRO; CHRO can promulgate procedural regulations for ADR.

**CGS-Section 47-59a** - Recognition of equal rights and privileges for resident Indians of state tribes.

**CGS-Section 47-59b(a)** – Establishment of Indian Affairs Council to oversee rights of Indians of state tribes.

**CGS-Section 53-37** – Ridicule on account of creed, religion, color, denomination, nationality, or race prohibited.

**CGS-Section 53-37a** – Deprivation of a person's civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability prohibited when using concealing hood/mask.

**CGS-Section 54-1m(f)(g)** – Municipal and state police prohibited from stopping, detaining, or searching a person solely on the basis of race, color, ethnicity, age, gender or sexual orientation; African-American Affairs Commission authorized to review reports and make recommendations.

## **RECENT PUBLIC ACTS:**

**Section 73 of Public Act 11-51, *AN ACT IMPLEMENTING THE PROVISIONS OF THE BUDGET CONCERNING THE JUDICIAL BRANCH, CHILD PROTECTION, CRIMINAL JUSTICE, WEIGH STATIONS AND CERTAIN STATE AGENCY CONSOLIDATIONS.***

## **REGULATIONS:** (Sections not in blue and underlined are not yet available online)

**Sections 46a-54-1a – 46a-54-103a** – Complaint processing and contested case proceedings regulations.

**Sections 46a-68-1 – 46a-68-17** – Apprenticeship regulations.

**Sections 46a-68-32 – 46a-68-74** – Agency Affirmative Action Plan regulations

**Sections 46a-68j-21 – 46a-68j-43, Sections 46a-68k-1 through 46a-68k-8; Sections 46a-56(d)-1 – 46a-56(d)-7** – Contract compliance regulations.

**Sections 46a-54-200 through 46a-54-207** – Regulations for sexual harassment prevention posting and training requirements.

**Sections 4-61dd-1 through 4-61dd-21** – Rules of practice for contested case proceedings under the Whistleblower Protection Act.

**GUIDELINES:** 1978 guidelines established by the Upward Mobility Committee.

**EXECUTIVE ORDERS: (Links coming soon)**

**Executive Order No. 3, Governor Thomas J. Meskill:**

Requirement that state contractors file compliance reports with the Commissioner of Labor on their equal employment opportunity practices.

**Executive Order No. 9, Governor William A. O’Neill:**

Affirmative Action compliance mandated a top priority for state agencies.

**Executive Order No. 11, Governor Ella T. Grasso:**

Provision for promulgating affirmative action guidelines and technical assistance to state agencies.

**Executive Order No. 12, Governor Ella T. Grasso:**

Establishment of Governor’s Council on opportunities for Spanish speaking persons.

**Executive Order No. 18, Governor Thomas J. Meskill:**

Establishment of affirmative action program for ensuring equal employment opportunities within state service.

**UNITED STATES CONSTITUTION:**

**First Amendment** – Freedom of religion for all persons.

**Thirteenth Amendment** – Prohibition against slavery and involuntary servitude.

**Fourteenth Amendment** – Equal protection under the law for all persons.

**Fifteenth Amendment** – Prohibition against denying voting rights on the basis of race and color.

**Nineteenth Amendment** – Abolishment of voting restrictions on the basis of sex.

## **FEDERAL LAWS:**

**15 U.S.C. 1691** – Equal Credit Opportunity Act, prohibiting discrimination by creditors on the basis of race, color, religion, national origin, sex, marital status, age or as a result of income derived from public assistance.

**20 U.S.C. 1681 (a)** – Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex in federally funded educational services and programs.

**29 U.S.C. Section 206(d)** – Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex.

**29 U.S.C. 791 et seq** – Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibition discrimination in the federal sector and federally funded activities and programs on the basis of disability.

**29 U.S.C. Section 621 et seq** – Age Discrimination in Employment Act of 1967, as amended, (ADEA) prohibiting age discrimination in employment.

**42 U.S.C. Sections 1981** – Civil Rights Act of 1866, providing equal right under the law and property rights for persons of all races and national origins.

**42 U.S.C. Section 1981a et seq** – Civil Rights Act of 1991, providing additional coverage and remedies under several federal anti-discrimination laws, involving age, disability, race, color, national origin, sex and religious discrimination, specifically provides for damages in cases of intentional discrimination in employment.

**42 U.S.C. Section 2000d et seq** – Title VI of the Civil Rights Act of 1964, prohibition against exclusion from participation in, denial of benefits of, and discrimination under federally assisted programs on the grounds of race, color, or national origin.

**42 U.S.C. Section 2000e et seq** – Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination on the basis of race, color, religion, national origin, and sex.

**42 U.S.C. Section 3601 et seq** – Title VIII of the Civil Rights Act of 1968, as amended, prohibiting discriminatory housing on the basis of race, color, religion, sex, national origin, disability and familial status, specifically provides for fair housing throughout the United States.

**42 U.S.C. Section 12101 et seq** – American with Disabilities Act of 1990, (ADA) prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications.

### **FEDERAL REGULATIONS:**

**12 CFR 202.1 et seq** – Equal Credit Opportunity regulations.

**28 CFR Part 36** – Regulations on non-discrimination toward persons with disabilities by public accommodations and commercial facilities.

**29 CFR Part 30** – Equal Employment Opportunity in apprenticeship and training.

**29 CFR Part 32** – Non-discrimination in federally assisted programs on the basis of handicap.

**29 CFR Parts 1600 through 1699** – Regulations of the Equal Employment Opportunity Commission (EEOC).

**29 CFR Part 1602** – EEOC records and reports under Title VII and the ADA.

**29 CFR Part 1620** – Interpretations of Equal Pay Act.

**29 CFR Part 1627** – ADEA records and reports regulations.

**29 CFR Part 1630** – Equal employment opportunities for individuals with disabilities.

**31 CFR Part 51** – Non-discrimination by revenue sharing recipients.

**41 CFR Part 60-1** – Office of Federal Contract Compliance regulations.

**41 CFR Part 60-741** – Affirmative action and non-discrimination regulations pertaining to disabled workers.

### **FEDERAL GUIDELINES:**

**29 CFR Part 1604** – Sex discrimination guidelines.

**29 CFR Part 1605** – Religious discrimination guidelines.

**29 CFR Part 1606** - National origin discrimination guidelines.

**29 CFR Part 1607** – Uniform guidelines on Employee Selection Procedures.

**29 CFR Part 1608** – Affirmative action guidelines under Title VII of the Civil Rights Act of 1964.

**29 CFR Part 1625** – Interpretations of Age Discrimination in Employment Act. (ADEA)

### **EXECUTIVE ORDERS (EO):**

**EO 10590, President Dwight D. Eisenhower** – Establishment of The President's Committee on Government Employment Policy as amended by EO10722 and superseded by EO 11246. I have a copy of 10590 from the National Archives)

**EO 10925, President John F. Kennedy** – Establishment of Equal Employment Opportunity Commission (EEOC).

**EO 11063** – Establishment of President's Committee on Equal Opportunity in Housing, amended by EO 12259, repealed in part by EO 12892.

**EO 11141** – Declaring a public policy against discrimination on the basis of age.

**EO 11246 and EO 11375, President Lyndon B. Johnson** – Non-discrimination in federal employment by federal contractors on the basis of race, color, religion, sex, and national origin. Amended by EO's 11375, 11478, 12086, and 12107.

**EO 11625** – Prescribing additional arrangements for developing and coordinating a national program for Minority Business Enterprises. Amended by EO 12007, Continued by EO's 11827, 11948.

**EO 12067** – Providing for coordination of federal equal employment opportunity programs. Amended by EO 12107.

**EO 12138, President Jimmy Carter** – Creating a national Women's Business Enterprise policy and prescribing arrangements for developing, coordinating, and implementing a national program for Women's Business Enterprise. Amended by EO 12608.

**EO 12190** – Establishment of Advisory Committee on Small and Minority Business Ownership. Continued by EO's 12258, 12399, 12489, 12534, and 12610.

**EO 12259** – Leadership and coordination of Fair Housing in federal programs.

**EO 12432, President Ronald Reagan** – Development of Minority Business Enterprises.

**EO 12640** – Re-establishment of the President's Committee on Employment of People with Disabilities. (Also, review EO 10555)

**EO 12898, President William Clinton** – Environmental Justice.