



Eliminating discrimination through Enforcement, Education & Advocacy

LEGAL UPDATE

The Connecticut Supreme Court released its opinion in the matter CHRO ex rel. Arnold v. Forvil, which was argued in May. In its decision, the Supreme Court upheld the trial judge's determination that a security deposit guaranty is a lawful source of income and, as such, a landlord can not refuse to rent to a tenant because that tenant has a guaranty instead of a cash security deposit. The Court also reiterated the law stating that, where there is direct evidence of discrimination, the landlord has to establish by a preponderance of the evidence that a legitimate reason, *existing at the time of the decision*,

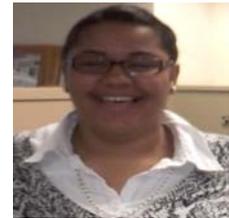
motivated its decision. In this case, the landlord had already admitted that the tenant was rejected because the security deposit was not cash. The Court also upheld the full amount of the damages awarded to the tenant, which included \$30,000 in compensatory damages for her and \$7,500 for each of her two children, attorney's fees along with \$5,000 punitive damages and a \$1,000 civil penalty for the CHRO. Congratulations to Robin Kinstler Fox for successfully arguing this case before the CT Supreme Court. CHRO ex rel. Arnold v. Forvil is the second case within the past couple of months

where CHRO has received a favorable decision. Last month, the CT Supreme Court dismissed the appeal in Commission on Human Rights and Opportunities v. Housing Authority of the Town of Litchfield, et al., The basis of the appeal was the interpretation of a CHRO statute that allows for the relator complainant to intervene as a party when his/her housing case is elected to proceed in Superior Court. The Court primarily based its decision on the passage of a public act that unequivocally allows for the intervention of a relator, as of right, in his/her Superior Court matter.

UPCOMING EVENTS

- **Public Act 11-237 Civil Rights Law Conference (Hartford)**—CHRO Attorneys and Complainants and Respondents bar will discuss the Public Act and the changes to the processing of civil rights cases at the CHRO on **October 20, 2011** from **10:00-12:00** at the Legislative Office Building, Room TBA. Take a glance at the **CHRO's expedited complaint process**.
- The Greater New England Minority Supplier Development Council is hosting an annual **Supplier Diversity Trade Expo** designed for minority businesses, area corporations, government agencies and constituent groups. This event will be held on **October 3 - October 5** at the MGM Grand at Foxwoods.
- **Stand Down** will be held on **September 9, 2011** in Rocky Hill
- **Kids Court** will be kicked off with **Kids Speak** on **November 15, 2011** at the Legislative Office Building. The program is designed to raise the social consciousness of Jr. High and High School students regarding civil and human rights.

CHRO's Internship Program



Shardae Parker is the latest addition to the CHRO's Legal Internship Program. Shardae is a graduate of Florida A & M University College of Law. Shardae came to CHRO to "expand her knowledge of civil rights and gain hands on experience in the field." Welcome Shardae.

CONTRACT COMPLIANCE

To better assist in education/outreach efforts, the Contract Compliance Unit implemented a new policy regarding Technical Assistance (TA). The new TA policy will require any contractor who has submitted an original affirmative action and two amended affirmative actions plans which were all rejected, to attend a mandatory TA session. The TA session will be held on the third Thursday of every month and will address the issues/concerns that triggered the "disapproval" of the company's Plan.

ALERT

OFFICE OF PUBLIC HEARING

All cases that have been certified to Public Hearing after a finding of reasonable cause are temporarily suspended. All scheduled proceedings are postponed until Human Rights Referees are appointed to the Office of Public Hearings by the Governor's Office.

SPEAKERS BUREAU

CHRO Attorneys are available to provide training on legal issues related to discrimination and case processing in the areas of employment, housing, credit transactions and public accommodations. Contact Attorney Cheryl A. Sharp at Cheryl.Sharp@ct.gov