FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

CONNECTICUT CONSTITUTIONAL PROVISIONS

Article First, Section 1

Equality of Rights

Article First, Section 3

Right of Religious Liberty

Article First, Section 20, as amended by Article V and Article XXI of the Amendments to the Connecticut Constitution

Equal Protection under the law for all persons; nondiscrimination in exercise of civil and political rights on the basis of religion, race, color, ancestry, national origin and sex or physical and mental disability.

CONNECTICUT GENERAL STATUTES

C.G.S. Section 2-120

Establishment of Latino and Puerto Rican Affairs Commission

C.G.S. Section 2-121

Establishment of African-American Affairs Commission

C.G.S. Section 2-122

Establishment of Asian Pacific American Affairs Commission

C.G.S. Section 4-61t

Committee on Career Entry and Mobility established re: needs of persons with disabilities

C.G.S. Section 4-61u

Upward mobility, accommodation/training of persons with disabilities

C.G.S. Section 4-61aa

Committee to encourage employment by the State of persons with disabilities

C.G.S. 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

C.G.S. Section 4-61nn

Adaptation of administration of tests to needs of persons with disabilities

C.G.S. Section 4a-2c

Diversity Training Program

C.G.S. Section 4a-59

Award of Contracts

C.G.S. Section 4a-59a

Restrictions of contract extensions

C.G.S. Section 4a-60

Affirmative Action provisions in state contracts and nondiscrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, intellectual disability and physical disabilities (including blindness)

C.G.S. Section 4a-60a

Nondiscrimination clauses in state contracts on the basis of sexual orientation

C.G.S. Section 4a-60g to 4a-60j

Establishment of small business and minority business set-aside program involving state contracts administered by the Department of Administrative Services
CONNECTICUT GENERAL STATUTES  SUBJECT

C.G.S. Section 4a-61  Requirement of procedures for the award of state contracts concerning minority business enterprises

C.G.S. Section 4a-62  Establishment of Minority Business Enterprise Review Committee

C.G.S. Section 5-195  Merit principles to be observed

C.G.S. Section 5-219  Character of examinations, qualifications for admission

C.G.S. 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.

C.G.S. Section 5-227a  Promotion by reclassification of promotion

C.G.S. Section 5-228  Promotional appointments, original appointments, hiring protected class members, sex discrimination

C.G.S. Section 5-228e  Meeting affirmative action goals in state agencies

C.G.S. Section 5-267  Officers, appointing authorities and employees to comply with law

C.G.S. 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

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

C.G.S. Section 10-17f  Requirement of program of bilingual education in public schools where applicable.

C.G.S. Section 10-18a  Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes.

C.G.S. Section 10-153  Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.

C.G.S. Section 10a-10  Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.

C.G.S. Section 10a-11(a)  The Board of Governors for Higher Education shall develop a strategic plan to ensure racial and ethnic diversity of workforce within state system of higher education.

C.G.S. 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.
CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 19a-581 to 19a-590
AIDS testing and medical information

C.G.S. Section 27-59
Prohibition against discrimination and segregation in armed forces of the state on the basis of race, creed or color

C.G.S. Section 29-7m
Record and classification of crimes motivated by bigotry or bias

C.G.S. 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.

C.G.S. Section 31-40
Breastfeeding in the Workplace

C.G.S. Section 31-51d
Non-discrimination in apprenticeship programs

C.G.S. Section 31-75
Non-discrimination in compensation based solely on the basis of sex

C.G.S. Section 31-128i
Privacy Rights for State Employees

C.G.S. Section 32-9e through h
Set aside program for minority business enterprises

C.G.S. 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.

C.G.S. Section 38a-446
Prohibition against discrimination towards classes of insurants in transactions involving life insurance.

C.G.S. Section 38a-488
Discrimination in insurance prohibited

C.G.S. Section 38a-543
Age discrimination in group insurance coverage prohibited

C.G.S. Section 38a-816
Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, intellectual disability, blindness, and genetic information.

C.G.S. Section 38a-824
Prohibition against redlining in real estate insurance transactions

C.G.S. Section 40a-60g
Transferring enforcement of the Set-aside program from DECD to DAS and CHRO

C.G.S. Section 46a-1
Establishment of a Permanent Commission on the Status of Women

C.G.S. Section 46a-10
Establishment of an Office of Protection and Advocacy for persons with disabilities

C.G.S. Section 46a-27
Establishment of a commission for the advocacy of deaf and hearing impaired persons; and providing of qualified interpreter services
C.G.S. Section 46a-52
Establishment of the state commission for civil and human rights enforcement, the Commission on Human Rights and Opportunity; concerning the review and dismissal of discriminatory practice complaints by CHRO

C.G.S. Section 46a-54
Concerning Diversity Training for State Employees

C.G.S. Section 46a-54(15)(a)
Sexual harassment education and training in the workplace

C.G.S. Section 46a-54(16)
Requirement that state agencies conduct diversity training for state employees

C.G.S. Section 46a-55
In lieu of Commission Counsel, CHRO authorized to employ legal staff; authority provided to agency’s executive director to assign legal staff to represent CHRO

C.G.S. Section 46a-56
Broad grant of authority regarding discriminatory practices

C.G.S. Section 46a-57 (d)
Chief Human Rights Referees

C.G.S. Section 46a-58
Deprivation of rights, desecration of property, or cross burning

C.G.S. Section 46a-58(a)
Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability

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

C.G.S. Section 46a-60
Discriminatory employment practices prohibited

C.G.S. 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, or on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability and physical disability (including blindness) without bona fide occupational qualifications or need

C.G.S. 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, intellectual disability, learning disability and physical disability (including blindness)

C.G.S. Section 46a-60 (a)(3)
Prohibition against discrimination regarding membership and 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, intellectual disability, learning disability, and physical disability (including blindness)

C.G.S. 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
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<td>C.G.S. Section 46a-66</td>
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<td>C.G.S. Section 46a-68(a)</td>
<td>Each state agency shall develop and implement, in cooperation with CHRO an affirmative action plan that commits the agency to a program of affirmative action in all aspects of personnel and administration.</td>
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<td>C.G.S. Section 46a-68(b)(2)</td>
<td>CHRO shall provide training and technical assistance to affirmative action officers in plan development and implementation.</td>
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<td>C.G.S. Section 46a-68(b)(3)</td>
<td>CHRO and the Permanent Commission on the Status of Women shall provide training concerning state and federal discrimination laws and techniques for conducting internal investigations of discrimination complaints to persons designated by state agencies as affirmative action officers and persons designated by the Attorney General or the Attorney General’s designee to represent the agency. Such training shall be provided for a minimum of ten hours during the first year of service and a minimum of five hours per year thereafter.</td>
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<td>C.G.S. Section 46a-68(b)(4)</td>
<td>Each person designated by an agency or department board as an affirmative action officer shall (A) be responsible for mitigating any discriminatory conduct within the agency or department, (B) investigate all complaints of discrimination made against the state agency or department, (C) report all findings and recommendations upon the conclusion of an investigation to the commissioner or director of a state agency or department for proper action and (D) complete 10 hours of training by the CHRO and PCSW.</td>
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<td>C.G.S. Section 46a-68(b)(5)</td>
<td>No person designated by an agency or department as an affirmative action officer shall represent the agency or department before CHRO or EEOC. If a complaint of discrimination is filed with CHRO or EEOC against a state agency or department, the Attorney General or designee, of the Attorney General, other than the affirmative action officer shall represent the agency or department before CHRO and EEOC.</td>
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<td>C.G.S. Section 46a-68(c)</td>
<td>Requires state agencies to file affirmative action plans with CHRO. Agencies with fewer than 20 employees to file biennially.</td>
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<td>C.G.S. Section 46a-69</td>
<td>Discriminatory practices by state agencies prohibited.</td>
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<td>C.G.S. Section 46a-70</td>
<td>Guarantee of equal employment in state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness).</td>
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<td>(as amended by Public Act 01-28)</td>
<td>Judicial Department included in guarantee of equal employment in state agencies.</td>
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<td>C.G.S. Section 46a-71 (as amended by Public Act 01-28)</td>
<td>Non-discrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)</td>
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<td>State agencies not to permit discriminatory practices in professional or occupational associations, public accommodations or housing</td>
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<td>C.G.S. Section 46a-75(a) (as amended by Public Act 01-28)</td>
<td>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, intellectual disability, mental disability, learning disability, or physical disability (including blindness)</td>
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<td>C.G.S. Section 46a-76(a) (as amended by Public Act 01-28)</td>
<td>Non-discrimination in allocation of state benefits on the basis of basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, or physical disability (including blindness)</td>
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<td>C.G.S. Section 46a-77</td>
<td>Cooperation with CHRO required of all state agencies. Compliance with Americans with Disabilities Act</td>
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<td>All state agencies shall cooperate with CHRO in their enforcement and educational programs</td>
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<td>C.G.S. Section 46a-77(b)</td>
<td>All state agency shall comply with CHRO's request for information concerning practices inconsistent with the state policy against discrimination and shall consider recommendations for effectuating and implementing that policy</td>
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<td>C.G.S. Section 46a-77(c)</td>
<td>Each state agency shall comply in all of its services, programs and activities with provisions of the Americans with Disabilities Act (42USC 12101) to the same extent that provides rights and protections for persons with physical or mental disabilities beyond those provided for by the laws of the state</td>
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<td>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.</td>
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C.G.S. Section 46a-83b  Alternative Dispute Resolution available to address discriminatory practice complaints filed with CHRO; CHRO can promulgate procedural regulations for ADR.

C.G.S. Section 46a-94a (c)  Concerning the reopening of matters by CHRO.

C.G.S. Section 47-59a  Recognition of equal rights & privileges for resident Indians of state tribes.

C.G.S. Section 47-59b (a)  Establishment of Indian Affairs Council to oversee rights of Indians of state tribes.

C.G.S. Section 51-279d  Hate Crimes Advisory Committee

C.G.S. Section 53-37  Fine imposed for ridicule on account of race, creed or color, denomination, nationality or race prohibited.

C.G.S. Section 53-37a  Deprivation of a person's civil rights by a person wearing a mark or hood

C.G.S. Section 53-37b  Deprivation of a person's equal rights and privileges by force or threat

C.G.S. Section 53-40a  Persistent offenders of crimes involving bigotry and bias

C.G.S. Section 53a-181b  Intimidation based on bigotry and bias

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

GUIDELINES

Guidelines prepared by the Committee on Upward Mobility  Upward Mobility Guidelines established in 1978

PUBLIC ACTS  SUBJECT

Public Act 03-151  An Act Concerning Affirmative Action Officers

Public Act 04-2  Increases number of CHRO Human Rights Referees to seven.

Public Act 04-56  Prohibits discrimination in employment conditions against CT employees who participate in corporate fraud investigations.

Public Act 04-71  Expands law regarding guide and assistance dog access in public transportation and public accommodations to volunteers of guide and assistance-dog organizations.

Public Act 04-135  Disability, and gender identity or expression added to classes protected under the hate crimes law.

Public Act 04-171  Name or identifying information of an individual making an internal sexual harassment complaint with a state agency, not subject to disclosure under the Freedom of Information Act.

Public Act 04-237  Revision of state building code for substantial compliance with the Americans With Disabilities Act concerning main entrances in public places.

Public Act 07-62  An Act Concerning the Deprivation of Rights on Account of Sexual Orientation
Public Act 07-142  An Act Concerning Procedures for the Hearing of Complaints Against State Contractors and Subcontractors by the Commission on Human Rights and Opportunities and Documentation of Nondiscrimination Policies Adopted by State Contractors

Public Act 07-181  An Act Concerning the Investigation of a Discrimination Complaint Against or By An Agency Head or State Commission or Board

Public Act 07-245  An Act Concerning Family and Medical Leave for Municipal Employees and the Applicability of Certain Statutory Provisions to Civil Union Status.

Public Act 08-4  Allows permanent full-time state employees and quasi-public agency employees, who are blind or physically disabled, to use up to 15 days of accumulated paid sick leave to take guide dog or assistance dog training.

Public Act 08-45  Prohibits the state from claiming or applying a lien against any money received as a settlement or award in a public accommodation discrimination case by people who have been supported wholly or in part by the state in a humane institution.

Public Act 08-49  Makes it a violation of the Connecticut General Statutes Section 46a-58 to place a noose or simulation thereof on public property or on private property without the consent of the owner with the intent to intimidate or harass.

Public Act 08-166  Establishes a 13 member Asian Pacific American Affairs Commission within the Legislative Department.

Public Act 09-13  An Act Implementing the Guarantee of Equal Protection under the Constitution of the State for same sex couples

Public Act 09-33  An Act Concerning Confidentiality of certain employer data

Public Act 09-44  An Act Concerning Claims against the State of Connecticut

Public Act 09-55  An Act Concerning the Office of Protection and Advocacy for Persons with Disabilities

Public Act 09-70  An Act Concerning updates to the Family and Medical Leave Act

Public Act 09-145  An Act Concerning Technical Changes to the Statutes regarding Persons with Psychiatric Disabilities and Persons with Substance Use Disorders

Public Act 09-158  An Act Concerning certain state contracting nondiscrimination requirements

Public Act 09-191  An Act Concerning penalties for violations of certain personnel files, statutes and equal pay for equal work

Public Act 09-208  An Act making a number of changes regarding consumer credit licensees.

Public Act 11-55  An Act to prohibit discrimination in various contexts on the basis of gender identity and expression.

Public Act 11-129  An Act concerning applications for guardianship of an adult with intellectual disability and certain statutory changes related to intellectual disability.
REGULATIONS
Sections 4-66-1 to 4-66-7, inclusive

Sections 4a-52-1 to 4a-52-22, inclusive

Sections 19a-586-1 to 19a-586-3, inclusive

Sections 27-1021(d)-72 to 27-1021(d)-74, inclusive

Sections 31-51d-1 to 31-51d-12, inclusive

Sections 32-9f-1 to 32-9f-3a, inclusive

Sections 32-9f-4a to 32-9f-10a, inclusive

Sections 46a-54-1 to 46a-54-152

Sections 46a-54-200 to 46a-54-207, inclusive

Sections 46a-54-1a – 46a-54-103a

Sections 46a-68-1 to 46a-68-17, inclusive

Sections 46a-68-31 to 46a-74, inclusive

Sections 46a-68j-21 to 46a-68j-43, Inclusive, Sections 46a-68k –1 to 46a-68k-8, Section 46a-54d-1 to 46a-54(d) 7

Sections 46a-68-1 – 46a-68-17

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Sections 46a-56(d)-1 – 46a- 56(d) – 7

Sections 46a- 54-200 through 46a-54-207

Sections 4-61dd-1 through 4-61dd-30

SUBJECT
Employment and training opportunities for women in Connecticut’s work force

State purchasing procedures

Informed consent for and HIV-related testing

Discrimination and sexual harassment of veterans prohibited

Work training standards for apprenticeship and training programs

Small contractor’s set-aside program

Minority contractor loans

Description of Organizations, Rules of Practices and Personal Data

Sexual Harassment posting and training requirements

Complaint processing and contested case proceedings regulations

Apprenticeship regulations

Affirmative action by state government

Contract compliance regulations re nondiscrimination in state contracts

Apprenticeship Programs

Agency Affirmative Action Plan Regulations

Contract Compliance Regulations

Regulations for Sexual Harassment Prevention posting and training requirements.

Rules of practice for contested case proceedings under the Whistleblower Protection Act
EXECUTIVE ORDERS

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Executive Order No. 9, Governor William A. O'Neill

Executive Order No. 10, Governor William A. Weicker

Executive Order No. 11, Governor Ella T. Grasso

Executive Order No. 12, Governor Ella T. Grasso

Executive Order No. 16, Governor John G. Rowland

Executive Order No. 18, Governor Thomas J. Meskill

SUBJECT

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

Affirmative action compliance mandated a top priority for state agencies

Governor's Council for Latino and Puerto Rican Affairs

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

Governor's Council on opportunities for the Spanish speaking persons

Violence in the Workplace

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

UNITED STATES CONSTITUTION

First Amendment

Thirteenth Amendment

Fourteenth Amendment

Fifteenth Amendment

Nineteenth Amendment

SUBJECT

Freedom of religion for all persons

Prohibits against slavery and involuntary servitude

Grants equal protection under the law for all persons

Prohibits against denying voting rights on the basis of race and color

Abolishment of voting restrictions on the basis of sex

FEDERAL LAWS

15 U.S.C. Section 1691

20 U.S.C. Section 1681 (a)

29 U.S.C. Section 206 (d) et seq.

SUBJECT

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

Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex, in federally funded educational services and programs

Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex
FEDERAL LAWS


29 U.S.C. Section 621, et seq.

29 U.S.C. Section 701, et seq.


29 U.S.C. Section 2501, et seq.

29 U.S.C. Section 3001, et seq.

31 U.S.C. Section 1221, et seq.

41 U.S.C. Section 701, et seq.


42 U.S.C. Section 1982

42 U.S.C. Section 1983

42 U.S.C. Section 2000a


42 U.S.C. Section 2000e, et seq.

42 U.S.C. Section 3601, et seq.

42 U.S.C. Section 6101, et seq.

42 U.S.C. Section 12101, et seq.

SUBJECT

Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibiting discrimination in the federal sector and federally funded activities and programs on the basis of disability.

Age Discrimination in Employment Act of 1967, as amended (ADEA) prohibiting age discrimination in employment.


Employment Opportunities for Handicapped Individuals Act.

Women in Apprenticeship and Non Traditional Occupations.

Assistive Technology for Individuals with Disabilities.

State and Local Fiscal Assistance Act of 1972.


Civil Rights Act of 1866, providing equal rights under law and property rights for persons of all races and nations origins.

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.

Property rights.

Civil action for deprivation of rights.

Prohibition against discrimination or segregation in places of public accommodation.

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 grounds of race, color, or national origin.

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.

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.

Age Discrimination Act of 1975.

Americans with Disabilities Act (ADA) of 1990, prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications.
PUBLIC LAWS

PL 101-336

FEDERAL REGULATIONS

12 CFR Part 202.1 et seq.
28 CFR Part 36
28 CFR Part 35
29 CFR Part 30
29 CFR Part 32
29 CFR Part 35
29 CFR Parts 1600 through 1699
29 CFR Part 1602
29 CFR Part 1620
29 CFR Part 1627
29 CFR Part 1630
31 CFR Part 51
41 CFR Part 60-1
41 CFR Part 60-741

FEDERAL REGULATIONS

29 CFR Part 1604
29 CFR Part 1605
29 CFR Part 1606
29 CFR Part 1607
29 CFR Part 1608
29 CFR Part 1620
29 CFR Part 1625

SUBJECT

Americans with Disabilities Act of 1990

SUBJECT

Equal Credit Opportunity Regulations
Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities
Regulations on the basis of disability in state and local government
Nondiscrimination in apprenticeship and training
Nondiscrimination in federal assisted programs on basis of handicap
Nondiscrimination on basis of disability in state services
EEOC records and reports under Title VII and the ADA
Equal Pay Act regulations
ADEA records and reports regulations
Equal employment opportunity for individuals with disabilities
Nondiscrimination by revenue sharing recipients
Office of Federal Contract Compliance (OFCCP) regulations
Affirmative action regulations for handicapped workers

SUBJECT

Sex discrimination guidelines
Religious discrimination guidelines
National origin discrimination guidelines
Uniform Guidelines on Employee Selection Procedures
Affirmative action guidelines as under Title VII of the Civil Rights Act of 1964
Interpretations of Equal Pay Act
Interpretations of Age Discrimination in Employment Act (ADEA)
EXECUTIVE ORDERS

Executive Order 10590
President Dwight D. Eisenhower

Executive Order 10652

Executive Order 10952
President John F. Kennedy

Executive Order 11063

Executive Order 11141

Executive Order 11246 and 11375
President Lyndon B. Johnson amended by
Executive Orders 11375, 11478, 12086 and 12107

Executive Order 11478, as amended
By Executive Order 11590, Executive
Order 12106 and Executive Order 13087

Executive Order 11625

Executive Order 12067
Amended by Executive Order 12107

Executive Order 12138
Amended by Executive Order 12608
President James Carter

Executive Order 12190
Continued by Executive Orders 12258,
12399, 12489, 12534, 12610

Executive Order 12259

Executive Order 12336, as amended
by Executive Order 12355

Executive Order 12432
President Ronald Reagan

Executive Order 12640

Executive Order 12898
President William Clinton

Executive Order 13050

Executive Order 13078

SUBJECT

Establishment of the President’s Committee on Government Employment Policy as amended by EO10722 and supersede by EO 11246

Establishment of Equal Employment Opportunity Commission, amended EO 10773, amended by EO 11051, revoked by EO 12148

Establishment of Equal Employment Opportunity Commission (EEOC)

Establishment of the President’s Committee on Equal Opportunity in Housing, amended by EO 12259, repealed in part by EO 12892

Declaring a public policy against discrimination on the basis of age

Nondiscrimination in Federal Contracts

Equal Employment Opportunity in Federal Government

Developing Minority Businesses
Amended by EO 12007, continued by EO’s 11827, 11948

Providing for Coordination of Federal Equal Employment Opportunity Programs

Women’s Business Enterprises

Establishment of Advisory Committee on Small and Minority Business Ownership

Leadership and Coordination of Fair Housing in Federal Programs

Task force on Legal Equity

Development of Minority Business Enterprises

Re-establishment of the President’s Committee on Employment of People with Disabilities, See also EO10555

Environmental Justice

Advisory board on Race

National Task force on Employment of Adults with Disabilities
104th Congress

Public Law 104-1
An Act applying and extending rights and protections (including those under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, and Title I of the Americans with Disabilities Act of 1990) to the legislative branch of the federal government “Congressional Accountability Act of 1995”

Public Law 104-76
Act to amend the Fair Housing Act to modify the exemption from certain familial status discrimination prohibitions granted to housing for the older persons “Housing for Older Persons Act of 1995”

Public Law 104-188
Small Business Job Protection Act of 1996

Public Act 104-331
(same as above) applied to Executive Office of the President “Presidential and Executive Office Accountability Act”

105th Congress

Public Law 105-114
Act amending Title 38, providing for Equal Employment Opportunities for veterans

Public Law 105-220
“Workforce Investment Act of 1998” Act to consolidate, coordinate, and improve employment, training, literacy and vocational rehabilitation programs in the United States; Various programs noted, for example: Title 1, Subtitled Section 166 – Native American Programs; Section 167 – Migrant and seasonal for worker programs; Section 168 – Veteran’s workforce investment programs; Title IV – Rehabilitation Act Amendments of 1998: Dealing with persons with disabilities

Public Law 105-255
An Act to establish the Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development

106th Congress

Public Law 106-50
An Act to provide technical, financial, and procurement assistance to veteran owned small businesses (“Veterans Entrepreneurship and Small Business Development Act of 1999”)

Public Law 106-205
Supporting the Day of Honor 2000 to honor and recognize the service of minority veterans in the United States Armed Forces during World War II

110th Congress

Public Law 110-233
An Act prohibiting discrimination on the basis of genetic information. Genetic Information Nondiscrimination Act of 2008 (GINA)