

FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

CONNECTICUT

CONSTITUTIONAL PROVISIONS

SUBJECT

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

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 2-120	Establishment of Latino and Puerto Rican Affairs Commission
C.G.S. Section 2-121	Establishment of African 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-56	Commission Duties
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	Nondiscrimination and affirmative action clauses in state contracts

C.G.S. Section 4a-60a	Nondiscrimination clauses on the basis of sexual orientation in state contracts
C.G.S. Section 4a-60g to 4a-60j	Administration of Set-aside Program
C.G.S. Section 4a-61	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	Discrimination prohibited in state employment
C.G.S. Section 5-227a	Promotion by reclassification of position
C.G.S. Section 5-228	Promotional appointments, original appointments, hiring protected class members, sex discrimination
C.G.S. Section 5-247b	Sick leave use by blind or disabled employees for assistance dog training
C.G.S. Section 5-248	Family medical leave from employment
C.G.S. Section 5-267	Officers, appointing authorities and employees to comply with law
C.G.S. Section 8-265c	Discrimination re: housing financed by CHFA barred
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	Office of educational opportunity
C.G.S. Section 10a-11	Strategic plan to ensure racial and ethnic diversity
C.G.S. Section 17a-541, 17a-549	Denial of employment, housing, licenses patient rights because of history of mental disorder restricted
C.G.S. Section 19a-581 to 19a-590	AIDS testing and medical information
C.G.S. Section 27-59	Discrimination prohibited by armed forces
C.G.S. Section 29-7m	Record and classification of crimes motivated by bigotry or bias
C.G.S. Section 31-22m thru 31-22t	Apprenticeship programs
C.G.S. Section 31-40w	Breastfeeding in the workplace
C.G.S. Section 31-75	Discrimination in compensation on account of sex
C.G.S. Section 31-128i	Privacy Rights for State Employees
C.G.S. Section 36a-737	Discrimination in making of mortgage or home improvement loans
C.G.S. Section 38a-446	Prohibition against discrimination towards classes of insureds 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, mental retardation, blindness and genetic information.

C.G.S. Section 38a-824	Prohibition against redlining in real estate 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 Women.
C.G.S. Section 46a-10	Establishment of an Office of Protection and Advocacy for persons with disabilities
C.G.S. Section 46a-11	Duties and powers of Director of Advocacy
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-51(21)	Includes definition of gender identity or expression
C.G.S. Section 46a-52	Concerning the review and dismissal of discriminatory practice complaints by CHRO
C.G.S. Section 46a-54	Concerning Diversity Training for State ployees
C.G.S. Section 46a-54(15)(a)	Sexual harassment education and training in the workplace
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, mental retardation, 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, mental retardation, 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 disorder, mental retardation, 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.

C.G.S. Section 46a-60 (a) (5)

Prohibition against aiding, abetting or inciting discriminatory employment practices.

C.G.S. 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).

C.G.S. Section 46a-60 (a) (7)	Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer.
C.G.S. Section 46a-60 (a) (8)	Prohibition against sexual harassment in employment.
C.G.S. Section 46a-60 (a) (9)	Prohibition against requiring information on familial responsibilities, pregnancy or birth control information in employment situations.
C.G.S. Section 46a-60 (a) (10)	Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to C.G.S. Section 46a-60 (a) (9).
C.G.S. Section 46a-60(a)(11)	Use of genetic information in employment decisions prohibited
C.G.S. Section 46a-64	Discriminatory public accommodation practices prohibited
C.G.S. Section 46a-64a	Discrimination against families with children prohibited
C.G.S. Section 46a-64c	Discriminatory housing practices prohibited
C.G.S. Section 46a-66	Discriminatory credit practices prohibited
C.G.S. Section 46a-68(a)	State affirmative action plans filing
C.G.S. Section 46a-69	Discriminatory practices by state
C.G.S. Section 46a-70	Guarantee of equal employment in state agencies
C.G.S. Section 46a-70 (a)	Judicial Department included in guarantee of equal employment in State Agencies.
C.G.S. Section 46a-71	Discriminatory practices by state agencies prohibited
C.G.S. Section 46a-72	Discrimination in job placement by state agencies prohibited

C.G.S. Section 46a-73	Discrimination in state licensing and charter procedure prohibited
C.G.S. Section 46a-74	State agencies not to permit discriminatory practices in professional or occupational associations, public accommodations or housing
C.G.S. Section 46a-75(a)	Discrimination in education and vocational programs prohibited
C.G.S. Section 46a-76(a)	Discrimination in allocation of state benefits prohibited
C.G.S. Section 46a-77	Cooperation with CHRO required
C.G.S. Section 46a-79	Statement of encouragement for employers to hire qualified persons with criminal conviction records.
C.G.S. Section 46a-80	Denial of employment based on prior conviction of a crime
C.G.S. Section 46a-81a to 46a-81r, inclusive	Discrimination on the basis of sexual orientation
C.G.S. Section 46a-83	Complaint Procedure of CHRO
C.G.S. Section 46a-83(a)	Reconsideration requests by CHRO
C.G.S. Section 46-83(b)	Alternative Dispute Resolution/Procedure
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
C.G.S. Section 53-37a	Deprivation of a person's civil rights by a person wearing a mark or hood

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C.G.S. Section 53-37b

Deprivation of a person's equal rights and privileges by force or threat

C.G.S. Section 53a-40a

Persistent offenders of crimes involving bigotry and bias

C.G.S. Section 53a 181i-181j

sets out a sliding scale of increased penalties for hate crimes based on actual, or perceived, race, religion, ethnicity, disability, sexual orientation and gender identity or expression, depending on their severity

REGULATIONS

Sections 4-61dd-1 to 61dd-21

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-54-1a-46A-54-98a

Section 46a-54-200 thru
46a-54-207, inclusive

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,
46a-68k-8, inclusive Section 46a-54d-1 to
46a-54(d) 7

SUBJECT

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

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

Complaint processing and contested case
proceedings regulations.

Sexual Harassment Posting and training
requirements

Apprenticeship regulations

Affirmative action by state government

Contract compliance regulations re
nondiscrimination in state contracts

PUBLIC ACTS

SUBJECT

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

Public Act 07-181

An Act Concerning the Investigation of a Discrimination Complaint Against or By an Agency Head or State Commission or Board Member

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 08-166

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 09-181

An Act Concerning the Investigation of a Discrimination Complaint against or by an Agency Head or State Commission or Board member.

Public Act 9-145

An Act concerning technical changes to the statutes regarding Persons with Psychiatric Disabilities and Persons with Substance abuse.

Public Act 09-158

An Act concerning certain state contracting nondiscrimination requirements.

Public Act 09-208

An Act making a number of changes regarding consumer credit licensees.

Public Act 10-144

An Act Providing job protection and use of leave time rights to employees who are victims of domestic violence. The Act prohibits an employer from terminating, penalizing, threatening, or otherwise coercing an employee with respect to his or her employment because the employee is a family violence victim, or attends or participates in a civil court proceeding related to a case in which he or she is a family violence victim

Public Act 11-55

An Act Concerning Discrimination, which adds Gender identity or expression to Connecticut's anti-discrimination laws. The law protects against discrimination in employment, education, housing, public accommodations and any other areas in which sex discrimination is prohibited.

Public Act 11-129

This act substitutes the term "intellectual disability" for "mental retardation," and makes similar related substitutions, in numerous sections of the statutes, "intellectual disability" and "mental retardation" mean a significantly sub average general intellectual functioning existing concurrently with deficits in adaptive behavior and manifested during the developmental period.

GUIDELINES

Guidelines prepared by the Committee on Upward Mobility

SUBJECT

Upward Mobility

EXECUTIVE ORDERS

SUBJECT

Executive Order No. 3, Governor Meskill	Requirement that State Contractors file compliance reports on their equal employment opportunity practices.
Executive Order No. 18, Governor Meskill	Affirmative action
Executive Order No. 11, Governor Grasso	Equal employment opportunity and affirmative action
Executive Order No. 12, Governor Grasso	Governor's Council on opportunities for the Spanish speaking
Executive Order No. 9, Governor O'Neill	Affirmative action
Executive Order No. 10, Governor Weicker	Governor's Council for Latino and Puerto Rican Affairs
Executive Order No. 9, Governor Rowland	Coordinating Council for Adult Protective Services
Executive Order No. 16, Governor Rowland	Violence in the Workplace
Executive Order No. 2, Governor Rell	Governor's Job Cabinet
Executive Order No. 3, Governor Rell	Contractors' compliance on equal employment opportunity practices
Executive Order No. 7, Governor Rell (revised by No. 7B)	Establishment of State Contracting Standards Board
Executive Order No. 13, Governor Rell	Governor's Early Childhood Research and Policy Council

UNITED STATES CONSTITUTION

First Amendment

Thirteenth Amendment

Fourteenth Amendment

SUBJECT

Freedom of speech

Prohibits slavery and involuntary servitude

Equal protection

STATUTES

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

29 U.S.C. Section 501, et seq.

2 U.S.C. Section 1301 et seq.

3 U.S.C. Section 401 et seq.

5 U.S.C. Section 2302 et seq.

15 U.S.C. Section 1691

20 U.S.C. Section 1681-1688

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

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

29 U.S.C. Section 795 et seq.

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

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

SUBJECT

Equal Pay Act of 1963

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.

Congressional Accountability Act of 1995

Presidential and Executive Office
Accountability Act

Civil Service Reform Act of 1978

Equal Credit Opportunity Act

Title IX of the Education Amendments of 1972

Age Discrimination in Employment Act of 1967

Vocational Rehabilitation Act of 1973, as
amended in 2009

Employment Opportunities for Handicapped
Individuals Act

Women in Apprenticeship and Non Traditional
Occupations

Assistive Technology for Individuals with
Disabilities

UNITED STATES CONSTITUTION

38 U.S.C. Section 101 et seq.

42 U.S.C. Section 1973a

42 U.S.C. Section 1981 et seq.

42 U.S.C Section 1981 A, 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 2000d et seq.

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

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

STATUTES

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

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

SUBJECT

The Veterans Benefits Act of 1997

Voting Rights Act, as amended in 1970, 1975,
and 1982

Equal rights under law

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

Title VII of the Civil Rights Act of 1964, as
amended

Title VIII of the Civil Rights Act of 1968 as
amended by the Housing for Older Persons Act
of 1995 (42 USC sec. 3607(b)(2)(c))

SUBJECT

Age Discrimination Act of 1975

Americans with Disabilities Act of 1990, as
amended in 2009

PUBLIC LAWS

PL 101-336

SUBJECT

Americans with Disabilities Act of 1990, as amended in 2009

REGULATIONS

12 C.F.R. 202

SUBJECT

Equal Credit Opportunity Regulations.

28 C.F.R. Part 36

Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities.

29 C.F.R. Part 30

Nondiscrimination in apprenticeship

29 CFR Part 32

Handicap discrimination regulations

29 CFR Part 35

Nondiscrimination on basis of disability in state services

29 C.F.R. 1600 through 1699

Regulations of the Equal Employment Opportunity Commission (EEOC).

29 CFR 1602

EEOC records and reports

GUIDELINES

SUBJECT

29 CFR Part 1620

Equal Pay Act regulations

29 CFR Part 1627

ADEA records and reports

29 CFR Part 1630

Equal employment opportunity for individuals with disabilities

31 CFR Part 51

Nondiscrimination by revenue sharing recipients

41 CFR Part 60-1

OFCCP regulations

41 CFR Part 60-741

Affirmative action regulations for handicapped workers

29 CFR Part 1604

Sex discrimination guidelines

29 CFR Part 1605

Religious discrimination guidelines

29 CFR Part 1606

National origin guidelines

GUIDELINES

29 CFR Part 1607

29 CFR Part 1608

29 CFR Part 1625

EXECUTIVE ORDERS

Executive Order 10925

Executive Order 11141

Executive Order 11246 and 11375

Executive Order 11478, as amended
by Executive Order 11590, Executive
Order 12106, Executive Order 13087
and Executive Order 13152

Executive Order 11625

Executive Order 12067 as amended
by Executive Order 12107

Executive Order 12138

Executive Order 12336, as amended
by Executive Order 12355

Executive Order 13050

Executive Order 13078

Executive Order 12190

SUBJECT

Uniform Guidelines on Employee Selection
Procedures

Affirmative action guidelines

ADEA interpretations

SUBJECT

Establishment of the President's Committee on
Equal Employment Opportunity

Age discrimination

Nondiscrimination in Federal Contracts

Equal Employment Opportunity in Federal
Government

Developing minority businesses

Transfer to the Equal Employment Opportunity
Commission of all of the functions of the Equal
Employment Opportunity Coordinating Council
And the termination of that Council

Women's business enterprises

Task force on Legal Equity

Advisory board on Race

National Task force on Employment of Adults
with Disabilities

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

EXECUTIVE ORDERS

SUBJECT

Executive Order 12259	Leadership and Coordination of Fair Housing in Federal Programs.
Executive Order 12432	Development of Minority Business Enterprise.
Executive Order 12640	Re-establishment of the President's Committee on Employment of People with Disabilities, See also EO10555.
Executive Order 12898	Environmental Justice
Executive Order 13172	National Task Force on Employment of Adults with Disabilities
Executive Order 13187	President's Disability Employment Partnership Board
Executive Order 13190	President's Commission on Educational Resource
Executive Order 12945	President's Committee on Equity Employment of People with Disabilities
Executive Order 13138	President's Advisory Board on Race
Executive Order 13153	Equal employment opportunity
Executive Order 12928	Promoting procurement with small businesses owned and controlled by socially and economically disadvantaged individuals, historically black colleges and universities, and minority institutions

106th Congress

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.
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Employment Law Resources

Federal

i) Agencies

- US Dept. of Labor: <http://www.dol.gov>
- National Labor Relations Board, <http://www.nlr.gov>
- U.S. Equal Employment Opportunity Commission (EEOC), <http://www.eeoc.gov>
- Dept. of Justice Civil Rights Division <http://www.usdoj.gov/crt>
- Immigration and Naturalization Service (INS) <http://www.ins.usdoj.gov/graphics/index.htm>

ii) Websites

- Code of Federal Regulations: <http://www.access.gpo.gov/nara/cfr/cfr-table-search.html>
- United States Code: <http://www4.law.cornell.edu/uscode/>
- Department of Labor Employment Law Guide <http://www.dol.gov/compliance/guide/>
- Family and Medical Leave Act Compliance Guide: <http://www.dol.gov/esa/whd/regs/compliance/1421.htm>

iii) Additional Materials

- Employment Law tips: <http://employmentlawpost.com/>
- Society of Human Resources Management: <http://www.shrm.org/Pages/default.aspx>
- Bureau of National Affairs(BNA) publications on employment: Publications by the American Bar Association Section on Labor and Employment

s. State of Connecticut

i) Agencies

- Connecticut Commission on Human Rights and Opportunities: www.state.ct.us/chro
- State of Connecticut Workers' Compensation Commission: <http://wcc.state.ct.us/>
- Connecticut Department of Labor: <http://www.ctdol.state.ct.us/>

State of Connecticut (con't)

ii) Websites

- Connecticut Statues: <http://www.cga.ct.gov.asp/menu/statutes.asp>
- Connecticut Department of Labor, Guide to Unemployment
- Compensation: <http://www.ctdol.state.ct.us/uitax/empl-guide.pdf>
- Listing of required employment posters with phone numbers for their acquisition: <http://www.ctdol.state.ct.us/wgwkstnd/poster-list.pdf>