



General Assembly

January Session, 2007

**Amendment**

LCO No. 9208

**\*SB0144709208HDO\***

Offered by:  
REP. LAWLOR, 99<sup>th</sup> Dist.

To: Senate Bill No. 1447

File No. 595

Cal. No. 682

**"AN ACT CONCERNING FAMILY AND MEDICAL LEAVE FOR MUNICIPAL EMPLOYEES."**

1 After the last section, add the following and renumber sections and  
2 internal references accordingly:

3 "Sec. 501. Section 46b-3800 of the general statutes is repealed and  
4 the following is substituted in lieu thereof (*Effective from passage*):

5 Wherever in the general statutes the terms "spouse", "family",  
6 "immediate family", "dependent", "next of kin" or any other term that  
7 denotes the spousal relationship are used or defined, a party to a civil  
8 union shall be included in such use or definition, and wherever in the  
9 general statutes, except sections 7-45 and 17b-137a, subdivision (4) of  
10 section 45a-727a, and sections 46b-20 to 46b-34, inclusive, 46b-38nn and  
11 46b-150d, the term "marriage" is used or defined, a civil union shall be  
12 included in such use or definition. Wherever in the general statutes,  
13 except sections 46a-60, 46a-64, 46a-64c and 46a-66, as amended by this  
14 act, the term "marital status" is used or defined, civil union status shall  
15 be included in such use or definition.

16 Sec. 502. Section 46a-81c of the general statutes is repealed and the  
17 following is substituted in lieu thereof (*Effective from passage*):

18 It shall be a discriminatory practice in violation of this section: (1)  
19 For an employer, by himself or his agent, except in the case of a bona  
20 fide occupational qualification or need, to refuse to hire or employ or  
21 to bar or to discharge from employment any individual or to  
22 discriminate against him in compensation or in terms, conditions or  
23 privileges of employment because of the individual's sexual  
24 orientation or civil union status, (2) for any employment agency,  
25 except in the case of a bona fide occupational qualification or need, to  
26 fail or refuse to classify properly or refer for employment or otherwise  
27 to discriminate against any individual because of the individual's  
28 sexual orientation or civil union status, (3) for a labor organization,  
29 because of the sexual orientation or civil union status of any individual  
30 to exclude from full membership rights or to expel from its  
31 membership such individual or to discriminate in any way against any  
32 of its members or against any employer or any individual employed  
33 by an employer, unless such action is based on a bona fide  
34 occupational qualification, or (4) for any person, employer,  
35 employment agency or labor organization, except in the case of a bona  
36 fide occupational qualification or need, to advertise employment  
37 opportunities in such a manner as to restrict such employment so as to  
38 discriminate against individuals because of their sexual orientation or  
39 civil union status.

40 Sec. 503. Subsection (a) of section 46a-81d of the general statutes is  
41 repealed and the following is substituted in lieu thereof (*Effective from*  
42 *passage*):

43 (a) It shall be a discriminatory practice in violation of this section: (1)  
44 To deny any person within the jurisdiction of this state full and equal  
45 accommodations in any place of public accommodation, resort or  
46 amusement because of such person's sexual orientation or civil union  
47 status, subject only to the conditions and limitations established by law  
48 and applicable alike to all persons; or (2) to discriminate, segregate or

49 separate on account of sexual orientation or civil union status.

50 Sec. 504. Section 46a-81e of the general statutes is repealed and the  
51 following is substituted in lieu thereof (*Effective from passage*):

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

53 (1) To refuse to sell or rent after the making of a bona fide offer, or  
54 to refuse to negotiate for the sale or rental of, or otherwise make  
55 unavailable or deny, a dwelling to any person because of sexual  
56 orientation or civil union status.

57 (2) To discriminate against any person in the terms, conditions, or  
58 privileges of sale or rental of a dwelling, or in the provision of services  
59 or facilities in connection therewith, because of sexual orientation or  
60 civil union status.

61 (3) To make, print or publish, or cause to be made, printed or  
62 published any notice, statement, or advertisement, with respect to the  
63 sale or rental of a dwelling that indicates any preference, limitation, or  
64 discrimination based on sexual orientation or civil union status, or an  
65 intention to make any such preference, limitation or discrimination.

66 (4) (A) To represent to any person because of sexual orientation or  
67 civil union status, that any dwelling is not available for inspection, sale  
68 or rental when such dwelling is in fact so available. (B) It shall be a  
69 violation of this subdivision for any person to restrict or attempt to  
70 restrict the choices of any buyer or renter to purchase or rent a  
71 dwelling (i) to an area which is substantially populated, even if less  
72 than a majority, by persons of the same sexual orientation or civil  
73 union status as the buyer or renter, (ii) while such person is authorized  
74 to offer for sale or rent another dwelling which meets the housing  
75 criteria as expressed by the buyer or renter to such person and (iii)  
76 such other dwelling is in an area which is not substantially populated  
77 by persons of the same sexual orientation or civil union status as the  
78 buyer or renter. As used in this subdivision, "area" means  
79 municipality, neighborhood or other geographic subdivision which

80 may include an apartment or condominium complex.

81 (5) For profit, to induce or attempt to induce any person to sell or  
82 rent any dwelling by representations regarding the entry or  
83 prospective entry into the neighborhood of a person or persons of a  
84 particular sexual orientation or civil union status.

85 (6) For any person or other entity engaging in residential-real-estate-  
86 related transactions to discriminate against any person in making  
87 available such a transaction, or in the terms or conditions of such a  
88 transaction, because of sexual orientation or civil union status.

89 (7) To deny any person access to or membership or participation in  
90 any multiple-listing service, real estate brokers' organization or other  
91 service, organization, or facility relating to the business of selling or  
92 renting dwellings, or to discriminate against him in the terms or  
93 conditions of such access, membership or participation, on account of  
94 sexual orientation or civil union status.

95 (8) To coerce, intimidate, threaten, or interfere with any person in  
96 the exercise or enjoyment of, or on account of his having exercised or  
97 enjoyed, or on account of his having aided or encouraged any other  
98 person in the exercise or enjoyment of, any right granted or protected  
99 by this section.

100 (b) The provisions of this section shall not apply to (1) the rental of a  
101 room or rooms in a unit in a dwelling if the owner actually maintains  
102 and occupies part of such unit as his residence, or (2) a unit in a  
103 dwelling containing not more than four units if the owner actually  
104 maintains and occupies one of such other units as his residence.

105 (c) Nothing in this section limits the applicability of any reasonable  
106 state statute or municipal ordinance restricting the maximum number  
107 of persons permitted to occupy a dwelling.

108 (d) Nothing in this section prohibits a person engaged in the  
109 business of furnishing appraisals of real property to take into

110 consideration factors other than sexual orientation or civil union  
111 status.

112 (e) Notwithstanding any other provision of this chapter, complaints  
113 alleging a violation of this section shall be investigated within one  
114 hundred days of filing and a final administrative disposition shall be  
115 made within one year of filing unless it is impracticable to do so. If the  
116 Commission on Human Rights and Opportunities is unable to  
117 complete its investigation or make a final administrative determination  
118 within such time frames, it shall notify the complainant and the  
119 respondent in writing of the reasons for not doing so.

120 (f) Any person who violates any provision of this section shall be  
121 fined not less than twenty-five nor more than one hundred dollars or  
122 imprisoned not more than thirty days, or both.

123 Sec. 505. Subsection (a) of section 46a-81f of the general statutes is  
124 repealed and the following is substituted in lieu thereof (*Effective from*  
125 *passage*):

126 (a) It shall be a discriminatory practice in violation of this section for  
127 any creditor to discriminate on the basis of sexual orientation or civil  
128 union status, against any person eighteen years of age or over in any  
129 credit transaction."