



General Assembly

January Session, 2009

Raised Bill No. 6452

LCO No. 3373

03373_____JUD

Referred to Committee on Judiciary

Introduced by:
(JUD)

AN ACT CONCERNING DISCRIMINATION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 46a-51 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2009*):

3 As used in section 4a-60a and this chapter:

4 (1) "Blind" refers to an individual whose central visual acuity does
5 not exceed 20/200 in the better eye with correcting lenses, or whose
6 visual acuity is greater than 20/200 but is accompanied by a limitation
7 in the fields of vision such that the widest diameter of the visual field
8 subtends an angle no greater than twenty degrees;

9 (2) "Commission" means the Commission on Human Rights and
10 Opportunities created by section 46a-52;

11 (3) "Commission legal counsel" means a member of the legal staff
12 employed by the commission pursuant to section 46a-54;

13 (4) "Commissioner" means a member of the commission;

- 14 (5) "Court" means the Superior Court or any judge of said court;
- 15 (6) "Discrimination" includes segregation and separation;
- 16 (7) "Discriminatory employment practice" means any discriminatory
17 practice specified in section 46a-60, as amended by this act, or 46a-81c;
- 18 (8) "Discriminatory practice" means a violation of section 4a-60, as
19 amended by this act, 4a-60a, 4a-60g, 46a-58, as amended by this act,
20 46a-59, as amended by this act, 46a-60, as amended by this act, 46a-64,
21 as amended by this act, 46a-64c, as amended by this act, 46a-66, as
22 amended by this act, 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-70 to
23 46a-78, inclusive, as amended by this act, subsection (a) of section 46a-
24 80 or sections 46a-81b to 46a-81o, inclusive;
- 25 (9) "Employee" means any person employed by an employer but
26 shall not include any individual employed by such individual's
27 parents, spouse or child, or in the domestic service of any person;
- 28 (10) "Employer" includes the state and all political subdivisions
29 thereof and means any person or employer with three or more persons
30 in such person's or employer's employ;
- 31 (11) "Employment agency" means any person undertaking with or
32 without compensation to procure employees or opportunities to work;
- 33 (12) "Labor organization" means any organization which exists for
34 the purpose, in whole or in part, of collective bargaining or of dealing
35 with employers concerning grievances, terms or conditions of
36 employment, or of other mutual aid or protection in connection with
37 employment;
- 38 (13) "Mental retardation" means mental retardation as defined in
39 section 1-1g;
- 40 (14) "Person" means one or more individuals, partnerships,
41 associations, corporations, limited liability companies, legal

42 representatives, trustees, trustees in bankruptcy, receivers and the state
43 and all political subdivisions and agencies thereof;

44 (15) "Physically disabled" refers to any individual who has any
45 chronic physical handicap, infirmity or impairment, whether
46 congenital or resulting from bodily injury, organic processes or
47 changes or from illness, including, but not limited to, epilepsy,
48 deafness or hearing impairment or reliance on a wheelchair or other
49 remedial appliance or device;

50 (16) "Respondent" means any person alleged in a complaint filed
51 pursuant to section 46a-82 to have committed a discriminatory
52 practice;

53 (17) "Discrimination on the basis of sex" includes but is not limited
54 to discrimination related to pregnancy, child-bearing capacity,
55 sterilization, fertility or related medical conditions;

56 (18) "Discrimination on the basis of religious creed" includes but is
57 not limited to discrimination related to all aspects of religious
58 observances and practice as well as belief, unless an employer
59 demonstrates that the employer is unable to reasonably accommodate
60 to an employee's or prospective employee's religious observance or
61 practice without undue hardship on the conduct of the employer's
62 business;

63 (19) "Learning disability" refers to an individual who exhibits a
64 severe discrepancy between educational performance and measured
65 intellectual ability and who exhibits a disorder in one or more of the
66 basic psychological processes involved in understanding or in using
67 language, spoken or written, which may manifest itself in a diminished
68 ability to listen, speak, read, write, spell or to do mathematical
69 calculations;

70 (20) "Mental disability" refers to an individual who has a record of,
71 or is regarded as having one or more mental disorders, as defined in

72 the most recent edition of the American Psychiatric Association's
73 "Diagnostic and Statistical Manual of Mental Disorders"; and

74 (21) "Gender identity or expression" means a person's gender-
75 related identity, appearance or behavior, whether or not that gender-
76 related identity, appearance or behavior is different from that
77 traditionally associated with the person's assigned sex at birth.

78 Sec. 2. (NEW) (*Effective October 1, 2009*) As used in sections 4a-60, 8-
79 169s, 8-265c, 8-294, 8-315, 10-15c, 10-153, 10a-6, 11-24b, 16-245r, 16-247r,
80 28-15, 31-22p, 31-57e, 32-204, 32-277, 38a-358, 42-125a, 42-125b, 52-571d
81 and 53-37a of the general statutes, as amended by this act, and section
82 37 of this act, "gender identity or expression" means a person's gender-
83 related identity, appearance or behavior, whether or not that gender-
84 related identity, appearance or behavior is different from that
85 traditionally associated with the person's assigned sex at birth.

86 Sec. 3. Subsection (a) of section 4a-60 of the general statutes is
87 repealed and the following is substituted in lieu thereof (*Effective*
88 *October 1, 2009*):

89 (a) Every contract to which the state or any political subdivision of
90 the state other than a municipality is a party shall contain the
91 following provisions: (1) The contractor agrees and warrants that in
92 the performance of the contract such contractor will not discriminate
93 or permit discrimination against any person or group of persons on the
94 grounds of race, color, religious creed, age, marital status, national
95 origin, ancestry, sex, gender identity or expression, mental retardation
96 or physical disability, including, but not limited to, blindness, unless it
97 is shown by such contractor that such disability prevents performance
98 of the work involved, in any manner prohibited by the laws of the
99 United States or of the state of Connecticut. The contractor further
100 agrees to take affirmative action to insure that applicants with job-
101 related qualifications are employed and that employees are treated
102 when employed without regard to their race, color, religious creed,
103 age, marital status, national origin, ancestry, sex, gender identity or

104 expression, mental retardation, or physical disability, including, but
105 not limited to, blindness, unless it is shown by such contractor that
106 such disability prevents performance of the work involved; (2) the
107 contractor agrees, in all solicitations or advertisements for employees
108 placed by or on behalf of the contractor, to state that it is an
109 "affirmative action-equal opportunity employer" in accordance with
110 regulations adopted by the commission; (3) the contractor agrees to
111 provide each labor union or representative of workers with which such
112 contractor has a collective bargaining agreement or other contract or
113 understanding and each vendor with which such contractor has a
114 contract or understanding, a notice to be provided by the commission
115 advising the labor union or workers' representative of the contractor's
116 commitments under this section, and to post copies of the notice in
117 conspicuous places available to employees and applicants for
118 employment; (4) the contractor agrees to comply with each provision
119 of this section and sections 46a-68e and 46a-68f and with each
120 regulation or relevant order issued by said commission pursuant to
121 sections 46a-56, 46a-68e and 46a-68f; (5) the contractor agrees to
122 provide the Commission on Human Rights and Opportunities with
123 such information requested by the commission, and permit access to
124 pertinent books, records and accounts, concerning the employment
125 practices and procedures of the contractor as relate to the provisions of
126 this section and section 46a-56. If the contract is a public works
127 contract, the contractor agrees and warrants that he will make good
128 faith efforts to employ minority business enterprises as subcontractors
129 and suppliers of materials on such public works project. Prior to
130 entering into the contract, the contractor shall provide the state or such
131 political subdivision of the state with documentation in the form of a
132 company or corporate policy adopted by resolution of the board of
133 directors, shareholders, managers, members or other governing body
134 of such contractor to support the nondiscrimination agreement and
135 warranty under subdivision (1) of this subsection. For the purposes of
136 this section, "contract" includes any extension or modification of the
137 contract, and "contractor" includes any successors or assigns of the

138 contractor.

139 Sec. 4. Subsection (c) of section 8-169s of the general statutes is
140 repealed and the following is substituted in lieu thereof (*Effective*
141 *October 1, 2009*):

142 (c) The legislative body may, by resolution, vote to transfer the
143 urban homesteading property with or without compensation to the
144 applicant selected pursuant to subsection (b) of this section. Such
145 transfer shall be made pursuant to a contract of sale and rehabilitation
146 or construction which shall provide among other things that (1) the
147 property transferred be rehabilitated or constructed predominantly for
148 residential use and be brought into and maintained in conformity with
149 applicable health, housing and building code standard; (2) the
150 rehabilitation or construction shall commence and be completed
151 within a period of time as determined by the urban homesteading
152 agency; (3) prior to the issuance of a certificate of occupancy by the
153 building official no transfer of the property or any interest therein,
154 except a transfer to a bona fide mortgagee or similar lien holder, may
155 be made by the homesteader without the approval of the urban
156 homesteading agency, provided any such transfer may only be made
157 for a consideration not in excess of the cost of the property to the
158 homesteader together with the costs of any improvements made or
159 construction thereon by the homesteader; (4) in the sale or rental of the
160 property, or any portion of such property, no person shall be
161 discriminated against because of such person's race, color, religion,
162 sex, gender identity or expression, or national origin; and (5)
163 representatives of the urban homesteading agency, the municipality,
164 and where state or federal assistance is involved, representatives of the
165 federal and state governments, shall have access to the property
166 during normal business hours for the purpose of inspecting
167 compliance with the provisions of this subsection.

168 Sec. 5. Section 8-265c of the general statutes is repealed and the
169 following is substituted in lieu thereof (*Effective October 1, 2009*):

170 The authority shall require that occupancy of all housing financed
171 or otherwise assisted under this chapter be open to all persons
172 regardless of race, creed, color, national origin or ancestry, [or] sex or
173 gender identity or expression and that the contractors and
174 subcontractors engaged in the construction or rehabilitation of such
175 housing shall take affirmative action to provide equal opportunity for
176 employment without discrimination as to race, creed, color, national
177 origin or ancestry, [or] sex or gender identity or expression.

178 Sec. 6. Subsection (c) of section 8-294 of the general statutes is
179 repealed and the following is substituted in lieu thereof (*Effective*
180 *October 1, 2009*):

181 (c) The legislative body may, by resolution, vote to transfer the
182 urban rehabilitation property with or without compensation to the
183 person selected pursuant to subsection (b) of this section. Such transfer
184 shall be made pursuant to a contract of sale and rehabilitation which
185 shall provide among other things that (1) the property transferred be
186 rehabilitated predominantly for industrial or commercial use and be
187 brought into and maintained in conformity with applicable health,
188 housing and building code standards; (2) that the rehabilitation shall
189 commence and be completed within a period of time as determined by
190 the urban rehabilitation agency; (3) prior to the issuance of a certificate
191 of occupancy by the building official, no transfer of the property or any
192 interest therein, except a transfer to a bona fide mortgagee or similar
193 lien holder, may be made by the rehabilitator without the approval of
194 the urban rehabilitation agency, provided any such transfer may only
195 be made for a consideration not in excess of the cost of the property to
196 the rehabilitator together with the costs of any improvements made
197 thereon by the rehabilitator; (4) in the sale or rental of the property, or
198 any portion of such property, no person shall be discriminated against
199 because of such person's race, color, religion, sex, gender identity or
200 expression or national origin; (5) representatives of the urban
201 rehabilitation agency, representatives of the municipality, and if state
202 or federal assistance is involved, representatives of the federal and

203 state governments shall be allowed access to the property during
204 normal business hours for the purpose of inspecting compliance with
205 the provisions of this subsection.

206 Sec. 7. Section 8-315 of the general statutes is repealed and the
207 following is substituted in lieu thereof (*Effective October 1, 2009*):

208 The municipality shall take all necessary steps to insure that
209 occupancy of all housing financed or otherwise assisted pursuant to
210 this chapter be open to all persons regardless of race, creed, color,
211 national origin or ancestry, sex, gender identity or expression, age or
212 physical disability.

213 Sec. 8. Subsection (a) of section 10-15c of the general statutes is
214 repealed and the following is substituted in lieu thereof (*Effective*
215 *October 1, 2009*):

216 (a) The public schools shall be open to all children five years of age
217 and over who reach age five on or before the first day of January of
218 any school year, and each such child shall have, and shall be so
219 advised by the appropriate school authorities, an equal opportunity to
220 participate in the activities, programs and courses of study offered in
221 such public schools, at such time as the child becomes eligible to
222 participate in such activities, programs and courses of study, without
223 discrimination on account of race, color, sex, gender identity or
224 expression, religion, national origin or sexual orientation; provided
225 boards of education may, by vote at a meeting duly called, admit to
226 any school children under five years of age.

227 Sec. 9. Section 10-153 of the general statutes is repealed and the
228 following is substituted in lieu thereof (*Effective October 1, 2009*):

229 No local or regional board of education shall discriminate on the
230 basis of sex, gender identity or expression or marital status in the
231 employment of teachers in the public schools or in the determination
232 of the compensation to be paid to such teachers.

233 Sec. 10. Subsection (b) of section 10a-6 of the general statutes is
234 repealed and the following is substituted in lieu thereof (*Effective*
235 *October 1, 2009*):

236 (b) Within the limits of authorized expenditures, the policies of the
237 state system of higher education shall be consistent with the following
238 goals: (1) To ensure that no qualified person be denied the opportunity
239 for higher education on the basis of age, sex, gender identity or
240 expression, ethnic background or social, physical or economic
241 condition, (2) to protect academic freedom, (3) to provide
242 opportunities for education and training related to the economic,
243 cultural and educational development of the state, (4) to assure the
244 fullest possible use of available resources in public and private
245 institutions of higher education, (5) to maintain standards of quality
246 ensuring a position of national leadership for state institutions of
247 higher education, (6) to apply the resources of higher education to the
248 problems of society, and (7) to foster flexibility in the policies and
249 institutions of higher education to enable the system to respond to
250 changes in the economy, society, technology and student interests.
251 Said board shall review recent studies of the need for higher education
252 services, with special attention to those completed pursuant to
253 legislative action, and to meet such needs shall initiate additional
254 programs or services through one or more of the constituent units.

255 Sec. 11. Subsection (a) of section 11-24b of the general statutes is
256 repealed and the following is substituted in lieu thereof (*Effective*
257 *October 1, 2009*):

258 (a) Each principal public library, as defined in section 11-24a, shall
259 be eligible to receive a state grant in accordance with the provisions of
260 subsections (b), (c) and (d) of this section provided the following
261 requirements are met:

262 (1) An annual statistical report which includes certification that the
263 grant, when received, shall be used for library purposes is filed with
264 the State Library Board in such manner as the board may require. The

265 report shall include information concerning local library governance,
266 hours of service, type of facilities, library policies, resources, programs
267 and services available, measurement of levels of services provided,
268 personnel and fiscal information concerning library receipts and
269 expenditures;

270 (2) Documents certifying the legal establishment of the principal
271 public library in accordance with the provisions of section 11-20 are
272 filed with the board;

273 (3) The library is a participating library in the Connecticard program
274 established pursuant to section 11-31b;

275 (4) The principal public library shall not have had the amount of its
276 annual tax levy or appropriation reduced to an amount which is less
277 than the average amount levied or appropriated for the library for the
278 three fiscal years immediately preceding the year of the grant, except
279 that if the expenditures of the library in any one year in such three-
280 year period are unusually high as compared with expenditures in the
281 other two years, the library may request an exception to this
282 requirement and the board, upon review of the expenditures for that
283 year, may grant an exception;

284 (5) State grant funds shall be expended within two years of the date
285 of receipt of such funds. If the funds are not expended in that period,
286 the library shall submit a plan to the State Librarian for the
287 expenditure of any unspent balance;

288 (6) Principal public libraries shall not charge individuals residing in
289 the town in which the library is located or the town in which the
290 contract library is located for borrowing and lending library materials,
291 accessing information, advice and assistance and programs and
292 services which promote literacy; and

293 (7) Principal public libraries shall provide equal access to library
294 service for all individuals and shall not discriminate upon the basis of

295 age, race, sex, gender identity or expression, religion, national origin,
296 handicap or place of residency in the town in which the library is
297 located or the town in which the contract library is located.

298 Sec. 12. Section 16-245r of the general statutes is repealed and the
299 following is substituted in lieu thereof (*Effective October 1, 2009*):

300 No electric supplier, as defined in section 16-1, shall refuse to
301 provide electric generation services to, or refuse to negotiate to provide
302 such services to any customer because of age, race, creed, color,
303 national origin, ancestry, sex, gender identity or expression, marital
304 status, sexual orientation, lawful source of income, disability or
305 familial status. No electric supplier shall decline to provide electric
306 generation services to a customer for the sole reason that the customer
307 is located in an economically distressed geographic area or the
308 customer qualifies for hardship status under section 16-262c. No
309 electric supplier shall terminate or refuse to reinstate electric
310 generation services except in accordance with the provisions of this
311 title.

312 Sec. 13. Section 16-247r of the general statutes is repealed and the
313 following is substituted in lieu thereof (*Effective October 1, 2009*):

314 No telephone company or certified telecommunications provider, as
315 defined in section 16-1, shall refuse to provide telecommunications
316 services to, or refuse to negotiate to provide such services to any
317 customer because of age, race, creed, color, national origin, ancestry,
318 sex, gender identity or expression, marital status, sexual orientation,
319 lawful source of income, disability or familial status. No telephone
320 company or certified telecommunications provider shall decline to
321 provide telecommunications services to a customer for the sole reason
322 that the customer is located in an economically distressed geographic
323 area or the customer qualifies for hardship status under section
324 16-262c. No telephone company or certified telecommunications
325 provider shall terminate or refuse to reinstate telecommunications
326 services except in accordance with the provisions of this title.

327 Sec. 14. Subsection (b) of section 28-15 of the general statutes is
328 repealed and the following is substituted in lieu thereof (*Effective*
329 *October 1, 2009*):

330 (b) No person shall discriminate on the basis of race, color, religious
331 creed, sex, gender identity or expression, age, national origin, ancestry
332 or economic status in carrying out any provision of this chapter or any
333 federal major disaster or emergency assistance function in this state.

334 Sec. 15. Section 31-22p of the general statutes is repealed and the
335 following is substituted in lieu thereof (*Effective October 1, 2009*):

336 The Labor Commissioner, with the advice and guidance of the
337 council, shall formulate work training standards which will ensure
338 necessary safeguards for the welfare of apprentices and a full craft
339 experience in any skill, in order to provide equal opportunities to all,
340 without regard to their race, color, religion, sex, gender identity or
341 expression, age or national origin, and to provide training,
342 employment and upgrading opportunities for disadvantaged workers
343 to acquire a comprehensive skilled work experience and to extend the
344 application of such standards of skill training by inclusion thereof in
345 apprenticeship agreements, and shall bring together representatives of
346 management and labor for the development of training programs and
347 terms of apprenticeship incidental thereto and cooperate with state
348 and federal agencies similarly interested in furtherance of training
349 requirements in keeping with established and new processes of
350 Connecticut industries. The Labor Commissioner shall publish
351 information relating to existing and proposed work standards of
352 apprenticeship, hold area conferences throughout the state for the
353 purpose of promoting interest in skilled trades training and appoint
354 such advisory committees as may be deemed necessary to evaluate the
355 skilled manpower requirements of Connecticut in order to cope with
356 any new technological changes in industry.

357 Sec. 16. Subsection (e) of section 31-57e of the general statutes is
358 repealed and the following is substituted in lieu thereof (*Effective*

359 *October 1, 2009*):

360 (e) The Employment Rights Code referred to under this section shall
361 include the following provisions:

362 (1) A commercial enterprise subject to tribal jurisdiction shall not,
363 except in the case of a bona fide occupational qualification or need,
364 refuse to hire or employ or bar or discharge from employment any
365 individual or discriminate against him in compensation or in terms,
366 conditions or privileges of employment because of the individual's
367 race, color, religious creed, sex, gender identity or expression, marital
368 status, national origin, ancestry, age, present or past history of mental
369 disorder, mental retardation, sexual orientation, learning or physical
370 disability, political activity, union activity or the exercise of rights
371 protected by the United States Constitution. This subdivision shall not
372 be construed to restrict the right of a tribe to give preference in hiring
373 to members of the tribe.

374 (2) A commercial enterprise subject to tribal jurisdiction shall not
375 deny any individual, including a representative of a labor
376 organization, seeking to ensure compliance with this section, access to
377 employees of the tribe's commercial enterprise during nonwork time in
378 nonwork areas. The tribe shall not permit any supervisor, manager or
379 other agent of the tribe to restrict or otherwise interfere with such
380 access.

381 (3) When a labor organization claims that it has been designated or
382 selected for the purposes of collective bargaining by the majority of the
383 employees in a unit appropriate for such purposes, the labor
384 organization may apply to an arbitrator to verify the claim pursuant to
385 subdivision (4) of this subsection. If the arbitrator verifies that the labor
386 organization has been designated or selected as the bargaining
387 representative by a majority of the employees in an appropriate unit,
388 the tribe shall, upon request, recognize the labor organization as the
389 exclusive bargaining agent and bargain in good faith with the labor
390 organization in an effort to reach a collective bargaining agreement.

391 However, the arbitrator shall disallow any claim by a labor
392 organization which is dominated or controlled by the tribe.

393 (4) (A) Any individual or organization claiming to be injured by a
394 violation of any provision of this subsection shall have the right to seek
395 binding arbitration under the rules of the American Arbitration
396 Association. Such individual or organization shall file a demand for
397 arbitration with the tribe not later than one hundred eighty days after
398 the employee or labor organization knows or should know of the
399 tribe's violation of any provision of this subsection. The demand shall
400 state, in plain language, the facts giving rise to the demand.

401 (B) The demand for arbitration shall also be served upon the
402 Connecticut office of the American Arbitration Association. Absent
403 settlement, a hearing shall be held in accordance with the rules and
404 procedures of the American Arbitration Association. The costs and fees
405 of the arbitrator shall be shared equally by the tribe and the labor
406 organization.

407 (C) The decision of the arbitrator shall be final and binding on both
408 parties and shall be subject to judicial review and enforcement against
409 all parties in the manner prescribed by chapter 909.

410 (5) A tribe shall not retaliate against any individual who exercises
411 any right under the Employment Rights Code. Any individual or
412 organization claiming to be injured by a violation of the provisions of
413 this section shall have the right to seek binding arbitration pursuant to
414 subdivision (4) of this subsection.

415 Sec. 17. Section 32-204 of the general statutes is repealed and the
416 following is substituted in lieu thereof (*Effective October 1, 2009*):

417 The general purpose of the authority shall be to stimulate new
418 spending in Connecticut and to encourage the diversification of the
419 state economy through the construction, operation, maintenance and
420 marketing of a conference or exhibition facility that will create new

421 jobs, add to the benefits of the hospitality industry, broaden the base of
422 the tourism effort and stimulate substantial surrounding economic
423 development and corresponding increased tax revenues to the state.
424 The primary purpose of the authority shall be to attract and service
425 large conventions, tradeshows, exhibitions and conferences, preferably
426 those whose attendees are predominantly from out-of-state; the
427 secondary purpose of the authority, at times when its primary purpose
428 cannot be fulfilled, shall be to attract and service local consumer
429 shows, exhibitions and events which generate less new spending in
430 Connecticut. For these purposes, the authority shall have the following
431 powers: (1) To have perpetual succession as a body corporate and to
432 adopt procedures for the regulation of its affairs and the conduct of its
433 business as provided in subsection (f) of section 32-203; to adopt a
434 corporate seal and alter the same at its pleasure; and to maintain an
435 office at such place or places within the state as it may designate; (2) to
436 sue and be sued; to contract and be contracted with, provided, if
437 management, operating, or promotional contracts or agreements or
438 other contracts or agreements are entered into with nongovernmental
439 parties with respect to property financed with the proceeds of
440 obligations the interest on which is excluded from gross income for
441 federal income taxation, the board of directors will ensure that such
442 contracts or agreements are in compliance with the covenants of the
443 authority upon which such tax exclusion is conditioned; (3) to acquire,
444 by gift, purchase, condemnation or transfer, lands or rights-in-land in
445 connection therewith and to sell, lease as lessee or as lessor, provided
446 such activity is consistent with all applicable federal tax covenants of
447 the authority, transfer or dispose of any property or interest therein
448 acquired by it, at any time; and to receive and accept aid or
449 contributions, from any source, of money, labor, property or other
450 things of value, to be held, used and applied to carry out the purposes
451 of sections 32-200 to 32-212, inclusive, subject to the conditions upon
452 which such grants and contributions are made, including, but not
453 limited to, gifts or grants from any department, agency or
454 instrumentality of the United States or this state for any purpose

455 consistent with said sections; (4) to formulate plans for, acquire,
456 finance and develop, lease, purchase, construct, reconstruct, repair,
457 improve, expand, extend, operate, maintain and market the project,
458 provided such activities are consistent with all applicable federal tax
459 covenants of the authority; (5) to fix and revise from time to time and
460 to charge and collect fees, rents and other charges for the use,
461 occupancy or operation of the project, and to establish and revise from
462 time to time, regulations in respect of the use, operation and
463 occupancy of any such project, provided such regulations are
464 consistent with all applicable federal tax covenants of the authority; (6)
465 to employ such assistants, agents and other employees as may be
466 necessary or desirable to carry out its purposes and to fix their
467 compensation; to establish and modify personnel procedures as may
468 be necessary from time to time and to negotiate and enter into
469 collective bargaining agreements with labor unions; (7) to engage
470 architects, engineers, attorneys, accountants, consultants and such
471 other independent professionals as may be necessary or desirable to
472 carry out its purposes; to contract for construction, development,
473 concessions and the procurement of goods and services and to
474 establish and modify procurement procedures from time to time to
475 implement the foregoing in accordance with the provisions of
476 subsection (b) of this section; (8) to adopt procedures with respect to
477 contractors and subcontractors engaged in the construction of the
478 project which require such contractors or subcontractors (A) to take
479 affirmative action to provide equal opportunity for employment
480 without discrimination as to race, creed, color, national origin,
481 ancestry, sex, gender identity or expression, marital status, age, lawful
482 source of income, mental retardation, mental disability or physical
483 disability, including, but not limited to, blindness or deafness and (B)
484 to ensure that the wages paid on an hourly basis to any mechanic,
485 laborer or workman employed by such contractor or subcontractor
486 with respect to the project shall be at a rate equal to the rate customary
487 or prevailing for the same work in the same trade or occupation in the
488 town and city of Stamford; (9) to engage in and contract for marketing

489 and promotional activities to attract national, regional and local
490 conventions, trade shows, exhibitions, banquets and other events in
491 order to maximize the use of the project and to carry out the purposes
492 of sections 32-200 to 32-212, inclusive; (10) to acquire, lease, hold and
493 dispose of personal property for the purposes set forth in sections 32-
494 200 to 32-212, inclusive; (11) to procure insurance against any liability
495 or loss in connection with its property and other assets, in such
496 amounts and from such insurers as it deems desirable and to procure
497 insurance for employees; (12) to borrow money and to issue bonds,
498 notes and other obligations of the authority to the extent permitted
499 under sections 32-200 to 32-212, inclusive, to fund and refund the same
500 and to provide for the rights of the holders thereof and to secure the
501 same by pledge of assets, revenues, notes and state contract assistance
502 as provided in said sections and such state taxes as the authority shall
503 be entitled to receive pursuant to the provisions of said sections; (13) to
504 invest any funds not needed for immediate use or disbursement in
505 obligations issued or guaranteed by the United States of America or
506 the state of Connecticut and in other obligations which are legal
507 investments for savings banks in this state and in time deposits or
508 certificates of deposit or other similar banking arrangements secured
509 in such manner as the authority determines; (14) to do anything
510 necessary and desirable, including executing reimbursement
511 agreements or similar agreements in connection with credit facilities,
512 including, but not limited to, letters of credit or policies of bond
513 insurance, remarketing agreements and agreements for the purpose of
514 moderating interest rate fluctuations, to render any bonds to be issued
515 pursuant to sections 32-200 to 32-212, inclusive, more marketable; (15)
516 to do all acts and things necessary or convenient to carry out the
517 purposes of sections 32-200 to 32-212, inclusive, and the powers
518 expressly granted by said sections.

519 Sec. 18. Section 32-277 of the general statutes is repealed and the
520 following is substituted in lieu thereof (*Effective October 1, 2009*):

521 A regional corporation shall not provide any financial assistance

522 authorized by sections 32-271 to 32-284, inclusive, unless the following
523 conditions are met:

524 (1) The applicant has demonstrated that there is little prospect of
525 obtaining the conventional project financing requested from either
526 private or public sources of funding within the region, and that there is
527 little prospect of obtaining adequate project financing from private
528 sources of capital, or in the case of a loan guarantee, that there is little
529 prospect of obtaining project financing without the guarantee;

530 (2) There is a reasonable prospect of repayment;

531 (3) The project is located in the region represented by the regional
532 corporation;

533 (4) The project will comply with any applicable environmental rules
534 or regulations;

535 (5) The applicant has certified that it will not discriminate against
536 any employee or any applicant for employment because of race,
537 religion, color, national origin, sex, gender identity or expression or
538 age;

539 (6) A staff member or a representative of the regional corporation
540 acting in an official capacity has personally visited the project site and
541 the applicant's place of business; and

542 (7) Financial commitments or contingent financial commitments for
543 the project have been obtained from other public and private sources.

544 Sec. 19. Section 38a-358 of the general statutes is repealed and the
545 following is substituted in lieu thereof (*Effective October 1, 2009*):

546 The declination, cancellation or nonrenewal of a policy for private
547 passenger nonfleet automobile insurance is prohibited if the
548 declination, cancellation or nonrenewal is based: (1) On the race,
549 religion, nationality or ethnicity of the applicant or named insured; (2)

550 solely on the lawful occupation or profession of the applicant or
551 named insured, except that this provision shall not apply to any
552 insurer which limits its market to one lawful occupation or profession
553 or to several related lawful occupations or professions; (3) on the
554 principal location of the insured motor vehicle unless such decision is
555 for a business purpose which is not a mere pretext for unfair
556 discrimination; (4) solely on the age, sex, gender identity or expression
557 or marital status of an applicant or an insured, except that this
558 subdivision shall not apply to an insurer in an insurer group if one or
559 more other insurers in the group would not decline an application for
560 essentially similar coverage based upon such reasons; (5) on the fact
561 that the applicant or named insured previously obtained insurance
562 coverage through a residual market; (6) on the fact that another insurer
563 previously declined to insure the applicant or terminated an existing
564 policy in which the applicant was the named insured; or (7) the first or
565 second accident within the current experience period in relation to
566 which the applicant or insured was not convicted of a moving traffic
567 violation and was not at fault.

568 Sec. 20. Section 42-125a of the general statutes is repealed and the
569 following is substituted in lieu thereof (*Effective October 1, 2009*):

570 It is the policy of the state of Connecticut to oppose restraints of
571 trade and unfair trade practices in the form of discriminatory boycotts
572 which are not specifically authorized by the law of the United States
573 and which are fostered or imposed by foreign persons, foreign
574 governments or international organizations against any domestic
575 individual on the basis of race, color, creed, religion, sex, gender
576 identity or expression, nationality or national origin. It is also the
577 policy of the state to oppose any actions, including the formation or
578 continuance of agreements, understandings or contractual
579 arrangements, expressed or implied, which have the effect of
580 furthering such discriminatory boycotts, in order that the peace,
581 health, safety, prosperity and general welfare of all the inhabitants of
582 the state may be protected and ensured. This chapter shall be deemed

583 an exercise of the police power of the state for the protection of the
584 people of this state and shall be administered and principally enforced
585 by the Attorney General. The provisions of this chapter shall be
586 construed liberally so as to effectuate this declaration of policy and the
587 laws and Constitution of the United States, but nothing in this chapter
588 shall be construed to infringe upon the right of the United States
589 government to regulate interstate and foreign commerce.

590 Sec. 21. Subsection (c) of section 42-125b of the general statutes is
591 repealed and the following is substituted in lieu thereof (*Effective*
592 *October 1, 2009*):

593 (c) "Participating in a discriminatory boycott" means the entering
594 into or performing of any agreement, understanding or contractual
595 arrangement for economic benefit by any person with any foreign
596 government, foreign person or international organization, which is not
597 specifically authorized by the laws of the United States and which is
598 required or imposed, either directly or indirectly, overtly or covertly,
599 by the foreign government, foreign person or international
600 organization in order to restrict, condition, prohibit or interfere with
601 any business relationship in this state on the basis of a domestic
602 individual's race, color, creed, religion, sex, gender identity or
603 expression, nationality or national origin; provided, handling, altering
604 or shipping goods or complying with the commercial laws of a foreign
605 country, unless such laws require discrimination against a domestic
606 individual on the basis of race, color, creed, religion, sex, gender
607 identity or expression, nationality or national origin, shall not
608 constitute a discriminatory boycott.

609 Sec. 22. Subsection (a) of section 46a-58 of the general statutes is
610 repealed and the following is substituted in lieu thereof (*Effective*
611 *October 1, 2009*):

612 (a) It shall be a discriminatory practice in violation of this section for
613 any person to subject, or cause to be subjected, any other person to the
614 deprivation of any rights, privileges or immunities, secured or

615 protected by the Constitution or laws of this state or of the United
616 States, on account of religion, national origin, alienage, color, race, sex,
617 gender identity or expression, sexual orientation, blindness or physical
618 disability.

619 Sec. 23. Subsection (a) of section 46a-59 of the general statutes is
620 repealed and the following is substituted in lieu thereof (*Effective*
621 *October 1, 2009*):

622 (a) It shall be a discriminatory practice in violation of this section for
623 any association, board or other organization the principal purpose of
624 which is the furtherance of the professional or occupational interests of
625 its members, whose profession, trade or occupation requires a state
626 license, to refuse to accept a person as a member of such association,
627 board or organization because of his race, national origin, creed, sex,
628 gender identity or expression or color.

629 Sec. 24. Subsection (a) of section 46a-60 of the general statutes is
630 repealed and the following is substituted in lieu thereof (*Effective*
631 *October 1, 2009*):

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

633 (1) For an employer, by the employer or the employer's agent,
634 except in the case of a bona fide occupational qualification or need, to
635 refuse to hire or employ or to bar or to discharge from employment
636 any individual or to discriminate against such individual in
637 compensation or in terms, conditions or privileges of employment
638 because of the individual's race, color, religious creed, age, sex, gender
639 identity or expression, marital status, national origin, ancestry, present
640 or past history of mental disability, mental retardation, learning
641 disability or physical disability, including, but not limited to,
642 blindness;

643 (2) For any employment agency, except in the case of a bona fide
644 occupational qualification or need, to fail or refuse to classify properly

645 or refer for employment or otherwise to discriminate against any
646 individual because of such individual's race, color, religious creed, age,
647 sex, gender identity or expression, marital status, national origin,
648 ancestry, present or past history of mental disability, mental
649 retardation, learning disability or physical disability, including, but not
650 limited to, blindness;

651 (3) For a labor organization, because of the race, color, religious
652 creed, age, sex, gender identity or expression, marital status, national
653 origin, ancestry, present or past history of mental disability, mental
654 retardation, learning disability or physical disability, including, but not
655 limited to, blindness of any individual to exclude from full
656 membership rights or to expel from its membership such individual or
657 to discriminate in any way against any of its members or against any
658 employer or any individual employed by an employer, unless such
659 action is based on a bona fide occupational qualification;

660 (4) For any person, employer, labor organization or employment
661 agency to discharge, expel or otherwise discriminate against any
662 person because such person has opposed any discriminatory
663 employment practice or because such person has filed a complaint or
664 testified or assisted in any proceeding under section 46a-82, 46a-83 or
665 46a-84;

666 (5) For any person, whether an employer or an employee or not, to
667 aid, abet, incite, compel or coerce the doing of any act declared to be a
668 discriminatory employment practice or to attempt to do so;

669 (6) For any person, employer, employment agency or labor
670 organization, except in the case of a bona fide occupational
671 qualification or need, to advertise employment opportunities in such a
672 manner as to restrict such employment so as to discriminate against
673 individuals because of their race, color, religious creed, age, sex,
674 gender identity or expression, marital status, national origin, ancestry,
675 present or past history of mental disability, mental retardation,
676 learning disability or physical disability, including, but not limited to,

677 blindness;

678 (7) For an employer, by the employer or the employer's agent: (A)
679 To terminate a woman's employment because of her pregnancy; (B) to
680 refuse to grant to that employee a reasonable leave of absence for
681 disability resulting from her pregnancy; (C) to deny to that employee,
682 who is disabled as a result of pregnancy, any compensation to which
683 she is entitled as a result of the accumulation of disability or leave
684 benefits accrued pursuant to plans maintained by the employer; (D) to
685 fail or refuse to reinstate the employee to her original job or to an
686 equivalent position with equivalent pay and accumulated seniority,
687 retirement, fringe benefits and other service credits upon her
688 signifying her intent to return unless, in the case of a private employer,
689 the employer's circumstances have so changed as to make it impossible
690 or unreasonable to do so; (E) to fail or refuse to make a reasonable
691 effort to transfer a pregnant employee to any suitable temporary
692 position which may be available in any case in which an employee
693 gives written notice of her pregnancy to her employer and the
694 employer or pregnant employee reasonably believes that continued
695 employment in the position held by the pregnant employee may cause
696 injury to the employee or fetus; (F) to fail or refuse to inform the
697 pregnant employee that a transfer pursuant to subparagraph (E) of this
698 subdivision may be appealed under the provisions of this chapter; or
699 (G) to fail or refuse to inform employees of the employer, by any
700 reasonable means, that they must give written notice of their
701 pregnancy in order to be eligible for transfer to a temporary position;

702 (8) For an employer, by the employer or the employer's agent, for an
703 employment agency, by itself or its agent, or for any labor
704 organization, by itself or its agent, to harass any employee, person
705 seeking employment or member on the basis of sex or gender identity
706 or expression. "Sexual harassment" shall, for the purposes of this
707 section, be defined as any unwelcome sexual advances or requests for
708 sexual favors or any conduct of a sexual nature when (A) submission
709 to such conduct is made either explicitly or implicitly a term or

710 condition of an individual's employment, (B) submission to or rejection
711 of such conduct by an individual is used as the basis for employment
712 decisions affecting such individual, or (C) such conduct has the
713 purpose or effect of substantially interfering with an individual's work
714 performance or creating an intimidating, hostile or offensive working
715 environment;

716 (9) For an employer, by the employer or the employer's agent, for an
717 employment agency, by itself or its agent, or for any labor
718 organization, by itself or its agent, to request or require information
719 from an employee, person seeking employment or member relating to
720 the individual's child-bearing age or plans, pregnancy, function of the
721 individual's reproductive system, use of birth control methods, or the
722 individual's familial responsibilities, unless such information is
723 directly related to a bona fide occupational qualification or need,
724 provided an employer, through a physician may request from an
725 employee any such information which is directly related to workplace
726 exposure to substances which may cause birth defects or constitute a
727 hazard to an individual's reproductive system or to a fetus if the
728 employer first informs the employee of the hazards involved in
729 exposure to such substances;

730 (10) For an employer, by the employer or the employer's agent, after
731 informing an employee, pursuant to subdivision (9) of this subsection,
732 of a workplace exposure to substances which may cause birth defects
733 or constitute a hazard to an employee's reproductive system or to a
734 fetus, to fail or refuse, upon the employee's request, to take reasonable
735 measures to protect the employee from the exposure or hazard
736 identified, or to fail or refuse to inform the employee that the measures
737 taken may be the subject of a complaint filed under the provisions of
738 this chapter. Nothing in this subdivision is intended to prohibit an
739 employer from taking reasonable measures to protect an employee
740 from exposure to such substances. For the purpose of this subdivision,
741 "reasonable measures" shall be those measures which are consistent
742 with business necessity and are least disruptive of the terms and

743 conditions of the employee's employment;

744 (11) For an employer, by the employer or the employer's agent, for
745 an employment agency, by itself or its agent, or for any labor
746 organization, by itself or its agent: (A) To request or require genetic
747 information from an employee, person seeking employment or
748 member, or (B) to discharge, expel or otherwise discriminate against
749 any person on the basis of genetic information. For the purpose of this
750 subdivision, "genetic information" means the information about genes,
751 gene products or inherited characteristics that may derive from an
752 individual or a family member.

753 Sec. 25. Subsection (a) of section 46a-64 of the general statutes is
754 repealed and the following is substituted in lieu thereof (*Effective*
755 *October 1, 2009*):

756 (a) It shall be a discriminatory practice in violation of this section: (1)
757 To deny any person within the jurisdiction of this state full and equal
758 accommodations in any place of public accommodation, resort or
759 amusement because of race, creed, color, national origin, ancestry, sex,
760 gender identity or expression, marital status, age, lawful source of
761 income, mental retardation, mental disability or physical disability,
762 including, but not limited to, blindness or deafness of the applicant,
763 subject only to the conditions and limitations established by law and
764 applicable alike to all persons; (2) to discriminate, segregate or separate
765 on account of race, creed, color, national origin, ancestry, sex, gender
766 identity or expression, marital status, age, lawful source of income,
767 mental retardation, mental disability, learning disability or physical
768 disability, including, but not limited to, blindness or deafness; (3) for a
769 place of public accommodation, resort or amusement to restrict or limit
770 the right of a mother to breast-feed her child; (4) for a place of public
771 accommodation, resort or amusement to fail or refuse to post a notice,
772 in a conspicuous place, that any blind, deaf or mobility impaired
773 person, accompanied by his guide dog wearing a harness or an
774 orange-colored leash and collar, may enter such premises or facilities;

775 or (5) to deny any blind, deaf or mobility impaired person or any
776 person training a dog as a guide dog for a blind person or a dog to
777 assist a deaf or mobility impaired person, accompanied by his guide
778 dog or assistance dog, full and equal access to any place of public
779 accommodation, resort or amusement. Any blind, deaf or mobility
780 impaired person or any person training a dog as a guide dog for a
781 blind person or a dog to assist a deaf or mobility impaired person may
782 keep his guide dog or assistance dog with him at all times in such
783 place of public accommodation, resort or amusement at no extra
784 charge, provided the dog wears a harness or an orange-colored leash
785 and collar and is in the direct custody of such person. The blind, deaf
786 or mobility impaired person or person training a dog as a guide dog
787 for a blind person or a dog to assist a deaf or mobility impaired person
788 shall be liable for any damage done to the premises or facilities by his
789 dog. For purposes of this subdivision, "guide dog" or "assistance dog"
790 includes a dog being trained as a guide dog or assistance dog and
791 "person training a dog as a guide dog for a blind person or a dog to
792 assist a deaf or mobility impaired person" means a person who is
793 employed by and authorized to engage in designated training
794 activities by a guide dog organization or assistance dog organization
795 that complies with the criteria for membership in a professional
796 association of guide dog or assistance dog schools and who carries
797 photographic identification indicating such employment and
798 authorization.

799 Sec. 26. Subsection (a) of section 46a-64c of the general statutes is
800 repealed and the following is substituted in lieu thereof (*Effective*
801 *October 1, 2009*):

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

803 (1) To refuse to sell or rent after the making of a bona fide offer, or
804 to refuse to negotiate for the sale or rental of, or otherwise make
805 unavailable or deny, a dwelling to any person because of race, creed,
806 color, national origin, ancestry, sex, gender identity or expression,

807 marital status, age, lawful source of income or familial status.

808 (2) To discriminate against any person in the terms, conditions, or
809 privileges of sale or rental of a dwelling, or in the provision of services
810 or facilities in connection therewith, because of race, creed, color,
811 national origin, ancestry, sex, gender identity or expression, marital
812 status, age, lawful source of income or familial status.

813 (3) To make, print or publish, or cause to be made, printed or
814 published any notice, statement, or advertisement, with respect to the
815 sale or rental of a dwelling that indicates any preference, limitation, or
816 discrimination based on race, creed, color, national origin, ancestry,
817 sex, gender identity or expression, marital status, age, lawful source of
818 income, familial status, learning disability or physical or mental
819 disability, or an intention to make any such preference, limitation or
820 discrimination.

821 (4) (A) To represent to any person because of race, creed, color,
822 national origin, ancestry, sex, gender identity or expression, marital
823 status, age, lawful source of income, familial status, learning disability
824 or physical or mental disability that any dwelling is not available for
825 inspection, sale or rental when such dwelling is in fact so available.

826 (B) It shall be a violation of this subdivision for any person to
827 restrict or attempt to restrict the choices of any buyer or renter to
828 purchase or rent a dwelling (i) to an area which is substantially
829 populated, even if less than a majority, by persons of the same
830 protected class as the buyer or renter, (ii) while such person is
831 authorized to offer for sale or rent another dwelling which meets the
832 housing criteria as expressed by the buyer or renter to such person and
833 (iii) such other dwelling is in an area which is not substantially
834 populated by persons of the same protected class as the buyer or
835 renter. As used in this subdivision, "area" means municipality,
836 neighborhood or other geographic subdivision which may include an
837 apartment or condominium complex; and "protected class" means race,
838 creed, color, national origin, ancestry, sex, gender identity or

839 expression, marital status, age, lawful source of income, familial status,
840 learning disability or physical or mental disability.

841 (5) For profit, to induce or attempt to induce any person to sell or
842 rent any dwelling by representations regarding the entry or
843 prospective entry into the neighborhood of a person or persons of a
844 particular race, creed, color, national origin, ancestry, sex, gender
845 identity or expression, marital status, age, lawful source of income,
846 familial status, learning disability or physical or mental disability.

847 (6) (A) To discriminate in the sale or rental, or to otherwise make
848 unavailable or deny, a dwelling to any buyer or renter because of a
849 learning disability or physical or mental disability of: (i) Such buyer or
850 renter; (ii) a person residing in or intending to reside in such dwelling
851 after it is so sold, rented, or made available; or (iii) any person
852 associated with such buyer or renter.

853 (B) To discriminate against any person in the terms, conditions or
854 privileges of sale or rental of a dwelling, or in the provision of services
855 or facilities in connection with such dwelling, because of a learning
856 disability or physical or mental disability of: (i) Such person; or (ii) a
857 person residing in or intending to reside in such dwelling after it is so
858 sold, rented, or made available; or (iii) any person associated with such
859 person.

860 (C) For purposes of this subdivision, discrimination includes: (i) A
861 refusal to permit, at the expense of a person with a physical or mental
862 disability, reasonable modifications of existing premises occupied or to
863 be occupied by such person if such modifications may be necessary to
864 afford such person full enjoyment of the premises; except that, in the
865 case of a rental, the landlord may, where it is reasonable to do so,
866 condition permission for a modification on the renter agreeing to
867 restore the interior of the premises to the condition that existed before
868 the modification, reasonable wear and tear excepted; (ii) a refusal to
869 make reasonable accommodations in rules, policies, practices or
870 services, when such accommodations may be necessary to afford such

871 person equal opportunity to use and enjoy a dwelling; (iii) in
872 connection with the design and construction of covered multifamily
873 dwellings for the first occupancy after March 13, 1991, a failure to
874 design and construct those dwellings in such manner that they comply
875 with the requirements of Section 804(f) of the Fair Housing Act or the
876 provisions of the state building code as adopted pursuant to the
877 provisions of sections 29-269 and 29-273, whichever requires greater
878 accommodation. "Covered multifamily dwellings" means buildings
879 consisting of four or more units if such buildings have one or more
880 elevators, and ground floor units in other buildings consisting of four
881 or more units.

882 (7) For any person or other entity engaging in residential real-estate-
883 related transactions to discriminate against any person in making
884 available such a transaction, or in the terms or conditions of such a
885 transaction, because of race, creed, color, national origin, ancestry, sex,
886 gender identity or expression, marital status, age, lawful source of
887 income, familial status, learning disability or physical or mental
888 disability.

889 (8) To deny any person access to or membership or participation in
890 any multiple-listing service, real estate brokers' organization or other
891 service, organization, or facility relating to the business of selling or
892 renting dwellings, or to discriminate against him in the terms or
893 conditions of such access, membership or participation, on account of
894 race, creed, color, national origin, ancestry, sex, gender identity or
895 expression, marital status, age, lawful source of income, familial status,
896 learning disability or physical or mental disability.

897 (9) To coerce, intimidate, threaten, or interfere with any person in
898 the exercise or enjoyment of, or on account of his having exercised or
899 enjoyed, or on account of his having aided or encouraged any other
900 person in the exercise or enjoyment of, any right granted or protected
901 by this section.

902 Sec. 27. Subsection (e) of section 46a-64c of the general statutes is

903 repealed and the following is substituted in lieu thereof (*Effective*
904 *October 1, 2009*):

905 (e) Nothing in this section prohibits a person engaged in the
906 business of furnishing appraisals of real property to take into
907 consideration factors other than race, creed, color, national origin,
908 ancestry, sex, gender identity or expression, marital status, age, lawful
909 source of income, familial status, learning disability or physical or
910 mental disability.

911 Sec. 28. Subsection (a) of section 46a-66 of the general statutes is
912 repealed and the following is substituted in lieu thereof (*Effective*
913 *October 1, 2009*):

914 (a) It shall be a discriminatory practice in violation of this section for
915 any creditor to discriminate on the basis of sex, gender identity or
916 expression, age, race, color, religious creed, national origin, ancestry,
917 marital status, mental retardation, learning disability, blindness or
918 physical disability against any person eighteen years of age or over in
919 any credit transaction.

920 Sec. 29. Subsection (a) of section 46a-70 of the general statutes is
921 repealed and the following is substituted in lieu thereof (*Effective*
922 *October 1, 2009*):

923 (a) State officials and supervisory personnel shall recruit, appoint,
924 assign, train, evaluate and promote state personnel on the basis of
925 merit and qualifications, without regard for race, color, religious creed,
926 sex, gender identity or expression, marital status, age, national origin,
927 ancestry, mental retardation, mental disability, learning disability or
928 physical disability, including but not limited to, blindness, unless it is
929 shown by such state officials or supervisory personnel that such
930 disability prevents performance of the work involved.

931 Sec. 30. Subsection (a) of section 46a-71 of the general statutes is
932 repealed and the following is substituted in lieu thereof (*Effective*

933 *October 1, 2009*):

934 (a) All services of every state agency shall be performed without
935 discrimination based upon race, color, religious creed, sex, gender
936 identity or expression, marital status, age, national origin, ancestry,
937 mental retardation, mental disability, learning disability or physical
938 disability, including, but not limited to, blindness.

939 Sec. 31. Subsection (b) of section 46a-72 of the general statutes is
940 repealed and the following is substituted in lieu thereof (*Effective*
941 *October 1, 2009*):

942 (b) Any job request indicating an intention to exclude any person
943 because of race, color, religious creed, sex, gender identity or
944 expression, marital status, age, national origin, ancestry, mental
945 retardation, mental disability, learning disability or physical disability,
946 including, but not limited to, blindness shall be rejected, unless it is
947 shown by such public or private employers that such disability
948 prevents performance of the work involved.

949 Sec. 32. Subsection (a) of section 46a-73 of the general statutes is
950 repealed and the following is substituted in lieu thereof (*Effective*
951 *October 1, 2009*):

952 (a) No state department, board or agency may grant, deny or revoke
953 the license or charter of any person on the grounds of race, color,
954 religious creed, sex, gender identity or expression, marital status, age,
955 national origin, ancestry, mental retardation, mental disability,
956 learning disability or physical disability, including, but not limited to,
957 blindness, unless it is shown by such state department, board or
958 agency that such disability prevents performance of the work
959 involved.

960 Sec. 33. Subsection (a) of section 46a-75 of the general statutes is
961 repealed and the following is substituted in lieu thereof (*Effective*
962 *October 1, 2009*):

963 (a) All educational, counseling, and vocational guidance programs
964 and all apprenticeship and on-the-job training programs of state
965 agencies, or in which state agencies participate, shall be open to all
966 qualified persons, without regard to race, color, religious creed, sex,
967 gender identity or expression, marital status, age, national origin,
968 ancestry, mental retardation, mental disability, learning disability or
969 physical disability, including, but not limited to, blindness.

970 Sec. 34. Subsection (a) of section 46a-76 of the general statutes is
971 repealed and the following is substituted in lieu thereof (*Effective*
972 *October 1, 2009*):

973 (a) Race, color, religious creed, sex, gender identity or expression,
974 marital status, age, national origin, ancestry, mental retardation,
975 mental disability, learning disability or physical disability, including,
976 but not limited to, blindness shall not be considered as limiting factors
977 in state-administered programs involving the distribution of funds to
978 qualify applicants for benefits authorized by law.

979 Sec. 35. Subsections (b) and (c) of section 52-571d of the general
980 statutes are repealed and the following is substituted in lieu thereof
981 (*Effective October 1, 2009*):

982 (b) No golf country club may deny membership in such club to any
983 person on account of race, religion, color, national origin, ancestry, sex,
984 gender identity or expression, marital status or sexual orientation.

985 (c) All classes of membership in a golf country club shall be
986 available without regard to race, religion, color, national origin,
987 ancestry, sex, gender identity or expression, marital status or sexual
988 orientation.

989 Sec. 36. Section 53-37a of the general statutes is repealed and the
990 following is substituted in lieu thereof (*Effective October 1, 2009*):

991 Any person who, with the intent to subject, or cause to be subjected,
992 any other person to the deprivation of any rights, privileges or

993 immunities, secured or protected by the Constitution or laws of this
994 state or of the United States, on account of religion, national origin,
995 alienage, color, race, sex, gender identity or expression, sexual
996 orientation, blindness or physical disability, violates the provisions of
997 section 46a-58, as amended by this act, while wearing a mask, hood or
998 other device designed to conceal the identity of such person shall be
999 guilty of a class D felony.

1000 Sec. 37. (NEW) (*Effective October 1, 2009*) The provisions of
1001 subsection (a) of section 4a-60, subsection (c) of section 8-169s, section
1002 8-265c, subsection (c) of section 8-294, section 8-315, subsection (a) of
1003 section 10-15c, section 10-153, subsection (b) of section 10a-6,
1004 subsection (a) of section 11-24b, sections 16-245r and 16-247r,
1005 subsection (b) of section 28-15, section 31-22p, subsection (e) of section
1006 31-57e, sections 32-204, 32-277, 38a-358 and 42-125a, subsection (c) of
1007 section 42-125b, subsection (a) of section 46a-58, subsection (a) of
1008 section 46a-59, subsection (a) of section 46a-60, subsection (a) of section
1009 46a-64, subsections (a) and (e) of section 46a-64c, subsection (a) of
1010 section 46a-66, subsection (a) of section 46a-70, subsection (a) of section
1011 46a-71, subsection (b) of section 46a-72, subsection (a) of section 46a-73,
1012 subsection (a) of section 46a-75, subsection (a) of section 46a-76,
1013 subsections (b) and (c) of section 52-571d and section 53-37a of the
1014 general statutes, as amended by this act, that prohibit discrimination
1015 on the basis of gender identity or expression shall not apply to a
1016 religious corporation, entity, association, educational institution or
1017 society with respect to the employment of individuals to perform work
1018 connected with the carrying on by such corporation, entity,
1019 association, educational institution or society of its activities, or with
1020 respect to matters of discipline, faith, internal organization or
1021 ecclesiastical rule, custom or law which are established by such
1022 corporation, entity, association, educational institution or society.

This act shall take effect as follows and shall amend the following sections:

| | | |
|-----------|------------------------|--------------------|
| Section 1 | <i>October 1, 2009</i> | 46a-51 |
| Sec. 2 | <i>October 1, 2009</i> | New section |
| Sec. 3 | <i>October 1, 2009</i> | 4a-60(a) |
| Sec. 4 | <i>October 1, 2009</i> | 8-169s(c) |
| Sec. 5 | <i>October 1, 2009</i> | 8-265c |
| Sec. 6 | <i>October 1, 2009</i> | 8-294(c) |
| Sec. 7 | <i>October 1, 2009</i> | 8-315 |
| Sec. 8 | <i>October 1, 2009</i> | 10-15c(a) |
| Sec. 9 | <i>October 1, 2009</i> | 10-153 |
| Sec. 10 | <i>October 1, 2009</i> | 10a-6(b) |
| Sec. 11 | <i>October 1, 2009</i> | 11-24b(a) |
| Sec. 12 | <i>October 1, 2009</i> | 16-245r |
| Sec. 13 | <i>October 1, 2009</i> | 16-247r |
| Sec. 14 | <i>October 1, 2009</i> | 28-15(b) |
| Sec. 15 | <i>October 1, 2009</i> | 31-22p |
| Sec. 16 | <i>October 1, 2009</i> | 31-57e(e) |
| Sec. 17 | <i>October 1, 2009</i> | 32-204 |
| Sec. 18 | <i>October 1, 2009</i> | 32-277 |
| Sec. 19 | <i>October 1, 2009</i> | 38a-358 |
| Sec. 20 | <i>October 1, 2009</i> | 42-125a |
| Sec. 21 | <i>October 1, 2009</i> | 42-125b(c) |
| Sec. 22 | <i>October 1, 2009</i> | 46a-58(a) |
| Sec. 23 | <i>October 1, 2009</i> | 46a-59(a) |
| Sec. 24 | <i>October 1, 2009</i> | 46a-60(a) |
| Sec. 25 | <i>October 1, 2009</i> | 46a-64(a) |
| Sec. 26 | <i>October 1, 2009</i> | 46a-64c(a) |
| Sec. 27 | <i>October 1, 2009</i> | 46a-64c(e) |
| Sec. 28 | <i>October 1, 2009</i> | 46a-66(a) |
| Sec. 29 | <i>October 1, 2009</i> | 46a-70(a) |
| Sec. 30 | <i>October 1, 2009</i> | 46a-71(a) |
| Sec. 31 | <i>October 1, 2009</i> | 46a-72(b) |
| Sec. 32 | <i>October 1, 2009</i> | 46a-73(a) |
| Sec. 33 | <i>October 1, 2009</i> | 46a-75(a) |
| Sec. 34 | <i>October 1, 2009</i> | 46a-76(a) |
| Sec. 35 | <i>October 1, 2009</i> | 52-571d(b) and (c) |
| Sec. 36 | <i>October 1, 2009</i> | 53-37a |
| Sec. 37 | <i>October 1, 2009</i> | New section |

Statement of Purpose:

To prohibit discrimination on the basis of gender identity or expression.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]