



General Assembly

**Amendment**

January Session, 2011

LCO No. 7440

**\*HB0659907440SR0\***

Offered by:  
SEN. RORABACK, 30<sup>th</sup> Dist.

To: House Bill No. 6599

File No. 838

Cal. No. 545

**"AN ACT CONCERNING DISCRIMINATION."**

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1 Strike everything after the enacting clause and substitute the  
2 following in lieu thereof:

3 "Section 1. Section 46a-51 of the general statutes is repealed and the  
4 following is substituted in lieu thereof (*Effective October 1, 2011*):

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

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

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

13 (3) "Commission legal counsel" means a member of the legal staff

- 14 employed by the commission pursuant to section 46a-54;
- 15 (4) "Commissioner" means a member of the commission;
- 16 (5) "Court" means the Superior Court or any judge of said court;
- 17 (6) "Discrimination" includes segregation and separation;
- 18 (7) "Discriminatory employment practice" means any discriminatory  
19 practice specified in section 46a-60, as amended by this act, or 46a-81c;
- 20 (8) "Discriminatory practice" means a violation of section 4a-60, as  
21 amended by this act, 4a-60a, 4a-60g, 46a-58, as amended by this act,  
22 46a-59, as amended by this act, 46a-60, as amended by this act, 46a-64,  
23 as amended by this act, 46a-64c, as amended by this act, 46a-66, as  
24 amended by this act, 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-70 to  
25 46a-78, inclusive, as amended by this act, subsection (a) of section 46a-  
26 80 or sections 46a-81b to 46a-81o, inclusive;
- 27 (9) "Employee" means any person employed by an employer but  
28 shall not include any individual employed by such individual's  
29 parents, spouse or child, or in the domestic service of any person;
- 30 (10) "Employer" includes the state and all political subdivisions  
31 thereof and means any person or employer with three or more persons  
32 in such person's or employer's employ;
- 33 (11) "Employment agency" means any person undertaking with or  
34 without compensation to procure employees or opportunities to work;
- 35 (12) "Labor organization" means any organization which exists for  
36 the purpose, in whole or in part, of collective bargaining or of dealing  
37 with employers concerning grievances, terms or conditions of  
38 employment, or of other mutual aid or protection in connection with  
39 employment;
- 40 (13) "Mental retardation" means mental retardation as defined in  
41 section 1-1g;

42 (14) "Person" means one or more individuals, partnerships,  
43 associations, corporations, limited liability companies, legal  
44 representatives, trustees, trustees in bankruptcy, receivers and the state  
45 and all political subdivisions and agencies thereof;

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

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

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

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

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

72 (20) "Mental disability" refers to an individual who has a record of,

73 or is regarded as having one or more mental disorders, as defined in  
74 the most recent edition of the American Psychiatric Association's  
75 "Diagnostic and Statistical Manual of Mental Disorders"; and

76 (21) "Gender identity or expression" means a person's gender-  
77 related identity, appearance or behavior, whether or not that gender-  
78 related identity, appearance or behavior is different from that  
79 traditionally associated with the person's physiology or assigned sex at  
80 birth, which gender-related identity can be shown by providing  
81 evidence including, but not limited to, medical history, care or  
82 treatment of the gender-related identity, consistent and uniform  
83 assertion of the gender-related identity or any other evidence that the  
84 gender-related identity is sincerely held, part of a person's core  
85 identity or not being asserted for an improper purpose.

86 Sec. 2. (NEW) (*Effective October 1, 2011*) As used in sections 4a-60, 8-  
87 169s, 8-265c, 8-294, 8-315, 10-15c, 10-153, 10a-6, 11-24b, 16-245r, 16-247r,  
88 28-15, 31-22p, 31-57e, 32-204, 32-277, 38a-358, 42-125a, 42-125b, 52-571d  
89 and 53-37a of the general statutes, as amended by this act, and section  
90 37 of this act, "gender identity or expression" means a person's gender-  
91 related identity, appearance or behavior, whether or not that gender-  
92 related identity, appearance or behavior is different from that  
93 traditionally associated with the person's physiology or assigned sex at  
94 birth, which gender-related identity can be shown by providing  
95 evidence including, but not limited to, medical history, care or  
96 treatment of the gender-related identity, consistent and uniform  
97 assertion of the gender-related identity or any other evidence that the  
98 gender-related identity is sincerely held, part of a person's core  
99 identity or not being asserted for an improper purpose.

100 Sec. 3. Subsection (a) of section 4a-60 of the general statutes is  
101 repealed and the following is substituted in lieu thereof (*Effective*  
102 *October 1, 2011*):

103 (a) Every contract to which the state or any political subdivision of  
104 the state other than a municipality is a party shall contain the

105 following provisions:

106 (1) The contractor agrees and warrants that in the performance of  
107 the contract such contractor will not discriminate or permit  
108 discrimination against any person or group of persons on the grounds  
109 of race, color, religious creed, age, marital status, national origin,  
110 ancestry, sex, gender identity or expression, mental retardation, mental  
111 disability or physical disability, including, but not limited to,  
112 blindness, unless it is shown by such contractor that such disability  
113 prevents performance of the work involved, in any manner prohibited  
114 by the laws of the United States or of the state of Connecticut; and the  
115 contractor further agrees to take affirmative action to insure that  
116 applicants with job-related qualifications are employed and that  
117 employees are treated when employed without regard to their race,  
118 color, religious creed, age, marital status, national origin, ancestry, sex,  
119 gender identity or expression, mental retardation, mental disability or  
120 physical disability, including, but not limited to, blindness, unless it is  
121 shown by such contractor that such disability prevents performance of  
122 the work involved;

123 (2) The contractor agrees, in all solicitations or advertisements for  
124 employees placed by or on behalf of the contractor, to state that it is an  
125 "affirmative action-equal opportunity employer" in accordance with  
126 regulations adopted by the commission;

127 (3) The contractor agrees to provide each labor union or  
128 representative of workers with which such contractor has a collective  
129 bargaining agreement or other contract or understanding and each  
130 vendor with which such contractor has a contract or understanding, a  
131 notice to be provided by the commission advising the labor union or  
132 workers' representative of the contractor's commitments under this  
133 section, and to post copies of the notice in conspicuous places available  
134 to employees and applicants for employment;

135 (4) The contractor agrees to comply with each provision of this  
136 section and sections 46a-68e and 46a-68f and with each regulation or

137 relevant order issued by said commission pursuant to sections 46a-56,  
138 46a-68e and 46a-68f; and

139 (5) The contractor agrees to provide the Commission on Human  
140 Rights and Opportunities with such information requested by the  
141 commission, and permit access to pertinent books, records and  
142 accounts, concerning the employment practices and procedures of the  
143 contractor as relate to the provisions of this section and section 46a-56.

144 Sec. 4. Subsection (c) of section 8-169s of the general statutes is  
145 repealed and the following is substituted in lieu thereof (*Effective*  
146 *October 1, 2011*):

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

170 federal and state governments, shall have access to the property  
171 during normal business hours for the purpose of inspecting  
172 compliance with the provisions of this subsection.

173 Sec. 5. Section 8-265c of the general statutes is repealed and the  
174 following is substituted in lieu thereof (*Effective October 1, 2011*):

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

183 Sec. 6. Subsection (c) of section 8-294 of the general statutes is  
184 repealed and the following is substituted in lieu thereof (*Effective*  
185 *October 1, 2011*):

186 (c) The legislative body may, by resolution, vote to transfer the  
187 urban rehabilitation property with or without compensation to the  
188 person selected pursuant to subsection (b) of this section. Such transfer  
189 shall be made pursuant to a contract of sale and rehabilitation which  
190 shall provide among other things that (1) the property transferred be  
191 rehabilitated predominantly for industrial or commercial use and be  
192 brought into and maintained in conformity with applicable health,  
193 housing and building code standards; (2) that the rehabilitation shall  
194 commence and be completed within a period of time as determined by  
195 the urban rehabilitation agency; (3) prior to the issuance of a certificate  
196 of occupancy by the building official, no transfer of the property or any  
197 interest therein, except a transfer to a bona fide mortgagee or similar  
198 lien holder, may be made by the rehabilitator without the approval of  
199 the urban rehabilitation agency, provided any such transfer may only  
200 be made for a consideration not in excess of the cost of the property to  
201 the rehabilitator together with the costs of any improvements made

202 thereon by the rehabilitator; (4) in the sale or rental of the property, or  
203 any portion of such property, no person shall be discriminated against  
204 because of such person's race, color, religion, sex, gender identity or  
205 expression or national origin; (5) representatives of the urban  
206 rehabilitation agency, representatives of the municipality, and if state  
207 or federal assistance is involved, representatives of the federal and  
208 state governments shall be allowed access to the property during  
209 normal business hours for the purpose of inspecting compliance with  
210 the provisions of this subsection.

211 Sec. 7. Section 8-315 of the general statutes is repealed and the  
212 following is substituted in lieu thereof (*Effective October 1, 2011*):

213 The municipality shall take all necessary steps to insure that  
214 occupancy of all housing financed or otherwise assisted pursuant to  
215 this chapter be open to all persons regardless of race, creed, color,  
216 national origin or ancestry, sex, gender identity or expression, age or  
217 physical disability.

218 Sec. 8. Subsection (a) of section 10-15c of the general statutes is  
219 repealed and the following is substituted in lieu thereof (*Effective*  
220 *October 1, 2011*):

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

232 Sec. 9. Section 10-153 of the general statutes is repealed and the  
233 following is substituted in lieu thereof (*Effective October 1, 2011*):

234 No local or regional board of education shall discriminate on the  
235 basis of sex, gender identity or expression or marital status in the  
236 employment of teachers in the public schools or in the determination  
237 of the compensation to be paid to such teachers.

238 Sec. 10. Subsection (b) of section 10a-6 of the general statutes is  
239 repealed and the following is substituted in lieu thereof (*Effective*  
240 *October 1, 2011*):

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

260 Sec. 11. Subsection (a) of section 11-24b of the general statutes is  
261 repealed and the following is substituted in lieu thereof (*Effective*  
262 *October 1, 2011*):

263 (a) Each principal public library, as defined in section 11-24a, shall  
264 be eligible to receive a state grant in accordance with the provisions of  
265 subsections (b), (c) and (d) of this section provided the following

266 requirements are met:

267 (1) An annual statistical report which includes certification that the  
268 grant, when received, shall be used for library purposes is filed with  
269 the State Library Board in such manner as the board may require. The  
270 report shall include information concerning local library governance,  
271 hours of service, type of facilities, library policies, resources, programs  
272 and services available, measurement of levels of services provided,  
273 personnel and fiscal information concerning library receipts and  
274 expenditures;

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

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

280 (4) Except for the fiscal years ending June 30, 2010, and June 30,  
281 2011, the principal public library shall not have had the amount of its  
282 annual tax levy or appropriation reduced to an amount which is less  
283 than the average amount levied or appropriated for the library for the  
284 three fiscal years immediately preceding the year of the grant, except  
285 that if the expenditures of the library in any one year in such three-  
286 year period are unusually high as compared with expenditures in the  
287 other two years, the library may request an exception to this  
288 requirement and the board, upon review of the expenditures for that  
289 year, may grant an exception;

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

294 (6) Principal public libraries shall not charge individuals residing in  
295 the town in which the library is located or the town in which the  
296 contract library is located for borrowing and lending library materials,

297 accessing information, advice and assistance and programs and  
298 services which promote literacy; and

299 (7) Principal public libraries shall provide equal access to library  
300 service for all individuals and shall not discriminate upon the basis of  
301 age, race, sex, gender identity or expression, religion, national origin,  
302 handicap or place of residency in the town in which the library is  
303 located or the town in which the contract library is located.

304 Sec. 12. Section 16-245r of the general statutes is repealed and the  
305 following is substituted in lieu thereof (*Effective October 1, 2011*):

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

318 Sec. 13. Section 16-247r of the general statutes is repealed and the  
319 following is substituted in lieu thereof (*Effective October 1, 2011*):

320 No telephone company or certified telecommunications provider, as  
321 defined in section 16-1, shall refuse to provide telecommunications  
322 services to, or refuse to negotiate to provide such services to any  
323 customer because of age, race, creed, color, national origin, ancestry,  
324 sex, gender identity or expression, marital status, sexual orientation,  
325 lawful source of income, disability or familial status. No telephone  
326 company or certified telecommunications provider shall decline to  
327 provide telecommunications services to a customer for the sole reason  
328 that the customer is located in an economically distressed geographic

329 area or the customer qualifies for hardship status under section  
330 16-262c. No telephone company or certified telecommunications  
331 provider shall terminate or refuse to reinstate telecommunications  
332 services except in accordance with the provisions of this title.

333 Sec. 14. Subsection (b) of section 28-15 of the general statutes is  
334 repealed and the following is substituted in lieu thereof (*Effective*  
335 *October 1, 2011*):

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

340 Sec. 15. Section 31-22p of the general statutes is repealed and the  
341 following is substituted in lieu thereof (*Effective October 1, 2011*):

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

361 skilled manpower requirements of Connecticut in order to cope with  
362 any new technological changes in industry.

363 Sec. 16. Subsection (e) of section 31-57e of the general statutes is  
364 repealed and the following is substituted in lieu thereof (*Effective*  
365 *October 1, 2011*):

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

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

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

387 (3) When a labor organization claims that it has been designated or  
388 selected for the purposes of collective bargaining by the majority of the  
389 employees in a unit appropriate for such purposes, the labor  
390 organization may apply to an arbitrator to verify the claim pursuant to  
391 subdivision (4) of this subsection. If the arbitrator verifies that the labor  
392 organization has been designated or selected as the bargaining

393 representative by a majority of the employees in an appropriate unit,  
394 the tribe shall, upon request, recognize the labor organization as the  
395 exclusive bargaining agent and bargain in good faith with the labor  
396 organization in an effort to reach a collective bargaining agreement.  
397 However, the arbitrator shall disallow any claim by a labor  
398 organization which is dominated or controlled by the tribe.

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

407 (B) The demand for arbitration shall also be served upon the  
408 Connecticut office of the American Arbitration Association. Absent  
409 settlement, a hearing shall be held in accordance with the rules and  
410 procedures of the American Arbitration Association. The costs and fees  
411 of the arbitrator shall be shared equally by the tribe and the labor  
412 organization.

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

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

421 Sec. 17. Section 32-204 of the general statutes is repealed and the  
422 following is substituted in lieu thereof (*Effective October 1, 2011*):

423 The general purpose of the authority shall be to stimulate new

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

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

494 town and city of Stamford; (9) to engage in and contract for marketing  
495 and promotional activities to attract national, regional and local  
496 conventions, trade shows, exhibitions, banquets and other events in  
497 order to maximize the use of the project and to carry out the purposes  
498 of sections 32-200 to 32-212, inclusive; (10) to acquire, lease, hold and  
499 dispose of personal property for the purposes set forth in sections 32-  
500 200 to 32-212, inclusive; (11) to procure insurance against any liability  
501 or loss in connection with its property and other assets, in such  
502 amounts and from such insurers as it deems desirable and to procure  
503 insurance for employees; (12) to borrow money and to issue bonds,  
504 notes and other obligations of the authority to the extent permitted  
505 under sections 32-200 to 32-212, inclusive, to fund and refund the same  
506 and to provide for the rights of the holders thereof and to secure the  
507 same by pledge of assets, revenues, notes and state contract assistance  
508 as provided in said sections and such state taxes as the authority shall  
509 be entitled to receive pursuant to the provisions of said sections; (13) to  
510 invest any funds not needed for immediate use or disbursement in  
511 obligations issued or guaranteed by the United States of America or  
512 the state of Connecticut and in other obligations which are legal  
513 investments for savings banks in this state and in time deposits or  
514 certificates of deposit or other similar banking arrangements secured  
515 in such manner as the authority determines; (14) to do anything  
516 necessary and desirable, including executing reimbursement  
517 agreements or similar agreements in connection with credit facilities,  
518 including, but not limited to, letters of credit or policies of bond  
519 insurance, remarketing agreements and agreements for the purpose of  
520 moderating interest rate fluctuations, to render any bonds to be issued  
521 pursuant to sections 32-200 to 32-212, inclusive, more marketable; (15)  
522 to do all acts and things necessary or convenient to carry out the  
523 purposes of sections 32-200 to 32-212, inclusive, and the powers  
524 expressly granted by said sections.

525 Sec. 18. Section 32-277 of the general statutes is repealed and the  
526 following is substituted in lieu thereof (*Effective October 1, 2011*):

527 A regional corporation shall not provide any financial assistance

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

530 (1) The applicant has demonstrated that there is little prospect of  
531 obtaining the conventional project financing requested from either  
532 private or public sources of funding within the region, and that there is  
533 little prospect of obtaining adequate project financing from private  
534 sources of capital, or in the case of a loan guarantee, that there is little  
535 prospect of obtaining project financing without the guarantee;

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

537 (3) The project is located in the region represented by the regional  
538 corporation;

539 (4) The project will comply with any applicable environmental rules  
540 or regulations;

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

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

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

550 Sec. 19. Section 38a-358 of the general statutes is repealed and the  
551 following is substituted in lieu thereof (*Effective October 1, 2011*):

552 The declination, cancellation or nonrenewal of a policy for private  
553 passenger nonfleet automobile insurance is prohibited if the  
554 declination, cancellation or nonrenewal is based: (1) On the race,  
555 religion, nationality or ethnicity of the applicant or named insured; (2)  
556 solely on the lawful occupation or profession of the applicant or

557 named insured, except that this provision shall not apply to any  
558 insurer which limits its market to one lawful occupation or profession  
559 or to several related lawful occupations or professions; (3) on the  
560 principal location of the insured motor vehicle unless such decision is  
561 for a business purpose which is not a mere pretext for unfair  
562 discrimination; (4) solely on the age, sex, gender identity or expression  
563 or marital status of an applicant or an insured, except that this  
564 subdivision shall not apply to an insurer in an insurer group if one or  
565 more other insurers in the group would not decline an application for  
566 essentially similar coverage based upon such reasons; (5) on the fact  
567 that the applicant or named insured previously obtained insurance  
568 coverage through a residual market; (6) on the fact that another insurer  
569 previously declined to insure the applicant or terminated an existing  
570 policy in which the applicant was the named insured; (7) the first or  
571 second accident within the current experience period in relation to  
572 which the applicant or insured was not convicted of a moving traffic  
573 violation and was not at fault; or (8) solely on information contained in  
574 an insured's or applicant's credit history or credit rating or solely on an  
575 applicant's lack of credit history. For the purposes of subdivision (8) of  
576 this section, an insurer shall not be deemed to have declined, cancelled  
577 or nonrenewed a policy if coverage is available through an affiliated  
578 insurer.

579 Sec. 20. Section 42-125a of the general statutes is repealed and the  
580 following is substituted in lieu thereof (*Effective October 1, 2011*):

581 It is the policy of the state of Connecticut to oppose restraints of  
582 trade and unfair trade practices in the form of discriminatory boycotts  
583 which are not specifically authorized by the law of the United States  
584 and which are fostered or imposed by foreign persons, foreign  
585 governments or international organizations against any domestic  
586 individual on the basis of race, color, creed, religion, sex, gender  
587 identity or expression, nationality or national origin. It is also the  
588 policy of the state to oppose any actions, including the formation or  
589 continuance of agreements, understandings or contractual  
590 arrangements, expressed or implied, which have the effect of

591 furthering such discriminatory boycotts, in order that the peace,  
592 health, safety, prosperity and general welfare of all the inhabitants of  
593 the state may be protected and ensured. This chapter shall be deemed  
594 an exercise of the police power of the state for the protection of the  
595 people of this state and shall be administered and principally enforced  
596 by the Attorney General. The provisions of this chapter shall be  
597 construed liberally so as to effectuate this declaration of policy and the  
598 laws and Constitution of the United States, but nothing in this chapter  
599 shall be construed to infringe upon the right of the United States  
600 government to regulate interstate and foreign commerce.

601 Sec. 21. Subsection (c) of section 42-125b of the general statutes is  
602 repealed and the following is substituted in lieu thereof (*Effective*  
603 *October 1, 2011*):

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

620 Sec. 22. Subsection (a) of section 46a-58 of the general statutes is  
621 repealed and the following is substituted in lieu thereof (*Effective*  
622 *October 1, 2011*):

623 (a) It shall be a discriminatory practice in violation of this section for  
624 any person to subject, or cause to be subjected, any other person to the  
625 deprivation of any rights, privileges or immunities, secured or  
626 protected by the Constitution or laws of this state or of the United  
627 States, on account of religion, national origin, alienage, color, race, sex,  
628 gender identity or expression, sexual orientation, blindness or physical  
629 disability.

630 Sec. 23. Subsection (a) of section 46a-59 of the general statutes is  
631 repealed and the following is substituted in lieu thereof (*Effective*  
632 *October 1, 2011*):

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

640 Sec. 24. Subsection (a) of section 46a-60 of the general statutes is  
641 repealed and the following is substituted in lieu thereof (*Effective*  
642 *October 1, 2011*):

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

644 (1) For an employer, by the employer or the employer's agent,  
645 except in the case of a bona fide occupational qualification or need, to  
646 refuse to hire or employ or to bar or to discharge from employment  
647 any individual or to discriminate against such individual in  
648 compensation or in terms, conditions or privileges of employment  
649 because of the individual's race, color, religious creed, age, sex, gender  
650 identity or expression, marital status, national origin, ancestry, present  
651 or past history of mental disability, mental retardation, learning  
652 disability or physical disability, including, but not limited to,  
653 blindness;

654 (2) For any employment agency, except in the case of a bona fide  
655 occupational qualification or need, to fail or refuse to classify properly  
656 or refer for employment or otherwise to discriminate against any  
657 individual because of such individual's race, color, religious creed, age,  
658 sex, gender identity or expression, marital status, national origin,  
659 ancestry, present or past history of mental disability, mental  
660 retardation, learning disability or physical disability, including, but not  
661 limited to, blindness;

662 (3) For a labor organization, because of the race, color, religious  
663 creed, age, sex, gender identity or expression, marital status, national  
664 origin, ancestry, present or past history of mental disability, mental  
665 retardation, learning disability or physical disability, including, but not  
666 limited to, blindness of any individual to exclude from full  
667 membership rights or to expel from its membership such individual or  
668 to discriminate in any way against any of its members or against any  
669 employer or any individual employed by an employer, unless such  
670 action is based on a bona fide occupational qualification;

671 (4) For any person, employer, labor organization or employment  
672 agency to discharge, expel or otherwise discriminate against any  
673 person because such person has opposed any discriminatory  
674 employment practice or because such person has filed a complaint or  
675 testified or assisted in any proceeding under section 46a-82, 46a-83 or  
676 46a-84;

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

680 (6) For any person, employer, employment agency or labor  
681 organization, except in the case of a bona fide occupational  
682 qualification or need, to advertise employment opportunities in such a  
683 manner as to restrict such employment so as to discriminate against  
684 individuals because of their race, color, religious creed, age, sex,  
685 gender identity or expression, marital status, national origin, ancestry,

686 present or past history of mental disability, mental retardation,  
687 learning disability or physical disability, including, but not limited to,  
688 blindness;

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

713 (8) For an employer, by the employer or the employer's agent, for an  
714 employment agency, by itself or its agent, or for any labor  
715 organization, by itself or its agent, to harass any employee, person  
716 seeking employment or member on the basis of sex or gender identity  
717 or expression. "Sexual harassment" shall, for the purposes of this  
718 section, be defined as any unwelcome sexual advances or requests for  
719 sexual favors or any conduct of a sexual nature when (A) submission

720 to such conduct is made either explicitly or implicitly a term or  
721 condition of an individual's employment, (B) submission to or rejection  
722 of such conduct by an individual is used as the basis for employment  
723 decisions affecting such individual, or (C) such conduct has the  
724 purpose or effect of substantially interfering with an individual's work  
725 performance or creating an intimidating, hostile or offensive working  
726 environment;

727 (9) For an employer, by the employer or the employer's agent, for an  
728 employment agency, by itself or its agent, or for any labor  
729 organization, by itself or its agent, to request or require information  
730 from an employee, person seeking employment or member relating to  
731 the individual's child-bearing age or plans, pregnancy, function of the  
732 individual's reproductive system, use of birth control methods, or the  
733 individual's familial responsibilities, unless such information is  
734 directly related to a bona fide occupational qualification or need,  
735 provided an employer, through a physician may request from an  
736 employee any such information which is directly related to workplace  
737 exposure to substances which may cause birth defects or constitute a  
738 hazard to an individual's reproductive system or to a fetus if the  
739 employer first informs the employee of the hazards involved in  
740 exposure to such substances;

741 (10) For an employer, by the employer or the employer's agent, after  
742 informing an employee, pursuant to subdivision (9) of this subsection,  
743 of a workplace exposure to substances which may cause birth defects  
744 or constitute a hazard to an employee's reproductive system or to a  
745 fetus, to fail or refuse, upon the employee's request, to take reasonable  
746 measures to protect the employee from the exposure or hazard  
747 identified, or to fail or refuse to inform the employee that the measures  
748 taken may be the subject of a complaint filed under the provisions of  
749 this chapter. Nothing in this subdivision is intended to prohibit an  
750 employer from taking reasonable measures to protect an employee  
751 from exposure to such substances. For the purpose of this subdivision,  
752 "reasonable measures" shall be those measures which are consistent  
753 with business necessity and are least disruptive of the terms and

754 conditions of the employee's employment;

755 (11) For an employer, by the employer or the employer's agent, for  
756 an employment agency, by itself or its agent, or for any labor  
757 organization, by itself or its agent: (A) To request or require genetic  
758 information from an employee, person seeking employment or  
759 member, or (B) to discharge, expel or otherwise discriminate against  
760 any person on the basis of genetic information. For the purpose of this  
761 subdivision, "genetic information" means the information about genes,  
762 gene products or inherited characteristics that may derive from an  
763 individual or a family member.

764 Sec. 25. Subsection (a) of section 46a-64 of the general statutes is  
765 repealed and the following is substituted in lieu thereof (*Effective*  
766 *October 1, 2011*):

767 (a) It shall be a discriminatory practice in violation of this section: (1)  
768 To deny any person within the jurisdiction of this state full and equal  
769 accommodations in any place of public accommodation, resort or  
770 amusement because of race, creed, color, national origin, ancestry, sex,  
771 gender identity or expression, marital status, age, lawful source of  
772 income, mental retardation, mental disability or physical disability,  
773 including, but not limited to, blindness or deafness of the applicant,  
774 subject only to the conditions and limitations established by law and  
775 applicable alike to all persons; (2) to discriminate, segregate or separate  
776 on account of race, creed, color, national origin, ancestry, sex, gender  
777 identity or expression, marital status, age, lawful source of income,  
778 mental retardation, mental disability, learning disability or physical  
779 disability, including, but not limited to, blindness or deafness; (3) for a  
780 place of public accommodation, resort or amusement to restrict or limit  
781 the right of a mother to breast-feed her child; (4) for a place of public  
782 accommodation, resort or amusement to fail or refuse to post a notice,  
783 in a conspicuous place, that any blind, deaf or mobility impaired  
784 person, accompanied by his guide dog wearing a harness or an  
785 orange-colored leash and collar, may enter such premises or facilities;  
786 or (5) to deny any blind, deaf or mobility impaired person or any

787 person training a dog as a guide dog for a blind person or a dog to  
788 assist a deaf or mobility impaired person, accompanied by his guide  
789 dog or assistance dog, full and equal access to any place of public  
790 accommodation, resort or amusement. Any blind, deaf or mobility  
791 impaired person or any person training a dog as a guide dog for a  
792 blind person or a dog to assist a deaf or mobility impaired person may  
793 keep his guide dog or assistance dog with him at all times in such  
794 place of public accommodation, resort or amusement at no extra  
795 charge, provided the dog wears a harness or an orange-colored leash  
796 and collar and is in the direct custody of such person. The blind, deaf  
797 or mobility impaired person or person training a dog as a guide dog  
798 for a blind person or a dog to assist a deaf or mobility impaired person  
799 shall be liable for any damage done to the premises or facilities by his  
800 dog. For purposes of this subdivision, "guide dog" or "assistance dog"  
801 includes a dog being trained as a guide dog or assistance dog and  
802 "person training a dog as a guide dog for a blind person or a dog to  
803 assist a deaf or mobility impaired person" means a person who is  
804 employed by and authorized to engage in designated training  
805 activities by a guide dog organization or assistance dog organization  
806 that complies with the criteria for membership in a professional  
807 association of guide dog or assistance dog schools and who carries  
808 photographic identification indicating such employment and  
809 authorization.

810 Sec. 26. Subsection (b) of section 46a-64 of the general statutes is  
811 repealed and the following is substituted in lieu thereof (*Effective*  
812 *October 1, 2011*):

813 (b) (1) The provisions of this section with respect to the prohibition  
814 of [sex] discrimination on the basis of sex or discrimination on the  
815 basis of gender identity or expression shall not apply to (A) the rental  
816 of sleeping accommodations provided by associations and  
817 organizations which rent all such sleeping accommodations on a  
818 temporary or permanent basis for the exclusive use of persons of the  
819 same sex, or (B) separate bathrooms or locker rooms based on sex. (2)  
820 The provisions of this section with respect to the prohibition of

821 discrimination on the basis of age shall not apply to minors or to  
822 special discount or other public or private programs to assist persons  
823 sixty years of age and older. (3) The provisions of this section with  
824 respect to the prohibition of discrimination on the basis of physical  
825 disability shall not require any person to modify his property in any  
826 way or provide a higher degree of care for a physically disabled  
827 person, including, but not limited to blind or deaf persons, than for a  
828 person not physically disabled. (4) The provisions of this section with  
829 respect to the prohibition of discrimination on the basis of creed shall  
830 not apply to the practice of granting preference in admission of  
831 residents into a nursing home as defined in section 19a-490, if (A) the  
832 nursing home is owned, operated by or affiliated with a religious  
833 organization, exempt from taxation for federal income tax purposes,  
834 and (B) the class of persons granted preference in admission is  
835 consistent with the religious mission of the nursing home. (5) The  
836 provisions of this section with respect to the prohibition of  
837 discrimination on the basis of lawful source of income shall not  
838 prohibit the denial of full and equal accommodations solely on the  
839 basis of insufficient income.

840 Sec. 27. Subsection (a) of section 46a-64c of the general statutes is  
841 repealed and the following is substituted in lieu thereof (*Effective*  
842 *October 1, 2011*):

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

844 (1) To refuse to sell or rent after the making of a bona fide offer, or  
845 to refuse to negotiate for the sale or rental of, or otherwise make  
846 unavailable or deny, a dwelling to any person because of race, creed,  
847 color, national origin, ancestry, sex, gender identity or expression,  
848 marital status, age, lawful source of income or familial status.

849 (2) To discriminate against any person in the terms, conditions, or  
850 privileges of sale or rental of a dwelling, or in the provision of services  
851 or facilities in connection therewith, because of race, creed, color,  
852 national origin, ancestry, sex, gender identity or expression, marital

853 status, age, lawful source of income or familial status.

854 (3) To make, print or publish, or cause to be made, printed or  
855 published any notice, statement, or advertisement, with respect to the  
856 sale or rental of a dwelling that indicates any preference, limitation, or  
857 discrimination based on race, creed, color, national origin, ancestry,  
858 sex, gender identity or expression, marital status, age, lawful source of  
859 income, familial status, learning disability or physical or mental  
860 disability, or an intention to make any such preference, limitation or  
861 discrimination.

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

867 (B) It shall be a violation of this subdivision for any person to  
868 restrict or attempt to restrict the choices of any buyer or renter to  
869 purchase or rent a dwelling (i) to an area which is substantially  
870 populated, even if less than a majority, by persons of the same  
871 protected class as the buyer or renter, (ii) while such person is  
872 authorized to offer for sale or rent another dwelling which meets the  
873 housing criteria as expressed by the buyer or renter to such person and  
874 (iii) such other dwelling is in an area which is not substantially  
875 populated by persons of the same protected class as the buyer or  
876 renter. As used in this subdivision, "area" means municipality,  
877 neighborhood or other geographic subdivision which may include an  
878 apartment or condominium complex; and "protected class" means race,  
879 creed, color, national origin, ancestry, sex, gender identity or  
880 expression, marital status, age, lawful source of income, familial status,  
881 learning disability or physical or mental disability.

882 (5) For profit, to induce or attempt to induce any person to sell or  
883 rent any dwelling by representations regarding the entry or  
884 prospective entry into the neighborhood of a person or persons of a

885 particular race, creed, color, national origin, ancestry, sex, gender  
886 identity or expression, marital status, age, lawful source of income,  
887 familial status, learning disability or physical or mental disability.

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

894 (B) To discriminate against any person in the terms, conditions or  
895 privileges of sale or rental of a dwelling, or in the provision of services  
896 or facilities in connection with such dwelling, because of a learning  
897 disability or physical or mental disability of: (i) Such person; or (ii) a  
898 person residing in or intending to reside in such dwelling after it is so  
899 sold, rented, or made available; or (iii) any person associated with such  
900 person.

901 (C) For purposes of this subdivision, discrimination includes: (i) A  
902 refusal to permit, at the expense of a person with a physical or mental  
903 disability, reasonable modifications of existing premises occupied or to  
904 be occupied by such person if such modifications may be necessary to  
905 afford such person full enjoyment of the premises; except that, in the  
906 case of a rental, the landlord may, where it is reasonable to do so,  
907 condition permission for a modification on the renter agreeing to  
908 restore the interior of the premises to the condition that existed before  
909 the modification, reasonable wear and tear excepted; (ii) a refusal to  
910 make reasonable accommodations in rules, policies, practices or  
911 services, when such accommodations may be necessary to afford such  
912 person equal opportunity to use and enjoy a dwelling; (iii) in  
913 connection with the design and construction of covered multifamily  
914 dwellings for the first occupancy after March 13, 1991, a failure to  
915 design and construct those dwellings in such manner that they comply  
916 with the requirements of Section 804(f) of the Fair Housing Act or the  
917 provisions of the state building code as adopted pursuant to the

918 provisions of sections 29-269 and 29-273, whichever requires greater  
919 accommodation. "Covered multifamily dwellings" means buildings  
920 consisting of four or more units if such buildings have one or more  
921 elevators, and ground floor units in other buildings consisting of four  
922 or more units.

923 (7) For any person or other entity engaging in residential real-estate-  
924 related transactions to discriminate against any person in making  
925 available such a transaction, or in the terms or conditions of such a  
926 transaction, because of race, creed, color, national origin, ancestry, sex,  
927 gender identity or expression, marital status, age, lawful source of  
928 income, familial status, learning disability or physical or mental  
929 disability.

930 (8) To deny any person access to or membership or participation in  
931 any multiple-listing service, real estate brokers' organization or other  
932 service, organization, or facility relating to the business of selling or  
933 renting dwellings, or to discriminate against him in the terms or  
934 conditions of such access, membership or participation, on account of  
935 race, creed, color, national origin, ancestry, sex, gender identity or  
936 expression, marital status, age, lawful source of income, familial status,  
937 learning disability or physical or mental disability.

938 (9) To coerce, intimidate, threaten, or interfere with any person in  
939 the exercise or enjoyment of, or on account of his having exercised or  
940 enjoyed, or on account of his having aided or encouraged any other  
941 person in the exercise or enjoyment of, any right granted or protected  
942 by this section.

943 Sec. 28. Subsection (e) of section 46a-64c of the general statutes is  
944 repealed and the following is substituted in lieu thereof (*Effective*  
945 *October 1, 2011*):

946 (e) Nothing in this section prohibits a person engaged in the  
947 business of furnishing appraisals of real property to take into  
948 consideration factors other than race, creed, color, national origin,  
949 ancestry, sex, gender identity or expression, marital status, age, lawful

950 source of income, familial status, learning disability or physical or  
951 mental disability.

952 Sec. 29. Subsection (a) of section 46a-66 of the general statutes is  
953 repealed and the following is substituted in lieu thereof (*Effective*  
954 *October 1, 2011*):

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

961 Sec. 30. Subsection (a) of section 46a-70 of the general statutes is  
962 repealed and the following is substituted in lieu thereof (*Effective*  
963 *October 1, 2011*):

964 (a) State officials and supervisory personnel shall recruit, appoint,  
965 assign, train, evaluate and promote state personnel on the basis of  
966 merit and qualifications, without regard for race, color, religious creed,  
967 sex, 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, unless it is  
970 shown by such state officials or supervisory personnel that such  
971 disability prevents performance of the work involved.

972 Sec. 31. Subsection (a) of section 46a-71 of the general statutes is  
973 repealed and the following is substituted in lieu thereof (*Effective*  
974 *October 1, 2011*):

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

980 Sec. 32. Subsection (b) of section 46a-72 of the general statutes is  
981 repealed and the following is substituted in lieu thereof (*Effective*  
982 *October 1, 2011*):

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

990 Sec. 33. Subsection (a) of section 46a-73 of the general statutes is  
991 repealed and the following is substituted in lieu thereof (*Effective*  
992 *October 1, 2011*):

993 (a) No state department, board or agency may grant, deny or revoke  
994 the license or charter of any person on the grounds of race, color,  
995 religious creed, sex, gender identity or expression, marital status, age,  
996 national origin, ancestry, mental retardation, mental disability,  
997 learning disability or physical disability, including, but not limited to,  
998 blindness, unless it is shown by such state department, board or  
999 agency that such disability prevents performance of the work  
1000 involved.

1001 Sec. 34. Subsection (a) of section 46a-75 of the general statutes is  
1002 repealed and the following is substituted in lieu thereof (*Effective*  
1003 *October 1, 2011*):

1004 (a) All educational, counseling, and vocational guidance programs  
1005 and all apprenticeship and on-the-job training programs of state  
1006 agencies, or in which state agencies participate, shall be open to all  
1007 qualified persons, without regard to race, color, religious creed, sex,  
1008 gender identity or expression, marital status, age, national origin,  
1009 ancestry, mental retardation, mental disability, learning disability or  
1010 physical disability, including, but not limited to, blindness.

1011 Sec. 35. Subsection (a) of section 46a-76 of the general statutes is  
1012 repealed and the following is substituted in lieu thereof (*Effective*  
1013 *October 1, 2011*):

1014 (a) Race, color, religious creed, sex, gender identity or expression,  
1015 marital status, age, national origin, ancestry, mental retardation,  
1016 mental disability, learning disability or physical disability, including,  
1017 but not limited to, blindness shall not be considered as limiting factors  
1018 in state-administered programs involving the distribution of funds to  
1019 qualify applicants for benefits authorized by law.

1020 Sec. 36. Subsections (b) and (c) of section 52-571d of the general  
1021 statutes are repealed and the following is substituted in lieu thereof  
1022 (*Effective October 1, 2011*):

1023 (b) No golf country club may deny membership in such club to any  
1024 person on account of race, religion, color, national origin, ancestry, sex,  
1025 gender identity or expression, marital status or sexual orientation.

1026 (c) All classes of membership in a golf country club shall be  
1027 available without regard to race, religion, color, national origin,  
1028 ancestry, sex, gender identity or expression, marital status or sexual  
1029 orientation.

1030 Sec. 37. Section 53-37a of the general statutes is repealed and the  
1031 following is substituted in lieu thereof (*Effective October 1, 2011*):

1032 Any person who, with the intent to subject, or cause to be subjected,  
1033 any other person to the deprivation of any rights, privileges or  
1034 immunities, secured or protected by the Constitution or laws of this  
1035 state or of the United States, on account of religion, national origin,  
1036 alienage, color, race, sex, gender identity or expression, sexual  
1037 orientation, blindness or physical disability, violates the provisions of  
1038 section 46a-58, as amended by this act, while wearing a mask, hood or  
1039 other device designed to conceal the identity of such person shall be  
1040 guilty of a class D felony.

1041 Sec. 38. (NEW) (*Effective October 1, 2011*) The provisions of  
 1042 subsection (a) of section 4a-60, subsection (c) of section 8-169s, section  
 1043 8-265c, subsection (c) of section 8-294, section 8-315, subsection (a) of  
 1044 section 10-15c, section 10-153, subsection (b) of section 10a-6,  
 1045 subsection (a) of section 11-24b, sections 16-245r and 16-247r,  
 1046 subsection (b) of section 28-15, section 31-22p, subsection (e) of section  
 1047 31-57e, sections 32-204, 32-277, 38a-358 and 42-125a, subsection (c) of  
 1048 section 42-125b, subsection (a) of section 46a-58, subsection (a) of  
 1049 section 46a-59, subsection (a) of section 46a-60, subsection (a) of section  
 1050 46a-64, subsections (a) and (e) of section 46a-64c, subsection (a) of  
 1051 section 46a-66, subsection (a) of section 46a-70, subsection (a) of section  
 1052 46a-71, subsection (b) of section 46a-72, subsection (a) of section 46a-73,  
 1053 subsection (a) of section 46a-75, subsection (a) of section 46a-76,  
 1054 subsections (b) and (c) of section 52-571d and section 53-37a of the  
 1055 general statutes, as amended by this act, that prohibit discrimination  
 1056 on the basis of gender identity or expression shall not apply to a  
 1057 religious corporation, entity, association, educational institution or  
 1058 society with respect to the employment of individuals to perform work  
 1059 connected with the carrying on by such corporation, entity,  
 1060 association, educational institution or society of its activities, or with  
 1061 respect to matters of discipline, faith, internal organization or  
 1062 ecclesiastical rule, custom or law which are established by such  
 1063 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, 2011</i>	46a-51
Sec. 2	<i>October 1, 2011</i>	New section
Sec. 3	<i>October 1, 2011</i>	4a-60(a)
Sec. 4	<i>October 1, 2011</i>	8-169s(c)
Sec. 5	<i>October 1, 2011</i>	8-265c
Sec. 6	<i>October 1, 2011</i>	8-294(c)
Sec. 7	<i>October 1, 2011</i>	8-315
Sec. 8	<i>October 1, 2011</i>	10-15c(a)
Sec. 9	<i>October 1, 2011</i>	10-153
Sec. 10	<i>October 1, 2011</i>	10a-6(b)

Sec. 11	<i>October 1, 2011</i>	11-24b(a)
Sec. 12	<i>October 1, 2011</i>	16-245r
Sec. 13	<i>October 1, 2011</i>	16-247r
Sec. 14	<i>October 1, 2011</i>	28-15(b)
Sec. 15	<i>October 1, 2011</i>	31-22p
Sec. 16	<i>October 1, 2011</i>	31-57e(e)
Sec. 17	<i>October 1, 2011</i>	32-204
Sec. 18	<i>October 1, 2011</i>	32-277
Sec. 19	<i>October 1, 2011</i>	38a-358
Sec. 20	<i>October 1, 2011</i>	42-125a
Sec. 21	<i>October 1, 2011</i>	42-125b(c)
Sec. 22	<i>October 1, 2011</i>	46a-58(a)
Sec. 23	<i>October 1, 2011</i>	46a-59(a)
Sec. 24	<i>October 1, 2011</i>	46a-60(a)
Sec. 25	<i>October 1, 2011</i>	46a-64(a)
Sec. 26	<i>October 1, 2011</i>	46a-64(b)
Sec. 27	<i>October 1, 2011</i>	46a-64c(a)
Sec. 28	<i>October 1, 2011</i>	46a-64c(e)
Sec. 29	<i>October 1, 2011</i>	46a-66(a)
Sec. 30	<i>October 1, 2011</i>	46a-70(a)
Sec. 31	<i>October 1, 2011</i>	46a-71(a)
Sec. 32	<i>October 1, 2011</i>	46a-72(b)
Sec. 33	<i>October 1, 2011</i>	46a-73(a)
Sec. 34	<i>October 1, 2011</i>	46a-75(a)
Sec. 35	<i>October 1, 2011</i>	46a-76(a)
Sec. 36	<i>October 1, 2011</i>	52-571d(b) and (c)
Sec. 37	<i>October 1, 2011</i>	53-37a
Sec. 38	<i>October 1, 2011</i>	New section