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## **OLR Bill Analysis**

### **sSB 79**

#### ***AN ACT CONCERNING UNEMPLOYED INDIVIDUALS AND DISCRIMINATORY HIRING PRACTICES.***

##### **SUMMARY:**

This bill makes it a discriminatory employment practice to advertise employment opportunities in a way that discriminates against anyone because he or she is unemployed, unless there is a bona fide occupational qualification or need. The bill applies to people, employers, employment agencies, and labor organizations advertising such opportunities.

Under current law, it is a discriminatory employment practice for these groups to advertise employment opportunities in a way that discriminates against people because of their characteristics or disabilities, unless there is a bona fide occupational qualification or need. These characteristics and disabilities are race; color; religious creed; age; sex; gender identity or expression; marital status; national origin; ancestry; and present or past history of mental, intellectual, learning, or physical disability, including blindness.

By law, the Commission on Human Rights and Opportunities (CHRO) may investigate complaints and order people who engage in discriminatory employment practices to, among other things, (1) cease and desist such practices, (2) take steps to prohibit them, (3) pay back pay, and (4) hire or reinstate the employees. If CHRO fails to act within 180 days after a complaint is filed, the complainant may get a release and take the case to court, which can order appropriate legal and equitable relief, including injunctive relief, attorney's fees, and court costs.

EFFECTIVE DATE: October 1, 2012

**COMMITTEE ACTION**

Commerce Committee

Joint Favorable Substitute Change of Reference  
Yea 16 Nay 0 (03/01/2012)

Labor and Public Employees Committee

Joint Favorable  
Yea 8 Nay 3 (03/08/2012)