



General Assembly

February Session, 2014

**Raised Bill No. 385**

LCO No. 2158



Referred to Committee on JUDICIARY

Introduced by:  
(JUD)

***AN ACT CONCERNING REVISIONS TO STATUTES CONCERNING  
HUMAN RIGHTS AND OPPORTUNITIES.***

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

1 Section 1. Section 1-1f of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective July 1, 2014*):

3 For purposes of [sections 3-10e,] section 4a-60, subdivision (12) of  
4 section 38a-816, [and sections 46a-58, 46a-60, 46a-64, 46a-70 to 46a-73,  
5 inclusive, 46a-75, 46a-76 and] sections 46a-41, 52-175a and chapter  
6 814c:

7 (a) An individual is blind if [his] such individual's central visual  
8 acuity does not exceed 20/200 in the better eye with correcting lenses,  
9 or if [his] such individual's visual acuity is greater than 20/200 but is  
10 accompanied by a limitation in the fields of vision such that the widest  
11 diameter of the visual field subtends an angle no greater than twenty  
12 degrees;

13 (b) An individual [is physically disabled if he] has a physical

14 disability, as defined in section 46a-51, as amended by this act, if such  
15 individual has any chronic physical [handicap,] infirmity or  
16 impairment, whether congenital or resulting from bodily injury,  
17 organic processes or changes or from illness, including, but not limited  
18 to, blindness, epilepsy, deafness or hearing impairment or reliance on a  
19 wheelchair or other remedial appliance or device.

20 Sec. 2. Section 46a-51 of the general statutes is repealed and the  
21 following is substituted in lieu thereof (*Effective July 1, 2014*):

22 As used in section [4a-60a] section 4a-60, as amended by this act,  
23 section 53-37, as amended by this act, section 9 of this act and this  
24 chapter:

25 (1) "Application for credit" means any communication, oral or  
26 written, by a person to a creditor requesting an extension of credit to  
27 that person or to any other person, and includes any procedure  
28 involving the renewal or alteration of credit privileges or the changing  
29 of the name of the person to whom credit is extended;

30 [(1)] (2) "Blind" refers to an individual whose central visual acuity  
31 does not exceed 20/200 in the better eye with correcting lenses, or  
32 whose visual acuity is greater than 20/200 but is accompanied by a  
33 limitation in the fields of vision such that the widest diameter of the  
34 visual field subtends an angle no greater than twenty degrees;

35 [(2)] (3) "Commission" means the Commission on Human Rights  
36 and Opportunities created by section 46a-52;

37 [(3)] (4) "Commission legal counsel" means a member of the [legal  
38 staff employed by] professional staff of the commission [pursuant to  
39 section 46a-54] whose position requires admittance to practice law in  
40 the state of Connecticut;

41 [(4)] (5) "Commissioner" means a member of the commission;

42 (6) "Complainant" means any person, whether acting on his or her

43 own behalf or through an attorney, who files a complaint pursuant to  
44 section 46a-82, as amended by this act;

45 ~~[(5)]~~ (7) "Court" means the Superior Court or any judge of said  
46 court;

47 (8) "Covered multifamily dwellings" means buildings consisting of  
48 four or more units if such buildings have one or more elevators, and  
49 ground floor units in other buildings consisting of four or more units;

50 (9) "Credit" means the right granted by a creditor to a person to  
51 defer payment of debt or to incur debt and defer its payment, or  
52 purchase property or services and defer payment therefor, including,  
53 but not limited to, the right to incur and defer debt which is secured by  
54 residential real property;

55 (10) "Credit sale" means any transaction with respect to which credit  
56 is granted;

57 (11) "Credit transaction" means any invitation to apply for credit,  
58 application for credit, extension of credit or credit sale;

59 (12) "Creditor" means any person who regularly extends or arranges  
60 for the extension of credit for which the payment of a finance charge or  
61 interest is required whether in connection with loans, sale of property  
62 or services or otherwise;

63 ~~[(6)]~~ (13) "Discrimination" includes segregation and separation;

64 (14) "Discrimination because of religion" includes, but is not limited  
65 to, discrimination related to all aspects of religious observances and  
66 practice as well as belief, unless, in the context of an employer-  
67 employee relationship, an employer demonstrates that the employer is  
68 unable to reasonably accommodate to an employee's or prospective  
69 employee's religious observance or practice without undue hardship  
70 on the conduct of the employer's business;

71 (15) "Discrimination because of sex" includes, but is not limited to,  
72 discrimination related to pregnancy, child-bearing capacity,  
73 sterilization, fertility or related medical conditions;

74 ~~[(7)]~~ (16) "Discriminatory employment practice" means any  
75 discriminatory practice specified in section 46a-60, as amended by this  
76 act, or [46a-81c] section 9 of this act;

77 (17) "Discriminatory housing practice" means any discriminatory  
78 practice specified in section 46a-64c, as amended by this act;

79 [(8) "Discriminatory practice" means a violation of section 4a-60, 4a-  
80 60a, 4a-60g, 46a-58, 46a-59, 46a-60, 46a-64, 46a-64c, 46a-66, 46a-68, 46a-  
81 68c to 46a-68f, inclusive, or 46a-70 to 46a-78, inclusive, subsection (a) of  
82 section 46a-80 or sections 46a-81b to 46a-81o, inclusive;]

83 (18) "Discriminatory practice means a violation of any requirement  
84 established by the commission pursuant to subdivisions (13) to (16),  
85 inclusive, of section 46a-54, as amended by this act, or a violation of  
86 section 4a-60, as amended by this act, 4a-60g, as amended by this act,  
87 46a-58, as amended by this act, 46a-59, as amended by this act, 46a-60,  
88 as amended by this act, 46a-64, as amended by this act, 46a-64c, as  
89 amended by this act, 46a-66, as amended by this act, 46a-68, as  
90 amended by this act, or sections 46a-68c to 46a-68f, inclusive, or 46a-70  
91 to 46a-78, inclusive, as amended by this act, or subsection (a) of section  
92 46a-80 or section 9 of this act;

93 (19) "Dwelling" means any building, structure, mobile  
94 manufactured home park or portion thereof that is occupied as, or  
95 designed or intended for occupancy as, a residence by one or more  
96 families, and any vacant land that is offered for sale or lease for the  
97 construction or location thereon of any such building, structure,  
98 mobile manufactured home park or portion thereof;

99 ~~[(9)]~~ (20) "Employee" means any person employed by an employer  
100 but shall not include any individual employed by such individual's

101 parents, spouse or child, or in the domestic service of any person;

102 [(10)] (21) "Employer" includes the state and all political  
103 subdivisions thereof and means any person or employer with three or  
104 more persons in such person's or employer's employ;

105 [(11)] (22) "Employment agency" means any person undertaking  
106 with or without compensation to procure employees or opportunities  
107 to work;

108 (23) "Extension of credit" means all acts incident to the evaluation of  
109 an application for credit and the granting of credit;

110 (24) "Fair Housing Act" means Title VIII of the Civil Rights Act of  
111 1968, as amended, and known as the federal Fair Housing Act (42 USC  
112 3600-3619);

113 (25) "Familial status" means (A) one or more individuals who have  
114 not attained eighteen years of age being domiciled with (i) a parent or  
115 another person having legal custody of such individual or individuals,  
116 or (ii) the designee of such parent or other person having such custody  
117 with the written permission of such parent or other person; or (B) any  
118 individual who is pregnant or is in the process of securing legal  
119 custody of any individual who has not attained eighteen years of age;

120 (26) "Family" includes a single individual;

121 (27) "Gender identity or expression" means an individual's gender-  
122 related identity, appearance or behavior, whether or not that gender-  
123 related identity, appearance or behavior is different from that  
124 traditionally associated with the individual's physiology or assigned  
125 sex at birth, which gender-related identity can be shown by providing  
126 evidence, including, but not limited to, medical history, care or  
127 treatment of the gender-related identity, consistent and uniform  
128 assertion of the gender-related identity or any other evidence that the  
129 gender-related identity is sincerely held, part of an individual's core

130 identity or not being asserted for an improper purpose;

131 (28) "Housing for older persons" means housing (A) provided under  
132 any state or federal program that the Secretary of the United States  
133 Department of Housing and Urban Development determines is  
134 specifically designed and operated to assist elderly persons as defined  
135 in the state or federal program; (B) intended for, and solely occupied  
136 by, persons sixty-two years of age or older; or (C) intended and  
137 operated for occupancy by at least one person fifty-five years of age or  
138 older per unit in accordance with the standards set forth in the Fair  
139 Housing Act and regulations developed pursuant thereto by the  
140 Secretary of the United States Department of Housing and Urban  
141 Development;

142 (29) "Intellectual disability" means intellectual disability, as defined  
143 in section 1-1g, as amended by this act;

144 (30) "Invitation to apply for credit" means any communication, oral  
145 or written, by a creditor that encourages or prompts an application for  
146 credit;

147 [(12)] (31) "Labor organization" means any organization which exists  
148 for the purpose, in whole or in part, of collective bargaining or of  
149 dealing with employers concerning grievances, terms or conditions of  
150 employment, or of other mutual aid or protection in connection with  
151 employment;

152 [(13) "Intellectual disability" means intellectual disability as defined  
153 in section 1-1g;]

154 (32) "Lawful source of income" means income derived from Social  
155 Security, supplemental security income, housing assistance, child  
156 support, alimony or public or state-administered general assistance;

157 (33) "Learning disability" means a severe discrepancy between  
158 educational performance and measured intellectual ability and a

159 disorder in one or more of the basic psychological processes involved  
160 in understanding or in using language, spoken or written, which may  
161 manifest itself in a diminished ability to listen, speak, read, write, spell  
162 or do mathematical calculations;

163 (34) "Marital status" means being single, married as recognized by  
164 the state, widowed, separated or divorced;

165 (35) "Mental disability" means having, a record of having or being  
166 regarded as having one or more mental disorders, as defined in the  
167 most recent edition of the American Psychiatric Association's  
168 "Diagnostic and Statistical Manual of Mental Disorders";

169 (36) "Minority business enterprise" means any contractor,  
170 subcontractor or supplier of materials, fifty-one per cent or more of the  
171 capital stock, if any, or assets of which is owned by a person or persons  
172 who: (A) Are active in the daily affairs of the enterprise; (B) have the  
173 power to direct the management and policies of the enterprise; and (C)  
174 are members of a minority, as defined in subsection (a) of section 32-  
175 9n;

176 (37) "Mobile manufactured home park" means a plot of land upon  
177 which two or more mobile manufactured homes occupied for  
178 residential purposes are located;

179 [(14)] (38) "Person" means one or more individuals, partnerships,  
180 associations, corporations, limited liability companies, legal  
181 representatives, trustees, trustees in bankruptcy, receivers and the state  
182 and all political subdivisions and agencies thereof;

183 (39) "Person claiming to be aggrieved" means any person who  
184 claims to have been injured by a discriminatory practice;

185 [(15) "Physically disabled" refers to] (40) "Physical disability" means  
186 [any individual who has any chronic physical handicap] chronic  
187 physical disability, infirmity or impairment, whether congenital or

188 resulting from bodily injury, organic processes or changes or from  
189 illness, including, but not limited to, blindness, epilepsy, deafness or  
190 hearing impairment or reliance on a wheelchair or other remedial  
191 appliance or device;

192 (41) "Public accommodation, resort or amusement" means any  
193 establishment that offers its services, facilities or goods to the general  
194 public, including, but not limited to, any commercial property or  
195 building lot on which it is intended that a commercial building will be  
196 constructed or offered for sale or rent;

197 (42) "Reasonable cause" means a bona fide belief that the material  
198 issues of fact are such that a person of ordinary caution, prudence and  
199 judgment could believe the facts alleged in the complaint;

200 (43) "Referee" means a human rights referee appointed pursuant to  
201 section 46a-57, as amended by this act;

202 (44) "Residential-real-estate-related transaction" means (A) the  
203 making or purchasing of loans or providing other financial assistance  
204 for purchasing, constructing, improving, repairing or maintaining a  
205 dwelling, or secured by residential real estate; or (B) the selling,  
206 brokering or appraising of residential real property;

207 [(16)] (45) "Respondent" means any person, whether acting on his or  
208 her own behalf or through an attorney, alleged in a complaint filed  
209 pursuant to section 46a-82, as amended by this act, to have committed  
210 a discriminatory practice;

211 [(17)] "Discrimination on the basis of sex" includes but is not limited  
212 to discrimination related to pregnancy, child-bearing capacity,  
213 sterilization, fertility or related medical conditions;

214 (18) "Discrimination on the basis of religious creed" includes but is  
215 not limited to discrimination related to all aspects of religious  
216 observances and practice as well as belief, unless an employer

217 demonstrates that the employer is unable to reasonably accommodate  
218 to an employee's or prospective employee's religious observance or  
219 practice without undue hardship on the conduct of the employer's  
220 business;

221 (19) "Learning disability" refers to an individual who exhibits a  
222 severe discrepancy between educational performance and measured  
223 intellectual ability and who exhibits a disorder in one or more of the  
224 basic psychological processes involved in understanding or in using  
225 language, spoken or written, which may manifest itself in a diminished  
226 ability to listen, speak, read, write, spell or to do mathematical  
227 calculations;

228 (20) "Mental disability" refers to an individual who has a record of,  
229 or is regarded as having one or more mental disorders, as defined in  
230 the most recent edition of the American Psychiatric Association's  
231 "Diagnostic and Statistical Manual of Mental Disorders"; and

232 (21) "Gender identity or expression" means a person's gender-  
233 related identity, appearance or behavior, whether or not that gender-  
234 related identity, appearance or behavior is different from that  
235 traditionally associated with the person's physiology or assigned sex at  
236 birth, which gender-related identity can be shown by providing  
237 evidence including, but not limited to, medical history, care or  
238 treatment of the gender-related identity, consistent and uniform  
239 assertion of the gender-related identity or any other evidence that the  
240 gender-related identity is sincerely held, part of a person's core  
241 identity or not being asserted for an improper purpose.]

242 (46) "Sexual orientation" means heterosexuality, homosexuality or  
243 bisexuality, or having a history of or being identified as such; and

244 (47) "To rent" includes to lease, to sublease, to let and to otherwise  
245 grant for a consideration the right to occupy premises not owned by  
246 the occupant.

247       Sec. 3. Section 46a-52 of the general statutes is repealed and the  
248 following is substituted in lieu thereof (*Effective July 1, 2014*):

249       (a) The commission shall consist of nine persons. [On and after  
250 October 1, 2000, such] Such persons shall be appointed with the advice  
251 and consent of both houses of the General Assembly. (1) On or before  
252 July 15, 1990, the Governor shall appoint five members of the  
253 commission, three of whom shall serve for terms of five years and two  
254 of whom shall serve for terms of three years. Upon the expiration of  
255 such terms, and thereafter, the Governor shall appoint either two or  
256 three members, as appropriate, to serve for terms of five years. On or  
257 before July 14, 1990, the president pro tempore of the Senate, the  
258 minority leader of the Senate, the speaker of the House of  
259 Representatives and the minority leader of the House of  
260 Representatives shall each appoint one member to serve for a term of  
261 three years. Upon the expiration of such terms, and thereafter,  
262 members so appointed shall serve for terms of three years. (2) If any  
263 vacancy occurs, the appointing authority making the initial  
264 appointment shall appoint a person to serve for the remainder of the  
265 unexpired term. The Governor shall select one of the members [of the  
266 commission] to serve as chairperson for a term of one year. The  
267 commission shall meet at least once during each two-month period  
268 and at such other times as the chairperson deems necessary. Special  
269 meetings shall be held on the request of a majority of the members [of  
270 the commission] after notice in accordance with the provisions of  
271 section 1-225.

272       (b) [Except as provided in section 46a-57, the members of the  
273 commission] The commissioners shall serve without pay, but their  
274 reasonable expenses, including educational training expenses and  
275 expenses for necessary stenographic and clerical help, shall be paid by  
276 the state upon approval of the Commissioner of Administrative  
277 Services. Not later than two months after appointment to the  
278 commission, each member of the commission shall receive a minimum  
279 of ten hours of introductory training prior to voting on any

280 commission matter. Each year following such introductory training,  
281 each member shall receive five hours of follow-up training. Such  
282 introductory and follow-up training shall consist of instruction on the  
283 laws governing discrimination in employment, housing, public  
284 accommodation and credit, affirmative action and the procedures of  
285 the commission. Such training shall be organized by the [managing  
286 director] supervising attorney of the legal division of the commission.  
287 Any member who fails to complete such training shall not vote on any  
288 commission matter. Any member who fails to comply with such  
289 introductory training requirement within six months of appointment  
290 shall be deemed to have resigned from office. Any member who fails  
291 to attend three consecutive meetings or who fails to attend fifty per  
292 cent of all meetings held during any calendar year shall be deemed to  
293 have resigned from office.

294 (c) [On or before July 15, 1989, the] The commission shall appoint an  
295 executive director who shall be the chief executive officer of the  
296 [Commission on Human Rights and Opportunities to serve for a term  
297 expiring on July 14, 1990. Upon the expiration of such term and  
298 thereafter, the executive director shall be appointed for a term of four  
299 years] commission. The executive director shall be supervised and  
300 annually evaluated by the commission. The executive director shall  
301 serve at the pleasure of the commission, but no longer than four years  
302 from [July fifteenth in the year] the date of his or her appointment  
303 unless reappointed pursuant to the provisions of this subsection. The  
304 executive director shall receive an annual salary within the salary  
305 range of a salary group established by the Commissioner of  
306 Administrative Services for the position. The executive director shall  
307 (1) [shall] conduct comprehensive planning with respect to the  
308 functions of the commission; (2) [shall] coordinate the activities of the  
309 commission; and (3) [shall] cause the administrative organization of  
310 the commission to be examined with a view to promoting economy  
311 and efficiency. In accordance with established procedures, the  
312 executive director may enter into such contractual agreements as may

313 be necessary for the discharge of the director's duties.

314 (d) The executive director may appoint no more than two deputy  
315 directors with the approval of a majority of the members of the  
316 commission. The deputy directors shall be supervised by the executive  
317 director and shall assist the executive director in the administration of  
318 the commission, the effectuation of its statutory responsibilities and  
319 such other duties as may be assigned by the executive director. Deputy  
320 directors shall serve at the pleasure of the executive director and  
321 without tenure. The executive director may remove a deputy director  
322 with the approval of a majority of the members of the commission.

323 (e) The commission shall be within the Labor Department for  
324 administrative purposes only.

325 Sec. 4. 46a-54 of the general statutes is repealed and the following is  
326 substituted in lieu thereof (*Effective July 1, 2014*):

327 The commission shall have the following powers and duties:

328 (1) To establish and maintain such offices as the commission may  
329 deem necessary;

330 (2) To organize the commission into a division of affirmative action  
331 monitoring and contract compliance, a division of discriminatory  
332 practice complaints, a housing discrimination unit, a legal division and  
333 such other divisions, bureaus or units as may be necessary for the  
334 efficient conduct of business; [of the commission;]

335 (3) To employ legal staff and commission legal counsel as necessary  
336 to perform the duties and responsibilities under section [46a-55] this  
337 chapter. One commission legal counsel shall serve as supervising  
338 attorney [. Each commission legal counsel shall be admitted to practice  
339 law in this state] of the legal division;

340 (4) To appoint such investigators and other employees and agents as  
341 it deems necessary, fix their compensation within the limitations

342 provided by law and prescribe their duties;

343 (5) To adopt, publish, amend and rescind regulations consistent  
344 with and to effectuate the provisions of this chapter;

345 (6) To establish rules of practice to govern, expedite and effectuate  
346 the procedures set forth in this chapter;

347 (7) To recommend policies and make recommendations to agencies  
348 and officers of the state and local subdivisions of government to  
349 effectuate the policies of this chapter;

350 (8) To receive, initiate as provided in section 46a-82, as amended by  
351 this act, investigate and mediate discriminatory practice complaints;

352 (9) By itself or [with or by hearing officers or human rights referees]  
353 by presiding officers, to hold hearings, subpoena witnesses and  
354 compel their attendance, administer oaths, take the testimony of any  
355 person under oath and require the production for examination of any  
356 books and papers relating to any matter under investigation or in  
357 question;

358 (10) To make rules as to the procedure for the issuance of subpoenas  
359 by individual commissioners [, hearing officers and human rights  
360 referees] and presiding officers;

361 (11) To require written answers to interrogatories under oath  
362 relating to any complaint under investigation pursuant to this chapter  
363 alleging any discriminatory practice [as defined in subdivision (8) of  
364 section 46a-51,] and to adopt regulations, in accordance with the  
365 provisions of chapter 54, for the procedure for the issuance of  
366 interrogatories and compliance with interrogatory requests;

367 (12) To [utilize such] accept voluntary and uncompensated services  
368 [of] from private individuals, agencies and organizations; [as may  
369 from time to time be offered and needed and with the cooperation of  
370 such agencies, (A) to study the problems of discrimination in all or

371 specific fields of human relationships, and (B) to foster through  
372 education and community effort or otherwise good will among the  
373 groups and elements of the population of the state;]

374 (13) To require the posting by an employer, employment agency or  
375 labor organization of such notices regarding statutory provisions as  
376 the commission shall provide;

377 (14) To require the posting, by any respondent or other person  
378 subject to the requirements of section 46a-64, as amended by this act,  
379 or 46a-64c, as amended by this act, [46a-81d or 46a-81e,] of such notices  
380 of statutory provisions as it deems desirable;

381 (15) (A) To require an employer having three or more employees to  
382 post in a prominent and accessible location information concerning the  
383 illegality of sexual harassment and the remedies available to victims of  
384 sexual harassment; and (B) to require an employer having fifty or more  
385 employees to provide two hours of training and education [to all  
386 supervisory employees within one year of October 1, 1992, and]  
387 relating to the illegality of sexual harassment to all new supervisory  
388 employees within six months of their assumption of a supervisory  
389 position, provided any employer who has provided such training and  
390 education to any such employees after October 1, 1991, shall not be  
391 required to provide such training and education a second time. Such  
392 training and education shall include information concerning the  
393 federal and state statutory provisions concerning sexual harassment  
394 and remedies available to victims of sexual harassment. As used in this  
395 subdivision, "sexual harassment" [shall have] has the same meaning as  
396 set forth in subdivision [(8)] of subsection (a) of section 46a-60, as  
397 amended by this act, and "employer" shall include the General  
398 Assembly;

399 (16) To require each state agency that employs one or more  
400 employees to (A) provide a minimum of three hours of diversity  
401 training and education [(i) to all supervisory and nonsupervisory

402 employees, not later than July 1, 2002, with priority for such training to  
403 supervisory employees, and (ii)] to all newly hired supervisory and  
404 nonsupervisory employees, not later than six months after their  
405 assumption of a position with a state agency, with priority for such  
406 training to supervisory employees. Such training and education shall  
407 include information concerning the federal and state statutory  
408 provisions concerning discrimination and hate crimes directed at  
409 protected classes and the remedies available to victims of  
410 discrimination and hate crimes, standards for working with and  
411 serving persons from diverse populations and strategies for addressing  
412 differences that may arise from diverse work environments; and (B)  
413 submit an annual report to the [Commission on Human Rights and  
414 Opportunities] commission concerning the status of the diversity  
415 training and education required under subparagraph (A) of this  
416 subdivision. The information in such annual reports shall be reviewed  
417 by the commission for the purpose of submitting an annual summary  
418 report to the General Assembly. [Notwithstanding the provisions of  
419 this section, if a state agency has provided such diversity training and  
420 education to any of its employees prior to October 1, 1999, such state  
421 agency shall not be required to provide such training and education a  
422 second time to such employees.] The requirements of this subdivision  
423 shall be accomplished within available appropriations. As used in this  
424 subdivision, "employee" [shall include] includes any part-time  
425 employee who works more than twenty hours per week;

426 (17) To require each agency to submit information demonstrating its  
427 compliance with subdivision (16) of this section as part of its  
428 affirmative action plan and to receive and investigate complaints  
429 concerning the failure of a state agency to comply with the  
430 requirements of subdivision (16) of this section; and

431 (18) To enter into contracts for and accept grants of private or  
432 federal funds and to accept gifts, donations or bequests, including  
433 donations of service by attorneys and other individuals.

434 Sec. 5. Section 46a-56 of the general statutes is repealed and the  
435 following is substituted in lieu thereof (*Effective July 1, 2014*):

436 (a) The commission shall:

437 (1) Investigate the possibilities of affording equal opportunity of  
438 profitable employment to all persons, with particular reference to job  
439 training and placement;

440 (2) Compile facts concerning discrimination in employment,  
441 violations of civil liberties and other related matters;

442 (3) Investigate and proceed in all cases of discriminatory practices as  
443 provided in this chapter and noncompliance with the provisions of  
444 section 4a-60, as amended by this act, [or 4a-60a] or sections 46a-68c to  
445 46a-68f, inclusive;

446 (4) From time to time, but not less than once a year, report to the  
447 Governor, as provided in section 4-60, making recommendations for  
448 the removal of such injustices as it may find to exist and such other  
449 recommendations as it deems advisable and describing the  
450 investigations, proceedings and hearings it has conducted and their  
451 outcome, the decisions it has rendered and the other work it has  
452 performed;

453 (5) Monitor state contracts to determine whether they are in  
454 compliance with [sections 4a-60 and 4a-60a] section 4a-60, as amended  
455 by this act, and those provisions of the general statutes [which] that  
456 prohibit discrimination; and

457 (6) Compile data concerning state contracts with [female and]  
458 minority business enterprises and submit a report annually to the  
459 General Assembly concerning the employment of such business  
460 enterprises as contractors and subcontractors.

461 (b) The commission may, when it is deemed in the best interests of  
462 the state, exempt a contractor or subcontractor from [the requirements

463 of] complying with any or all of the provisions of section 4a-60, as  
464 amended by this act, [4a-60a,] 46a-68c, 46a-68d or 46a-68e in any  
465 specific contract. Exemptions under [the provisions of this section] this  
466 subsection may include, but not be limited to, the following: [instances:  
467 (1) If the] (1) The work is to be or has been performed outside the state  
468 and no recruitment of workers within [the limits of] the state is  
469 involved; (2) [those involving] the contract involves less than a  
470 specified [amounts] amount of money or specified numbers of  
471 workers; [(3) to the extent that they involve subcontracts] or (3) the  
472 subcontract falls below a specified tier. The commission may also  
473 exempt facilities of a contractor which are in all respects separate and  
474 distinct from activities of the contractor related to the performance of  
475 the contract, provided such an exemption shall not interfere with or  
476 impede [the effectuation of the purposes of] compliance with this  
477 section and sections 4a-60, as amended by this act, [4a-60a,] 4a-60g, as  
478 amended by this act, 4a-62 and 46a-68b to 46a-68k, inclusive, as  
479 amended by this act.

480 (c) If the commission determines through its monitoring and  
481 compliance procedures that a contractor or subcontractor is not  
482 complying with antidiscrimination statutes or contract provisions  
483 required under section 4a-60, as amended by this act, [or 4a-60a or the  
484 provisions of] sections 46a-68c to 46a-68f, inclusive, the commission  
485 may issue a complaint pursuant to subsection (c) of section 46a-82, as  
486 amended by this act. Such complaint shall be scheduled for a hearing  
487 before a [hearing officer or human rights] referee appointed by the  
488 chief referee to act as a presiding officer. Such hearing shall be held in  
489 accordance with chapter 54 and section 46a-84, as amended by this act.  
490 If, after such hearing, the presiding officer makes a finding of  
491 noncompliance with antidiscrimination statutes or contract provisions  
492 required under section 4a-60, as amended by this act, or [4a-60a or the  
493 provisions of] sections 46a-68c to 46a-68f, inclusive, the presiding  
494 officer shall order such relief as is necessary to achieve full compliance  
495 with any antidiscrimination statute and required contract provisions.

496 The presiding officer may: (1) Order the state to retain two per cent of  
497 the total contract price per month on any existing contract with such  
498 contractor that the state withheld pursuant to section 46a-68d and  
499 transfer the funds to the State Treasurer for deposit in the special fund  
500 described in subsection (e) of this section; (2) prohibit the contractor  
501 from participation in any further contracts with state agencies until:  
502 (A) The expiration of a period of two years from the date of the finding  
503 of noncompliance, or (B) the presiding officer determines that the  
504 contractor has adopted policies consistent with such statutes, provided  
505 the presiding officer shall make such determination within forty-five  
506 days of such finding of noncompliance; (3) publish, or cause to be  
507 published, the names of contractors or unions that the presiding officer  
508 has found to be in noncompliance with such provisions; (4) notify the  
509 Attorney General that, in cases in which there is substantial [or  
510 material] violation or the threat of substantial [or material] violation of  
511 [the contractual provisions set forth in] section 4a-60, as amended by  
512 this act, [or 4a-60a,] appropriate proceedings should be brought to  
513 enforce such provisions, including the enjoining [, within the  
514 limitations of applicable law,] of organizations, individuals or groups  
515 [who] that prevent, [directly or indirectly,] or seek to prevent, [directly  
516 or indirectly,] compliance with [the provisions of] section 4a-60, as  
517 amended by this act; [or 4a-60a;] (5) recommend to the Equal  
518 Employment Opportunity Commission or the Department of Justice  
519 that appropriate proceedings be instituted under Title VII of the Civil  
520 Rights Act of 1964, or related laws when necessary; (6) recommend to  
521 the appropriate prosecuting authority that criminal proceedings be  
522 brought for the furnishing of false information to any contracting  
523 agency or to the commission; [as the case may be;] (7) order the  
524 contractor to bring itself into compliance with antidiscrimination  
525 statutes or contract provisions required under section 4a-60, as  
526 amended by this act, [or 4a-60a] or sections 46a-68c to 46a-68f,  
527 inclusive, within a period of thirty days or, for good cause shown,  
528 within an additional period of thirty days, and, if such contractor fails  
529 to bring itself into such compliance within such time period and such

530 noncompliance is substantial [or material] or there is a pattern of  
531 noncompliance, recommend to the contracting agency that such  
532 agency declare the contractor to be in breach of the contract and that  
533 such agency pursue all available remedies; [or] (8) order the  
534 contracting agency to refrain from entering into further contracts, or  
535 extensions or other modifications of existing contracts, with any  
536 noncomplying contractor, until such contractor has satisfied the  
537 commission that such contractor has established and will carry out  
538 personnel and employment policies [in compliance] that comply with  
539 antidiscrimination statutes and [the provisions of] section 4a-60, as  
540 amended by this act, [or 4a-60a] and sections 46a-68c to 46a-68f,  
541 inclusive; or (9) order two or more such remedies or other relief  
542 designed to achieve full compliance with antidiscrimination statutes  
543 and required contract provisions. The commission shall adopt  
544 regulations, in accordance with chapter 54, to implement the  
545 provisions of this section.

546 (d) If the commission determines, through its monitoring and  
547 compliance procedures, [and after a complaint is filed and a hearing is  
548 held pursuant to subsection (c) of this section,] that, with respect to a  
549 state contract, a contractor, subcontractor, service provider or supplier  
550 of materials has (1) fraudulently qualified as a minority business  
551 enterprise, or (2) performed services or supplied materials on behalf of  
552 another contractor, subcontractor or supplier of materials knowing (A)  
553 that such other contractor, subcontractor, service provider or supplier  
554 has fraudulently qualified as a minority business enterprise in order to  
555 appear to comply with antidiscrimination statutes or contract  
556 provisions required under section 4a-60, as amended by this act, [or 4a-  
557 60a,] and (B) that such services or materials are to be used in  
558 connection with a contract entered into pursuant to subsection (b) of  
559 section 4a-60g, [the hearing officer or human rights referee before  
560 whom such hearing was held] the commission may issue a complaint  
561 pursuant to subsection (c) of section 46a-82, as amended by this act.  
562 Such complaint shall be scheduled for a hearing before a referee

563 assigned by the chief referee to act as a presiding officer. Such hearing  
564 shall be held in accordance with chapter 54 and section 46a-84, as  
565 amended by this act. If, after such hearing, the presiding officer makes  
566 a finding that a contractor, subcontractor, service provider or supplier  
567 of materials has violated this subsection, the presiding officer shall  
568 assess a civil penalty of not more than ten thousand dollars upon such  
569 contractor, subcontractor, service provider or supplier of materials.

570 (e) The Attorney General, upon complaint of the commission, shall  
571 institute a civil action in the superior court for the judicial district of  
572 Hartford to recover [such] penalty assessed pursuant to subsection (d)  
573 of this section. Any penalties recovered pursuant to this subsection  
574 shall be deposited in a special fund and shall be held by the State  
575 Treasurer separate and apart from all other moneys, funds and  
576 accounts. The resources in such fund shall, pursuant to regulations  
577 adopted by the commission in accordance with the provisions of  
578 chapter 54, be used to assist minority business enterprises. [As used in  
579 this section, "minority business enterprise" means any contractor,  
580 subcontractor or supplier of materials fifty-one per cent or more of the  
581 capital stock, if any, or assets of which is owned by a person or  
582 persons: (i) Who are active in the daily affairs of the enterprise; (ii) who  
583 have the power to direct the management and policies of the  
584 enterprise; and (iii) who are members of a minority, as defined in  
585 subsection (a) of section 32-9n.]

586 Sec. 6. Section 46a-57 of the general statutes is repealed and the  
587 following is substituted in lieu thereof (*Effective July 1, 2014*):

588 [(a) (1) The Governor shall appoint three human rights referees for  
589 terms commencing October 1, 1998, and four human rights referees for  
590 terms commencing January 1, 1999. The human rights referees so  
591 appointed shall serve for a term of one year.

592 (2) (A) On and after October 1, 1999, the Governor shall appoint  
593 seven human rights referees with the advice and consent of both

594 houses of the General Assembly. The Governor shall appoint three  
595 human rights referees to serve for a term of two years commencing  
596 October 1, 1999. The Governor shall appoint four human rights  
597 referees to serve for a term of three years commencing January 1, 2000.  
598 Thereafter, human rights referees shall serve for a term of three years.

599 (B) On and after July 1, 2001, there shall be five human rights  
600 referees. Each of the human rights referees serving on July 1, 2001,  
601 shall complete the term to which such referee was appointed.  
602 Thereafter, human rights referees shall be appointed by the Governor,  
603 with the advice and consent of both houses of the General Assembly,  
604 to serve for a term of three years.

605 (C) On and after July 1, 2004, there shall be seven human rights  
606 referees. Each of the human rights referees serving on July 1, 2004,  
607 shall complete the term to which such referee was appointed and shall  
608 serve until his successor is appointed and qualified. Thereafter, human  
609 rights referees shall be appointed by the Governor, with the advice and  
610 consent of both houses of the General Assembly, to serve for a term of  
611 three years.

612 (D) On and after October 5, 2009, and until July 1, 2011, there shall  
613 be five human rights referees. Each of the human rights referees  
614 serving on October 5, 2009, shall serve until the term to which such  
615 referee was appointed is completed, or until July 1, 2011, whichever is  
616 earlier, and shall serve until a successor is appointed and qualified. In  
617 the case of a vacancy, a successor shall be appointed by the Governor,  
618 with the advice and consent of both houses of the General Assembly,  
619 to serve until July 1, 2011.

620 (E) On and after July 1, 2011, there shall be three human rights  
621 referees who shall (i) be appointed by the Governor with the advice  
622 and consent of both houses of the General Assembly, and (ii) serve for  
623 a term of three years.]

624 [(3)] (a) The Governor, with the advice and consent of both houses

625 of the General Assembly, shall appoint three human rights referees  
626 who shall serve for a term of three years from the date of their  
627 appointment. When the General Assembly is not in session, any  
628 vacancy shall be filled pursuant to [the provisions of] section 4-19. The  
629 Governor may remove any human rights referee for cause.

630 (b) [Human rights referees] Referees shall serve full-time and shall  
631 conduct the settlement negotiations and hearings authorized by [the  
632 provisions of] this chapter. A [human rights] referee shall have the  
633 powers granted to [hearing officers and] presiding officers by chapter  
634 54 and this chapter. A [human rights] referee shall be an attorney  
635 admitted to the practice of law in this state. Any commissioner of the  
636 Superior Court who is able and willing to hear discriminatory practice  
637 complaints may submit his or her name to the Governor for  
638 consideration for appointment. [as a human rights referee. No human  
639 rights] No referee shall appear before the commission or another  
640 [hearing] presiding officer for one year after leaving office.

641 (c) [On or after October 1, 1998, the] The executive director shall  
642 designate one [human rights] referee to serve as Chief Human Rights  
643 Referee for a term of one year. The [Chief Human Rights Referee] chief  
644 referee, in consultation with the executive director, shall supervise and  
645 assign the [human rights referees] presiding officers to conduct  
646 settlement negotiations and hearings on complaints [, including  
647 complaints for which a trial on the merits has not commenced prior to  
648 October 1, 1998,] on a rotating basis. The commission, in consultation  
649 with the executive director and [Chief Human Rights Referee] chief  
650 referee, shall adopt regulations and rules of practice, in accordance  
651 with chapter 54, to ensure consistent procedures governing contested  
652 case proceedings.

653 (d) When serving as a presiding officer as provided in section 46a-  
654 84, as amended by this act, each [human rights referee or hearing  
655 officer] referee shall have the same subpoena powers as are granted to  
656 [commissioners] the commission by subdivision (9) of section 46a-54,

657 as amended by this act. Each presiding officer shall also have the  
658 power to determine a reasonable fee to be paid to an expert witness [,  
659 including, but not limited to, any practitioner of the healing arts, as  
660 defined in section 20-1, dentist, registered nurse or licensed practical  
661 nurse, as defined in section 20-87a, and real estate appraiser when any  
662 such expert witness is summoned by the commission to give expert  
663 testimony, in person or by deposition, in any contested case  
664 proceeding, pursuant to section 46a-84. Such fee shall be paid to the  
665 expert witness in lieu of all other witness fees] called by the  
666 commission to give expert testimony in person or by deposition  
667 pursuant to section 46a-84, as amended by this act. Such fee shall be  
668 paid to the expert witness in lieu of all other witness fees.

669 Sec. 7. Section 46a-58 of the general statutes is repealed and the  
670 following is substituted in lieu thereof (*Effective July 1, 2014*):

671 (a) It shall be a discriminatory practice in violation of this section for  
672 any person to subject, or cause to be subjected, any other person to the  
673 deprivation of any rights, privileges or immunities, secured or  
674 protected by the Constitution or laws of this state or of the United  
675 States, [on account of religion, national origin, alienage, color,] because  
676 of race, color, religion, age, sex, gender identity or expression, sexual  
677 orientation, [blindness] marital status, national origin, ancestry, mental  
678 disability, intellectual disability, learning disability or physical  
679 disability.

680 (b) Any person who intentionally desecrates any public property,  
681 monument or structure, or any religious object, symbol or house of  
682 religious worship, or any cemetery, or any private structure not owned  
683 by such person, shall be in violation of subsection (a) of this section.  
684 For the purposes of this subsection, "desecrate" means to mar, deface  
685 or damage as a demonstration of irreverence or contempt.

686 (c) Any person who places a burning cross or a simulation thereof  
687 on any public property, or on any private property without the written

688 consent of the owner, shall be in violation of subsection (a) of this  
689 section.

690 (d) Any person who places a noose or a simulation thereof on any  
691 public property, or on any private property without the written  
692 consent of the owner, and with intent to intimidate or harass any other  
693 person [on account of religion, national origin, alienage, color,] because  
694 of race, color, religion, age, sex, gender identity or expression, sexual  
695 orientation, [blindness] marital status, national origin, ancestry, mental  
696 disability, intellectual disability, learning disability or physical  
697 disability, shall be in violation of subsection (a) of this section.

698 [(e) Any person who violates any provision of this section shall be  
699 guilty of a class A misdemeanor, except that if property is damaged as  
700 a consequence of such violation in an amount in excess of one  
701 thousand dollars, such person shall be guilty of a class D felony.]

702 Sec. 8. Subsection (a) of section 46a-59 of the general statutes is  
703 repealed and the following is substituted in lieu thereof (*Effective July*  
704 *1, 2014*):

705 (a) It shall be a discriminatory practice in violation of this section for  
706 any association, board or other organization, the principal purpose of  
707 which is the furtherance of the professional, trade or occupational  
708 interests of its members, whose profession, trade or occupation  
709 requires a state license, to refuse to accept a person as a member of  
710 such association, board or organization because of [his] race, [national  
711 origin, creed] color, religion, age, sex, gender identity or expression,  
712 [or color] sexual orientation, marital status, national origin, ancestry,  
713 mental disability, intellectual disability, learning disability or physical  
714 disability.

715 Sec. 9. (NEW) (*Effective July 1, 2014*) It shall be a discriminatory  
716 practice in violation of this section:

717 (1) For any person to retaliate or otherwise discriminate against any

718 person because such person has opposed any discriminatory practice  
719 or because such person has filed a complaint, testified or assisted in  
720 any proceeding under chapter 814c of the general statutes; or

721 (2) For any person to aid, abet, incite, compel or coerce the doing of  
722 any act declared to be a discriminatory practice or to attempt to aid,  
723 abet, incite, compel or coerce the doing of any such act.

724 Sec. 10. Subsection (a) of section 46a-60 of the general statutes is  
725 repealed and the following is substituted in lieu thereof (*Effective July*  
726 *1, 2014*):

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

728 (1) For an employer, by the employer or the employer's agent,  
729 except in the case of a bona fide occupational qualification or need, to  
730 refuse to hire or employ or to bar or to discharge from employment  
731 any individual or to discriminate against such individual in  
732 compensation or in terms, conditions or privileges of employment  
733 because of the individual's race, color, [religious creed] religion, age,  
734 sex, gender identity or expression, sexual orientation, marital status,  
735 national origin, ancestry, [present or past history of] mental disability,  
736 intellectual disability, learning disability or physical disability; [,  
737 including, but not limited to, blindness;]

738 (2) For any employment agency, except in the case of a bona fide  
739 occupational qualification or need, to fail or refuse to classify properly  
740 or refer for employment or otherwise to discriminate against any  
741 individual because of such individual's race, color, [religious creed]  
742 religion, age, sex, gender identity or expression, sexual orientation,  
743 marital status, national origin, ancestry, [present or past history of]  
744 mental disability, intellectual disability, learning disability or physical  
745 disability; [, including, but not limited to, blindness;]

746 (3) For a labor organization, [because of the race, color, religious  
747 creed, age, sex, gender identity or expression, marital status, national

748 origin, ancestry, present or past history of mental disability,  
749 intellectual disability, learning disability or physical disability,  
750 including, but not limited to, blindness of any individual] except in the  
751 case of a bona fide occupational qualification or need, to exclude from  
752 full membership rights or to expel from its membership [such] any  
753 individual or to discriminate in any way against any of its members or  
754 against any employer or any individual employed by an employer [,  
755 unless such action is based on a bona fide occupational qualification]  
756 because of such individual's race, color, religion, age, sex, gender  
757 identity or expression, sexual orientation, marital status, national  
758 origin, ancestry, mental disability, intellectual disability, learning  
759 disability or physical disability;

760 [(4) For any person, employer, labor organization or employment  
761 agency to discharge, expel or otherwise discriminate against any  
762 person because such person has opposed any discriminatory  
763 employment practice or because such person has filed a complaint or  
764 testified or assisted in any proceeding under section 46a-82, 46a-83 or  
765 46a-84;

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

769 [(6)] ~~(4)~~ For any person, employer, employment agency or labor  
770 organization, except in the case of a bona fide occupational  
771 qualification or need, to advertise employment opportunities in such a  
772 manner as to restrict such employment so as to discriminate against  
773 individuals because of their race, color, [religious creed] religion, age,  
774 sex, gender identity or expression, sexual orientation, marital status,  
775 national origin, ancestry, [present or past history of] mental disability,  
776 intellectual disability, learning disability or physical disability; [,  
777 including, but not limited to, blindness;]

778 [(7)] ~~(5)~~ For an employer, by the employer or the employer's agent:

779 (A) To terminate a woman's employment because of her pregnancy;  
780 (B) to refuse to grant to that employee a reasonable leave of absence for  
781 disability resulting from her pregnancy; (C) to deny to that employee,  
782 who is disabled as a result of pregnancy, any compensation to which  
783 she is entitled as a result of the accumulation of disability or leave  
784 benefits accrued pursuant to plans maintained by the employer; (D) to  
785 fail or refuse to reinstate the employee to her original job or to an  
786 equivalent position with equivalent pay and accumulated seniority,  
787 retirement, fringe benefits and other service credits upon her  
788 signifying her intent to return unless, in the case of a private employer,  
789 the employer's circumstances have so changed as to make it impossible  
790 or unreasonable to do so; (E) to fail or refuse to make a reasonable  
791 effort to transfer a pregnant employee to any suitable temporary  
792 position which may be available in any case in which an employee  
793 gives written notice of her pregnancy to her employer and the  
794 employer or pregnant employee reasonably believes that continued  
795 employment in the position held by the pregnant employee may cause  
796 injury to the employee or fetus; (F) to fail or refuse to inform the  
797 pregnant employee that a transfer pursuant to subparagraph (E) of this  
798 subdivision may be appealed under the provisions of this chapter; or  
799 (G) to fail or refuse to inform employees of the employer, by any  
800 reasonable means, that they must give written notice of their  
801 pregnancy [in order] to be eligible for transfer to a temporary position;

802 [(8)] (6) For an employer, by the employer or the employer's agent,  
803 for an employment agency, by itself or its agent, or for any labor  
804 organization, by itself or its agent, to harass or permit the sexual  
805 harassment of any employee, person seeking employment or member  
806 [on the basis] because of sex, [or] gender identity or expression or  
807 sexual orientation. "Sexual harassment" shall, for the purposes of this  
808 section, be defined as any unwelcome sexual advances or requests for  
809 sexual favors or any conduct of a sexual nature when (A) submission  
810 to such conduct is made either explicitly or implicitly a term or  
811 condition of an individual's employment, (B) submission to or rejection

812 of such conduct by an individual is used as the basis for employment  
813 decisions affecting such individual, or (C) such conduct has the  
814 purpose or effect of substantially interfering with an individual's work  
815 performance or creating an intimidating, hostile or offensive working  
816 environment;

817 ~~[(9)]~~ (7) For an employer, by the employer or the employer's agent,  
818 for an employment agency, by itself or its agent, or for any labor  
819 organization, by itself or its agent, to request or require information  
820 from an employee, person seeking employment or member relating to  
821 the individual's child-bearing age or plans, pregnancy, function of the  
822 individual's reproductive system, use of birth control methods, or the  
823 individual's familial responsibilities, unless such information is  
824 directly related to a bona fide occupational qualification or need,  
825 provided an employer, through a physician, may request from an  
826 employee any such information which is directly related to workplace  
827 exposure to substances which may cause birth defects or constitute a  
828 hazard to an individual's reproductive system or to a fetus if the  
829 employer first informs the employee of the hazards involved in  
830 exposure to such substances;

831 ~~[(10)]~~ (8) For an employer, by the employer or the employer's agent,  
832 after informing an employee, pursuant to subdivision ~~[(9)]~~ (7) of this  
833 subsection, of a workplace exposure to substances which may cause  
834 birth defects or constitute a hazard to an employee's reproductive  
835 system or to a fetus, to fail or refuse, upon the employee's request, to  
836 take reasonable measures to protect the employee from the exposure  
837 or hazard identified, or to fail or refuse to inform the employee that the  
838 measures taken may be the subject of a complaint filed under the  
839 provisions of this chapter. Nothing in this subdivision is intended to  
840 prohibit an employer from taking reasonable measures to protect an  
841 employee from exposure to such substances. For the purpose of this  
842 subdivision, "reasonable measures" shall be those measures ~~[which]~~  
843 that are consistent with business necessity and are least disruptive of  
844 the terms and conditions of the employee's employment;

845 [(11)] (9) For an employer, by the employer or the employer's agent,  
846 for an employment agency, by itself or its agent, or for any labor  
847 organization, by itself or its agent: (A) To request or require genetic  
848 information from an employee, person seeking employment or  
849 member, or (B) to discharge, expel or otherwise discriminate against  
850 any person on the basis of genetic information. For the purpose of this  
851 subdivision, "genetic information" means the information about genes,  
852 gene products or inherited characteristics that may derive from an  
853 individual or a family member.

854 Sec. 11. Section 4a-60 of the general statutes is repealed and the  
855 following is substituted in lieu thereof (*Effective July 1, 2014*):

856 (a) Every contract to which the state or any political subdivision of  
857 the state other than a municipality is a party shall contain the  
858 following provisions:

859 (1) The contractor agrees and warrants that in the performance of  
860 the contract such contractor will not discriminate or permit  
861 discrimination against any person or group of persons [on the  
862 grounds] because of race, color, [religious creed] religion, age, [marital  
863 status, national origin, ancestry,] sex, gender identity or expression,  
864 [intellectual disability, mental disability] sexual orientation, marital  
865 status, national origin, ancestry, mental disability, intellectual  
866 disability, learning disability or physical disability, [including, but not  
867 limited to, blindness,] unless it is shown by such contractor that such  
868 disability prevents performance of the work involved, in any manner  
869 prohibited by the laws of the United States or of the state of  
870 Connecticut; and the contractor further agrees to take affirmative  
871 action to [insure] ensure that applicants with job-related qualifications  
872 are employed and that employees are treated when employed without  
873 regard to their race, color, [religious creed] religion, age, [marital  
874 status, national origin, ancestry,] sex, gender identity or expression,  
875 [intellectual disability, mental disability] sexual orientation, marital  
876 status, national origin, ancestry, mental disability, intellectual

877 disability, learning disability or physical disability, [including, but not  
878 limited to, blindness,] unless it is shown by such contractor that such  
879 disability prevents performance of the work involved;

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

884 (3) The contractor agrees to provide each labor union or  
885 representative of workers with which such contractor has a collective  
886 bargaining agreement or other contract or understanding and each  
887 vendor with which such contractor has a contract or understanding, a  
888 notice to be provided by the commission advising the labor union or  
889 workers' representative of the contractor's commitments under this  
890 section, and to post copies of the notice in conspicuous places available  
891 to employees and applicants for employment;

892 (4) The contractor agrees to comply with each provision of this  
893 section and sections 46a-68e and 46a-68f and with each regulation or  
894 relevant order issued by said commission pursuant to sections 46a-56,  
895 as amended by this act, 46a-68e, [and] 46a-68f and 46a-86, as amended  
896 by this act; and

897 (5) The contractor agrees to provide the Commission on Human  
898 Rights and Opportunities with such information requested by the  
899 commission, and permit access to pertinent books, records and  
900 accounts, concerning the employment practices and procedures of the  
901 contractor as relate to the provisions of this section and section 46a-56,  
902 as amended by this act.

903 (b) If the contract is a public works contract, the contractor agrees  
904 and warrants that [he will] such contractor shall make good faith  
905 efforts to employ minority business enterprises as subcontractors and  
906 suppliers of materials on such public works project.

907 (c) (1) Any contractor who has one or more contracts with the state  
908 or a political subdivision of the state that is valued at less than fifty  
909 thousand dollars for each year of the contract shall provide the state or  
910 such political subdivision of the state with a written or electronic  
911 representation that complies with the nondiscrimination agreement  
912 and warranty under subdivision (1) of subsection (a) of this section,  
913 provided if there is any change in such representation, the contractor  
914 shall provide the updated representation to the state or such political  
915 subdivision not later than thirty days after such change.

916 (2) Any contractor who has one or more contracts with the state or a  
917 political subdivision of the state that is valued at fifty thousand dollars  
918 or more for any year of the contract shall provide the state or such  
919 political subdivision of the state with any one of the following:

920 (A) Documentation in the form of a company or corporate policy  
921 adopted by resolution of the board of directors, shareholders,  
922 managers, members or other governing body of such contractor that  
923 complies with the nondiscrimination agreement and warranty under  
924 subdivision (1) of subsection (a) of this section;

925 (B) Documentation in the form of a company or corporate policy  
926 adopted by a prior resolution of the board of directors, shareholders,  
927 managers, members or other governing body of such contractor if (i)  
928 the prior resolution is certified by a duly authorized corporate officer  
929 of such contractor to be in effect on the date the documentation is  
930 submitted, and (ii) the head of the agency of the state or such political  
931 subdivision, or a designee, certifies that the prior resolution complies  
932 with the nondiscrimination agreement and warranty under  
933 subdivision (1) of subsection (a) of this section; or

934 (C) Documentation in the form of an affidavit signed under penalty  
935 of false statement by a chief executive officer, president, chairperson or  
936 other corporate officer duly authorized to adopt company or corporate  
937 policy that certifies that the company or corporate policy of the

938 contractor complies with the nondiscrimination agreement and  
939 warranty under subdivision (1) of subsection (a) of this section and is  
940 in effect on the date the affidavit is signed.

941 (3) Neither the state nor any political subdivision shall award a  
942 contract to a contractor who has not provided the representation or  
943 documentation required under subdivisions (1) and (2) of this  
944 subsection, as applicable. After the initial submission of such  
945 representation or documentation, the contractor shall not be required  
946 to resubmit such representation or documentation unless there is a  
947 change in the information contained in such representation or  
948 documentation. If there is any change in the information contained in  
949 the most recently filed representation or updated documentation, the  
950 contractor shall submit an updated representation or documentation,  
951 as applicable, either (A) not later than thirty days after the effective  
952 date of such change, or (B) upon the execution of a new contract with  
953 the state or a political subdivision of the state, whichever is earlier.  
954 Such contractor shall also certify, in accordance with subparagraph (B)  
955 or (C) of subdivision (2) of this subsection, to the state or political  
956 subdivision, not later than fourteen days after the twelve-month  
957 anniversary of the most recently filed representation, documentation  
958 or updated representation or documentation, that the representation  
959 on file with the state or political subdivision is current and accurate.

960 (d) For the purposes of this section, "contract" includes any  
961 extension or modification of the contract, "contractor" includes any  
962 successors or assigns of the contractor, "marital status" [means being  
963 single, married as recognized by the state of Connecticut, widowed,  
964 separated or divorced] has the same meaning as provided in  
965 subdivision (34) of section 46a-51, as amended by this act, and "mental  
966 disability" [means one or more mental disorders, as defined in the  
967 most recent edition of the American Psychiatric Association's  
968 "Diagnostic and Statistical Manual of Mental Disorders", or a record of  
969 or regarding a person as having one or more such disorders] has the  
970 same meaning as provided in subdivision (35) of section 46a-51, as

971 amended by this act. For the purposes of this section, "contract" does  
972 not include a contract where each contractor is (1) a political  
973 subdivision of the state, including, but not limited to, a municipality,  
974 (2) a quasi-public agency, as defined in section 1-120, (3) any other  
975 state, as defined in section 1-267, (4) the federal government, (5) a  
976 foreign government, or (6) an agency of a subdivision, agency, state or  
977 government described in subparagraph (1), (2), (3), (4) or (5) of this  
978 subsection.

979 (e) For the purposes of this section, "minority business enterprise"  
980 means any small contractor or supplier of materials fifty-one per cent  
981 or more of the capital stock, if any, or assets of which is owned by a  
982 person or persons: (1) Who are active in the daily affairs of the  
983 enterprise, (2) who have the power to direct the management and  
984 policies of the enterprise, and (3) who are members of a minority, as  
985 such term is defined in subsection (a) of section 32-9n; and "good faith"  
986 means that degree of diligence which a reasonable person would  
987 exercise in the performance of legal duties and obligations. "Good faith  
988 efforts" shall include, but not be limited to, those reasonable initial  
989 efforts necessary to comply with statutory or regulatory requirements  
990 and additional or substituted efforts when it is determined that such  
991 initial efforts will not be sufficient to comply with such requirements.

992 (f) Determination of the contractor's good faith efforts shall include  
993 but shall not be limited to the following factors: The contractor's  
994 employment and subcontracting policies, patterns and practices;  
995 affirmative advertising, recruitment and training; technical assistance  
996 activities and such other reasonable activities or efforts as the  
997 commission may prescribe that are designed to ensure the  
998 participation of minority business enterprises in public works projects.

999 (g) The contractor shall develop and maintain adequate  
1000 documentation, in a manner prescribed by the commission, of its good  
1001 faith efforts.

1002 (h) The contractor shall include the provisions of subsections (a) and  
1003 (b) of this section in every subcontract or purchase order entered into  
1004 in order to fulfill any obligation of a contract with the state and such  
1005 provisions shall be binding on a subcontractor, vendor or  
1006 manufacturer unless exempted by regulations or orders of the  
1007 commission. The contractor shall take such action with respect to any  
1008 such subcontract or purchase order as the commission may direct as a  
1009 means of enforcing such provisions including sanctions for  
1010 noncompliance in accordance with section 46a-56, as amended by this  
1011 act; provided, if such contractor becomes involved in, or is threatened  
1012 with, litigation with a subcontractor or vendor as a result of such  
1013 direction by the commission, the contractor may request the state of  
1014 Connecticut to enter into any such litigation or negotiation prior  
1015 thereto to protect the interests of the state and the state may so enter.

1016 Sec. 12. Subdivision (8) of subsection (a) of section 4a-60g of the 2014  
1017 supplement to the general statutes is repealed and the following is  
1018 substituted in lieu thereof (*Effective July 1, 2014*):

1019 (8) "Individual with a disability" means an individual [(A) having a  
1020 physical or mental impairment that substantially limits one or more of  
1021 the major life activities of the individual, which mental impairment  
1022 may include, but is not limited to, having one or more mental  
1023 disorders, as defined in the most recent edition of the American  
1024 Psychiatric Association's "Diagnostic and Statistical Manual of Mental  
1025 Disorders", or (B) having a record of such an impairment] who has a  
1026 mental disability or physical disability, as those terms are defined in  
1027 section 46a-51, as amended by this act.

1028 Sec. 13. Section 46a-64 of the general statutes is repealed and the  
1029 following is substituted in lieu thereof (*Effective July 1, 2014*):

1030 (a) It shall be a discriminatory practice in violation of this section: (1)  
1031 To deny any person within the jurisdiction of this state full and equal  
1032 accommodations in any [place of] public accommodation, resort or

1033 amusement because of race, [creed,] color, [national origin, ancestry,]  
1034 sex, gender identity or expression, sexual orientation, marital status,  
1035 [age, lawful source of income, intellectual disability,] mental disability,  
1036 [or] intellectual disability, learning disability, physical disability,  
1037 [including, but not limited to, blindness or deafness of the applicant] or  
1038 lawful source of income, subject only to the conditions and limitations  
1039 established by law and applicable alike to all persons; (2) to  
1040 discriminate, segregate or separate on account of race, [creed,] color,  
1041 [national origin, ancestry,] religion, age, sex, gender identity or  
1042 expression, sexual orientation, marital status, [age, lawful source of  
1043 income, intellectual disability] national origin, ancestry, mental  
1044 disability, intellectual disability, learning disability, [or] physical  
1045 disability, [including, but not limited to, blindness or deafness] or  
1046 lawful source of income; (3) for a [place of] public accommodation,  
1047 resort or amusement to restrict or limit the right of a mother to breast-  
1048 feed her child; (4) for a [place of] public accommodation, resort or  
1049 amusement to fail or refuse to post a notice, in a conspicuous place,  
1050 that any [blind, deaf or] mobility impaired person or person with a  
1051 mental or physical disability, accompanied by [his] an assistance or  
1052 guide dog wearing a harness or an orange-colored leash and collar [  
1053 may enter such premises or facilities; or (5) to deny any [blind, deaf or]  
1054 (A) mobility impaired person, [or any] (B) person with a mental or  
1055 physical disability, or (C) person training a dog as a guide dog [for a  
1056 blind person or a dog to assist a deaf or mobility impaired person,]  
1057 accompanied by [his] a guide dog or assistance dog, full and equal  
1058 access to any [place of] public accommodation, resort or amusement.  
1059 Any [blind, deaf or] mobility impaired person, person with a mental or  
1060 physical disability or [any] person training a dog as a guide dog [for a  
1061 blind person or a dog to assist a deaf or mobility impaired person] or  
1062 an assistance dog may keep [his] a guide dog or assistance dog [with  
1063 him] at all times in such [place of] public accommodation, resort or  
1064 amusement at no extra charge, provided the dog wears a harness or an  
1065 orange-colored leash and collar and is in the direct custody of such  
1066 person. The [blind, deaf or] mobility impaired person, person with a

1067 mental or physical disability or person training a dog as a guide dog  
1068 [for a blind person or a dog to assist a deaf or mobility impaired  
1069 person] or an assistance dog shall be liable for any damage done to the  
1070 premises or facilities by [his] such dog. For purposes of this  
1071 subdivision, "guide dog" or "assistance dog" includes a dog being  
1072 trained as a guide dog or assistance dog and "person training a dog as  
1073 a guide dog [for a blind person or a dog to assist a deaf or mobility  
1074 impaired person] or an assistance dog" means a person who is  
1075 employed by and authorized to engage in designated training  
1076 activities by a guide dog organization or assistance dog organization  
1077 that complies with the criteria for membership in a professional  
1078 association of guide dog or assistance dog schools and who carries  
1079 photographic identification indicating such employment and  
1080 authorization.

1081 (b) (1) The provisions of this section with respect to the prohibition  
1082 of [sex] discrimination because of sex shall not apply to (A) the rental  
1083 of sleeping accommodations provided by associations and  
1084 organizations which rent all such sleeping accommodations on a  
1085 temporary or permanent basis for the exclusive use of persons of the  
1086 same sex or (B) separate bathrooms or locker rooms based on sex. (2)  
1087 The provisions of this section with respect to the prohibition of  
1088 discrimination [on the basis] because of age shall not apply to minors  
1089 or to special discount or other public or private programs to assist  
1090 persons sixty years of age and older. (3) The provisions of this section  
1091 with respect to the prohibition of discrimination [on the basis] because  
1092 of physical disability shall not require any person to modify [his] such  
1093 person's property in any way or provide a higher degree of care for a  
1094 physically disabled person [, including, but not limited to blind or deaf  
1095 persons,] than for a person not physically disabled, unless otherwise  
1096 required by state or federal law. (4) The provisions of this section with  
1097 respect to the prohibition of discrimination [on the basis of creed]  
1098 because of religion shall not apply to the practice of granting  
1099 preference in admission of residents into a nursing home as defined in

1100 section 19a-490, if (A) the nursing home is owned, operated by or  
1101 affiliated with a religious organization [,] exempt from taxation for  
1102 federal income tax purposes, and (B) the class of persons granted  
1103 preference in admission is consistent with the religious mission of the  
1104 nursing home. (5) The provisions of this section with respect to the  
1105 prohibition of discrimination [on the basis] because of lawful source of  
1106 income shall not prohibit the denial of full and equal accommodations  
1107 solely on the basis of insufficient income.

1108 [(c) Any person who violates any provision of this section shall be  
1109 guilty of a class D misdemeanor.]

1110 Sec. 14. Section 46a-64c of the general statutes is repealed and the  
1111 following is substituted in lieu thereof (*Effective July 1, 2014*):

1112 (a) It shall be a discriminatory practice in violation of this section:

1113 (1) To refuse to sell or rent after the making of a bona fide offer, or  
1114 to refuse to negotiate for the sale or rental of, or otherwise make  
1115 unavailable or deny, a dwelling to any person because of race, [creed,  
1116 color, national origin, ancestry, sex, gender identity or expression,  
1117 marital status, age] color, religion, age, sex, gender identity or  
1118 expression, sexual orientation, marital status, national origin, ancestry,  
1119 mental disability, intellectual disability, learning disability, physical  
1120 disability, lawful source of income or familial status.

1121 (2) To discriminate against any person in the terms, conditions [,] or  
1122 privileges of sale or rental of a dwelling, or in the provision of services  
1123 or facilities in connection therewith, because of race, [creed, color,  
1124 national origin, ancestry, sex, gender identity or expression, marital  
1125 status, age] color, religion, age, sex, gender identity or expression,  
1126 sexual orientation, marital status, national origin, ancestry, mental  
1127 disability, intellectual disability, learning disability, physical disability,  
1128 lawful source of income or familial status.

1129 (3) To make, print or publish, or cause to be made, printed or

1130 published any notice, statement [,] or advertisement, with respect to  
1131 the sale or rental of a dwelling, that indicates any preference,  
1132 limitation, or discrimination based on race, [creed, color, national  
1133 origin, ancestry, sex, gender identity or expression, marital status, age,  
1134 lawful source of income, familial status, learning disability or physical  
1135 or mental disability] color, religion, age, sex, gender identity or  
1136 expression, sexual orientation, marital status, national origin, ancestry,  
1137 mental disability, intellectual disability, learning disability, physical  
1138 disability, lawful source of income or familial status, or [an] any  
1139 intention to make any such preference, limitation or discrimination.

1140 (4) (A) To represent to any person because of race, [creed, color,  
1141 national origin, ancestry, sex, gender identity or expression, marital  
1142 status, age, lawful source of income, familial status, learning disability  
1143 or physical or mental disability] color, religion, age, sex, gender  
1144 identity or expression, sexual orientation, marital status, national  
1145 origin, ancestry, mental disability, intellectual disability, learning  
1146 disability, physical disability, lawful source of income or familial status  
1147 that any dwelling is not available for inspection, sale or rental when  
1148 such dwelling is in fact so available.

1149 (B) It shall be a violation of this subdivision for any person to  
1150 restrict or attempt to restrict the choices of any buyer or renter to  
1151 purchase or rent a dwelling (i) to an area which is substantially  
1152 populated, even if less than a majority, by persons of the same  
1153 protected class as the buyer or renter, (ii) while such person is  
1154 authorized to offer for sale or rent another dwelling which meets the  
1155 housing criteria as expressed by the buyer or renter to such person,  
1156 and (iii) such other dwelling is in an area which is not substantially  
1157 populated by persons of the same protected class as the buyer or  
1158 renter. As used in this subdivision, "area" means municipality,  
1159 neighborhood or other geographic subdivision which may include an  
1160 apartment or condominium complex; and "protected class" means race,  
1161 [creed, color, national origin, ancestry, sex, gender identity or  
1162 expression, marital status, age, lawful source of income, familial status,

1163 learning disability or physical or mental disability] color, religion, age,  
1164 sex, gender identity or expression, sexual orientation, marital status,  
1165 national origin, ancestry, mental disability, intellectual disability,  
1166 learning disability, physical disability, lawful source of income or  
1167 familial status.

1168 (5) For profit, to induce or attempt to induce any person to sell or  
1169 rent any dwelling by representations regarding the entry or  
1170 prospective entry into the neighborhood of a person or persons of a  
1171 particular race, [creed, color, national origin, ancestry, sex, gender  
1172 identity or expression, marital status, age, lawful source of income,  
1173 familial status, learning disability or physical or mental disability]  
1174 color, religion, age, sex, gender identity or expression, sexual  
1175 orientation, marital status, national origin, ancestry, mental disability,  
1176 intellectual disability, learning disability, physical disability, lawful  
1177 source of income or familial status.

1178 (6) (A) To discriminate in the sale or rental, or to otherwise make  
1179 unavailable or deny, a dwelling to any buyer or renter because of a  
1180 learning disability, intellectual disability or physical or mental  
1181 disability of: (i) Such buyer or renter; (ii) a person residing in or  
1182 intending to reside in such dwelling after it is so sold, rented, or made  
1183 available; or (iii) any person associated with such buyer or renter.

1184 (B) To discriminate against any person in the terms, conditions or  
1185 privileges of sale or rental of a dwelling, or in the provision of services  
1186 or facilities in connection with such dwelling, because of a learning  
1187 disability, intellectual disability or physical or mental disability of: (i)  
1188 Such person; or (ii) a person residing in or intending to reside in such  
1189 dwelling after it is so sold, rented, or made available; or (iii) any  
1190 person associated with such person.

1191 (C) For purposes of this subdivision, discrimination includes: (i) A  
1192 refusal to permit, at the expense of a person with a learning disability,  
1193 intellectual disability or physical or mental disability, reasonable

1194 modifications of existing premises occupied or to be occupied by such  
1195 person if such modifications may be necessary to afford such person  
1196 full enjoyment of the premises; except that, in the case of a rental, the  
1197 landlord may, where it is reasonable to do so, condition permission for  
1198 a modification on the renter agreeing to restore the interior of the  
1199 premises to the condition that existed before the modification,  
1200 reasonable wear and tear excepted; (ii) a refusal to make reasonable  
1201 accommodations in rules, policies, practices or services, when such  
1202 accommodations may be necessary to afford such person equal  
1203 opportunity to use and enjoy a dwelling; (iii) in connection with the  
1204 design and construction of covered multifamily dwellings for the first  
1205 occupancy after March 13, 1991, a failure to design and construct those  
1206 dwellings in such manner that they comply with the requirements of  
1207 Section 804(f) of the Fair Housing Act or the provisions of the state  
1208 building code as adopted pursuant to the provisions of sections 29-269  
1209 and 29-273, whichever requires greater accommodation. ["Covered  
1210 multifamily dwellings" means buildings consisting of four or more  
1211 units if such buildings have one or more elevators, and ground floor  
1212 units in other buildings consisting of four or more units.]

1213 (7) For any person or other entity engaging in residential real-estate-  
1214 related transactions to discriminate against any person in making  
1215 available such a transaction, or in the terms or conditions of such a  
1216 transaction, because of race, [creed, color, national origin, ancestry, sex,  
1217 gender identity or expression, marital status, age, lawful source of  
1218 income, familial status, learning disability or physical or mental  
1219 disability] color, religion, age, sex, gender identity or expression,  
1220 sexual orientation, marital status, national origin, ancestry, mental  
1221 disability, intellectual disability, learning disability, physical disability,  
1222 lawful source of income or familial status.

1223 (8) To deny any person access to or membership or participation in  
1224 any multiple-listing service, real estate brokers' organization or other  
1225 service, organization [ ] or facility relating to the business of selling or  
1226 renting dwellings, or to discriminate against [him] such person in the

1227 terms or conditions of such access, membership or participation, [on  
1228 account] because of race, [creed, color, national origin, ancestry, sex,  
1229 gender identity or expression, marital status, age, lawful source of  
1230 income, familial status, learning disability or physical or mental  
1231 disability] color, religion, age, sex, gender identity or expression,  
1232 sexual orientation, marital status, national origin, ancestry, mental  
1233 disability, intellectual disability, learning disability, physical disability,  
1234 lawful source of income or familial status.

1235 (9) To coerce, intimidate, threaten [,] or interfere with any person in  
1236 the exercise or enjoyment of, or on account of [his] such person's  
1237 having exercised or enjoyed, or on account of [his] such person's  
1238 having aided or encouraged any other person in the exercise or  
1239 enjoyment of, any right granted or protected by this section.

1240 (b) (1) The provisions of this section shall not apply to (A) the rental  
1241 of a room or rooms in a single-family dwelling unit if the owner  
1242 actually maintains and occupies part of such living quarters as [his]  
1243 such owner's residence or (B) a unit in a dwelling containing living  
1244 quarters occupied or intended to be occupied by no more than two  
1245 families living independently of each other, if the owner actually  
1246 maintains and occupies the other such living quarters as [his] such  
1247 owner's residence. (2) The provisions of this section with respect to the  
1248 prohibition of discrimination [on the basis] because of marital status  
1249 shall not be construed to prohibit the denial of a dwelling to a man or a  
1250 woman who are both unrelated by blood and not married to each  
1251 other. (3) The provisions of this section with respect to the prohibition  
1252 of discrimination [on the basis] because of age shall not apply to  
1253 minors, to special discount or other public or private programs to  
1254 assist persons sixty years of age and older or to housing for older  
1255 persons, [as defined in section 46a-64b,] provided there is no  
1256 discrimination [on the basis] because of age among older persons  
1257 eligible for such housing. (4) The provisions of this section with respect  
1258 to the prohibition of discrimination [on the basis] because of familial  
1259 status shall not apply to housing for older persons [as defined in

1260 section 46a-64b] or to a unit in a dwelling containing units for no more  
1261 than four families living independently of each other, if the owner of  
1262 such dwelling resides in one of the units. (5) The provisions of this  
1263 section with respect to the prohibition of discrimination [on the basis]  
1264 because of lawful source of income shall not prohibit the denial of full  
1265 and equal accommodations solely on the basis of insufficient income.  
1266 (6) The provisions of this section with respect to the prohibition of  
1267 discrimination [on the basis] because of sex shall not apply to the  
1268 rental of sleeping accommodations to the extent they utilize shared  
1269 bathroom facilities when such sleeping accommodations are provided  
1270 by associations and organizations which rent such sleeping  
1271 accommodations on a temporary or permanent basis for the exclusive  
1272 use of persons of the same sex based on considerations of privacy and  
1273 modesty.

1274 (c) Nothing in this section limits the applicability of any reasonable  
1275 state statute or municipal ordinance restricting the maximum number  
1276 of persons permitted to occupy a dwelling.

1277 (d) Nothing in this section [or section 46a-64b] shall be construed to  
1278 invalidate or limit any state statute or municipal ordinance that  
1279 requires dwellings to be designed and constructed in a manner that  
1280 affords persons with physical or mental disabilities greater access than  
1281 is required by this section. [or section 46a-64b.]

1282 (e) Nothing in this section prohibits a person engaged in the  
1283 business of furnishing appraisals of real property [to take] from taking  
1284 into consideration factors other than race, [creed, color, national origin,  
1285 ancestry, sex, gender identity or expression, marital status, age, lawful  
1286 source of income, familial status, learning disability or physical or  
1287 mental disability] color, religion, age, sex, gender identity or  
1288 expression, sexual orientation, marital status, national origin, ancestry,  
1289 mental disability, intellectual disability, learning disability, physical  
1290 disability, lawful source of income or familial status.

1291 (f) Notwithstanding any other provision of this chapter, complaints  
1292 alleging a violation of this section shall be investigated within one  
1293 hundred days of filing and a final administrative disposition shall be  
1294 made within one year of filing unless it is impracticable to do so. If the  
1295 [Commission on Human Rights and Opportunities] commission is  
1296 unable to complete its investigation or make a final administrative  
1297 determination within such time frames, it shall notify the complainant  
1298 and the respondent in writing of the reasons for not doing so.

1299 [(g) Any person who violates any provision of this section shall be  
1300 guilty of a class D misdemeanor.]

1301 (g) For purposes of this section, "mental disability" and "physical  
1302 disability" include any handicap, as defined in the Fair Housing Act.

1303 Sec. 15. Subsection (a) of section 46a-66 of the general statutes is  
1304 repealed and the following is substituted in lieu thereof (*Effective July*  
1305 *1, 2014*):

1306 (a) It shall be a discriminatory practice in violation of this section for  
1307 any creditor to discriminate [on the basis] because of [sex, gender  
1308 identity or expression, age,] race, color, [religious creed] religion, age,  
1309 sex, gender identity or expression, sexual orientation, marital status,  
1310 national origin, ancestry, [marital status] mental disability, intellectual  
1311 disability, learning disability, [blindness] or physical disability against  
1312 any person eighteen years of age or over in any credit transaction.

1313 Sec. 16. Section 46a-67 of the general statutes is repealed and the  
1314 following is substituted in lieu thereof (*Effective July 1, 2014*):

1315 (a) The Banking Commissioner shall cooperate with the commission  
1316 in its enforcement of sections [46a-65 to] 46a-66, as amended by this  
1317 act, 46a-67, as amended by this act, [inclusive, 46a-81f] and 46a-98, as  
1318 amended by this act.

1319 (b) The Banking Commissioner shall comply with the commission's

1320 request for information, reasonable investigatory assistance and the  
1321 promulgation of regulations which may be required for the effective  
1322 administration of sections [46a-65 to] 46a-66, as amended by this act,  
1323 46a-67, as amended by this act, [inclusive, 46a-81f] and 46a-98, as  
1324 amended by this act.

1325 Sec. 17. Section 46a-68a of the general statutes is repealed and the  
1326 following is substituted in lieu thereof (*Effective July 1, 2014*):

1327 (a) The commission may issue a certificate of noncompliance if the  
1328 affirmative action plan required by section 46a-68, as amended by this  
1329 act, is disapproved.

1330 (b) The issuance of a certificate of noncompliance shall bar the  
1331 agency, department, board or commission in noncompliance with  
1332 section 46a-68, as amended by this act, from filling a position or  
1333 position classification by hire or promotion upon receipt of the  
1334 certificate, the provisions of any state law or regulation to the contrary  
1335 notwithstanding, until: (1) The commission determines that the agency  
1336 has achieved compliance with section 46a-68, as amended by this act,  
1337 and withdraws the certificate; [or] (2) the commission, at a hearing  
1338 requested by the agency, department, board or commission receiving  
1339 the certificate and conducted by a presiding officer appointed by the  
1340 [chairperson of the commission] chief referee, is unable to show cause  
1341 why the certificate of noncompliance should not be rescinded or a  
1342 court, upon appeal, so determines; or (3) the Commissioner of  
1343 Administrative Services and the Secretary of the Office of Policy and  
1344 Management certify to the commission and the board of  
1345 commissioners that the agency in noncompliance with section 46a-68,  
1346 as amended by this act, requires immediate filling of the vacancy  
1347 because failure to fill the position or position classification will cause  
1348 an emergency situation to exist jeopardizing the public welfare. A  
1349 separate certificate of exemption shall be required for each vacancy in  
1350 a position or position classification with respect to which the  
1351 Commissioner of Administrative Services and the Secretary of the

1352 Office of Policy and Management certify that an emergency situation  
1353 exists.

1354 (c) Hearings under this section shall be conducted in accordance  
1355 with sections 4-176e to 4-182, inclusive.

1356 (d) The commission shall adopt regulations in accordance with  
1357 chapter 54 to implement this section.

1358 Sec. 18. Subsection (a) of section 46a-70 of the general statutes is  
1359 repealed and the following is substituted in lieu thereof (*Effective July*  
1360 *1, 2014*):

1361 (a) State officials and supervisory personnel shall recruit, appoint,  
1362 assign, train, evaluate and promote state personnel on the basis of  
1363 merit and qualifications, without regard for race, color, [religious  
1364 creed, sex, gender identity or expression, marital status, age, national  
1365 origin, ancestry, intellectual disability, mental disability, learning  
1366 disability or physical disability, including but not limited to, blindness]  
1367 religion, age, sex, gender identity or expression, sexual orientation,  
1368 marital status, national origin, ancestry, mental disability, intellectual  
1369 disability, learning disability or physical disability, unless it is shown  
1370 by such state officials or supervisory personnel that such disability  
1371 prevents performance of the work involved.

1372 Sec. 19. Section 46a-70a of the general statutes is repealed and the  
1373 following is substituted in lieu thereof (*Effective July 1, 2014*):

1374 (a) The Judicial Branch shall develop and implement an equal  
1375 employment opportunities plan pursuant to federal law that commits  
1376 the Judicial Branch to a program of equal employment opportunities in  
1377 all aspects of personnel and administration. The Chief Court  
1378 Administrator shall be responsible for developing, implementing and  
1379 filing the plan with the [Commission on Human Rights and  
1380 Opportunities] commission.

1381 (b) The Judicial Branch shall comply with the provisions of  
1382 subsection (b) of section 46a-68, section 46a-68g, subsections (a), (b)  
1383 and (c) of section 46a-70, as amended by this act, subsections (a), (b)  
1384 and (d) of section 46a-71, as amended by this act, subsections (a) and  
1385 (c) of section 46a-77, as amended by this act. [subsections (a), (b) and  
1386 (c) of section 46a-81h and section 46a-81i.]

1387 (c) The Criminal Justice Commission shall comply with the  
1388 provisions of subsections (a) and (b) of section 46a-68, sections 46a-68g,  
1389 46a-70, as amended by this act, and 46a-71, as amended by this act,  
1390 subsections (a) and (c) of section 46a-77, as amended by this act. [and  
1391 sections 46a-81h and 46a-81i.]

1392 Sec. 20. Subsection (a) of section 46a-71 of the general statutes is  
1393 repealed and the following is substituted in lieu thereof (*Effective July*  
1394 *1, 2014*):

1395 (a) All services of every state agency shall be performed without  
1396 discrimination [based upon] because of race, color, [religious creed,  
1397 sex, gender identity or expression, marital status, age, national origin,  
1398 ancestry, intellectual disability, mental disability, learning disability or  
1399 physical disability, including, but not limited to, blindness] religion,  
1400 age, sex, gender identity or expression, sexual orientation, marital  
1401 status, national origin, ancestry, mental disability, intellectual  
1402 disability, learning disability or physical disability.

1403 Sec. 21. Subsection (b) of section 46a-72 of the general statutes is  
1404 repealed and the following is substituted in lieu thereof (*Effective July*  
1405 *1, 2014*):

1406 (b) Any job request indicating an intention to exclude any person  
1407 because of race, color, [religious creed, sex, gender identity or  
1408 expression, marital status, age, national origin, ancestry, intellectual  
1409 disability, mental disability, learning disability or physical disability,  
1410 including, but not limited to, blindness] religion, age, sex, gender  
1411 identity or expression, sexual orientation, marital status, national

1412 origin, ancestry, mental disability, intellectual disability, learning  
1413 disability or physical disability shall be rejected, unless it is shown by  
1414 such public or private [employers] employer that such disability  
1415 prevents performance of the work involved.

1416 Sec. 22. Subsection (a) of section 46a-73 of the general statutes is  
1417 repealed and the following is substituted in lieu thereof (*Effective July*  
1418 *1, 2014*):

1419 (a) No state department, board or agency may grant, deny or revoke  
1420 the license or charter of any person [on the grounds] because of race,  
1421 color, [religious creed, sex, gender identity or expression, marital  
1422 status, age, national origin, ancestry, intellectual disability, mental  
1423 disability, learning disability or physical disability, including, but not  
1424 limited to, blindness] religion, age, sex, gender identity or expression,  
1425 sexual orientation, marital status, national origin, ancestry, mental  
1426 disability, intellectual disability, learning disability or physical  
1427 disability, unless it is shown by such state department, board or  
1428 agency that such disability prevents performance of the work  
1429 involved.

1430 Sec. 23. Subsection (a) of section 46a-75 of the general statutes is  
1431 repealed and the following is substituted in lieu thereof (*Effective July*  
1432 *1, 2014*):

1433 (a) All educational, counseling [ ] and vocational guidance  
1434 programs and all apprenticeship and on-the-job training programs of  
1435 state agencies [ ] or in which state agencies participate, shall be open to  
1436 all qualified persons, without regard to race, color, [religious creed,  
1437 sex, gender identity or expression, marital status, age, national origin,  
1438 ancestry, intellectual disability, mental disability, learning disability or  
1439 physical disability, including, but not limited to, blindness] religion,  
1440 age, sex, gender identity or expression, sexual orientation, marital  
1441 status, national origin, ancestry, mental disability, intellectual  
1442 disability, learning disability or physical disability.

1443 Sec. 24. Subsection (a) of section 46a-76 of the general statutes is  
1444 repealed and the following is substituted in lieu thereof (*Effective July*  
1445 *1, 2014*):

1446 (a) Race, color, [religious creed, sex, gender identity or expression,  
1447 marital status, age, national origin, ancestry, intellectual disability,  
1448 mental disability, learning disability or physical disability, including,  
1449 but not limited to, blindness] religion, age, sex, gender identity or  
1450 expression, sexual orientation, marital status, national origin, ancestry,  
1451 mental disability, intellectual disability, learning disability or physical  
1452 disability shall not be considered as limiting factors in state-  
1453 administered programs involving the distribution of funds to qualify  
1454 applicants for benefits authorized by law.

1455 Sec. 25. Subsection (c) of section 46a-77 of the general statutes is  
1456 repealed and the following is substituted in lieu thereof (*Effective July*  
1457 *1, 2014*):

1458 (c) Each state agency shall comply [in all of its services, programs  
1459 and activities] with the [provisions of the] Americans with Disabilities  
1460 Act [(42 USC 12101)] to the [same] extent that it provides rights and  
1461 protections for persons with physical or mental disabilities beyond  
1462 those provided for by the laws of this state.

1463 Sec. 26. Section 46a-81p of the general statutes is repealed and the  
1464 following is substituted in lieu thereof (*Effective July 1, 2014*):

1465 The provisions of [sections 4a-60a and 46a-81a to 46a-81o, inclusive,]  
1466 section 4a-60, as amended by this act, and this chapter concerning the  
1467 prohibition of discrimination because of sexual orientation shall not  
1468 apply to a religious corporation, entity, association, educational  
1469 institution or society with respect to the employment of individuals to  
1470 perform work connected with the carrying on by such corporation,  
1471 entity, association, educational institution or society of its activities, or  
1472 with respect to matters of discipline, faith, internal organization or  
1473 ecclesiastical rule, custom or law which are established by such

1474 corporation, entity, association, educational institution or society.

1475 Sec. 27. Section 46a-82 of the general statutes is repealed and the  
1476 following is substituted in lieu thereof (*Effective July 1, 2014*):

1477 (a) Any person claiming to be aggrieved by an alleged  
1478 discriminatory practice, [except for an alleged violation of section 4a-  
1479 60g or 46a-68 or the provisions of sections 46a-68c to 46a-68f, inclusive,  
1480 may, by himself or herself or by such person's attorney, make, sign  
1481 and] may file with the commission a complaint in writing under oath,  
1482 [which] except that a complaint that alleges a violation of section 46a-  
1483 64c, as amended by this act, need not be notarized. The complaint shall  
1484 state the name and address of the person alleged to have committed  
1485 the discriminatory practice, [and which shall set forth the particulars  
1486 thereof] any act alleged to be a discriminatory practice and [contain]  
1487 such other information as may be required by the commission. After  
1488 the filing of a complaint, [pursuant to this subsection,] the commission  
1489 shall [serve upon the person claiming to be aggrieved] provide the  
1490 complainant with a notice that: (1) Acknowledges receipt of the  
1491 complaint; and (2) advises of the time frames and choice of forums  
1492 available under this chapter.

1493 (b) The commission, whenever it has reason to believe that any  
1494 person has been engaged or is engaged in a discriminatory practice,  
1495 may direct commission legal counsel to issue a complaint, except for a  
1496 violation of subsection (a) of section 46a-80.

1497 (c) The commission, whenever it has reason to believe that any  
1498 contractor or subcontractor is not complying with antidiscrimination  
1499 statutes or contract provisions required under section 4a-60, as  
1500 amended by this act, [4a-60a] or 4a-60g or the provisions of sections  
1501 46a-68c to 46a-68f, inclusive, may direct commission legal counsel to  
1502 issue a complaint.

1503 (d) The commission may direct commission legal counsel to issue a  
1504 complaint if: (1) An affirmative action plan filed pursuant to section

1505 46a-68 is in violation of any of the provisions of section 4-61u or 4-61w,  
1506 sections 46a-54 to 46a-64, inclusive, section 46a-64c or sections 46a-70  
1507 to 46a-78, inclusive; or (2) an agency, department, board or  
1508 commission fails to submit an affirmative action plan required under  
1509 section 46a-68.

1510 (e) Any employer whose employees, or any of them, refuse or  
1511 threaten to refuse to comply with [the provisions of] section 46a-60, as  
1512 amended by this act, [or 46a-81c] may file with the commission a  
1513 written complaint under oath asking for assistance by conciliation or  
1514 other remedial action.

1515 (f) Any complaint filed pursuant to this section must be filed within  
1516 one hundred and eighty days after the alleged act of discrimination. [,  
1517 except that any complaint by a person claiming to be aggrieved by a  
1518 violation of subsection (a) of section 46a-80 must be filed within thirty  
1519 days of the alleged act of discrimination.]

1520 Sec. 28. Section 46a-82e of the general statutes is repealed and the  
1521 following is substituted in lieu thereof (*Effective July 1, 2014*):

1522 (a) [Notwithstanding the failure of the Commission on Human  
1523 Rights and Opportunities to comply with the time requirements of  
1524 sections 46a-83 and 46a-84 with respect to a complaint before the  
1525 commission, the jurisdiction of the commission over any such  
1526 complaint shall be retained.] The commission shall retain jurisdiction  
1527 over any complaint where the commission failed to comply with the  
1528 time requirements of sections 46a-83, as amended by this act, and 46a-  
1529 84, as amended by this act.

1530 (b) The commission shall report annually to the judiciary committee  
1531 of the General Assembly and the Governor: (1) The number of cases in  
1532 the previous fiscal year that exceeded the time frame, including  
1533 authorized extensions, set forth in subsection [(e)] (g) of section 46a-83,  
1534 as amended by this act; (2) the reasons for the failure to comply with  
1535 the time frame; (3) the number of actions brought pursuant to

1536 subsection (d) of this section and the results thereof; and (4) the  
1537 commission's recommendations for legislative action, if any, necessary  
1538 for the commission to meet the statutory time frame.

1539 (c) If a complaint has been pending for more than twenty-one  
1540 months from the date of filing and the commission has not issued a  
1541 finding of reasonable cause or no reasonable cause, the executive  
1542 director shall notify the complainant [by first class mail, facsimile  
1543 machine, electronic mail or a file transfer protocol site] that the  
1544 complainant has the right to request a release of jurisdiction in  
1545 accordance with section 46a-101, as amended by this act. The executive  
1546 director or the executive director's designee shall investigate the cause  
1547 for the delay in issuing a finding. After such investigation, the  
1548 executive director may, given the facts and circumstances of the case,  
1549 [schedule] specify a date [certain] for issuance of a finding. [of  
1550 reasonable cause or no reasonable cause.]

1551 (d) (1) If a complaint has been pending for more than two years after  
1552 the date of filing pursuant to section 46a-82, as amended by this act,  
1553 and if the investigator fails to issue a finding of reasonable cause or no  
1554 reasonable cause by the date ordered by the executive director [of the  
1555 commission] pursuant to subsection (c) of this section, the complainant  
1556 or respondent may petition the superior court for the judicial district of  
1557 Hartford for an order requiring the commission to issue a finding [of  
1558 reasonable cause or no reasonable cause by a date certain] by a  
1559 specified date. The petitioner shall submit the petition on forms  
1560 prescribed by the Office of the Chief Court Administrator.

1561 (2) The clerk, upon receipt of the petition and if the clerk finds it to  
1562 be in the proper form, shall fix a date for the hearing and sign the  
1563 notice of hearing. The hearing date shall be no more than thirty days  
1564 after the clerk signs the notice. Service shall be made on the  
1565 commission and all persons named in the discriminatory practice  
1566 complaint at least twenty days prior to the date of hearing by United  
1567 States mail, certified or registered, postage prepaid, return receipt

1568 requested, without the use of a state marshal or other officer. Service  
1569 on the commission shall be made on the executive director, [of the  
1570 commission or a commission legal counsel.] Within five days of  
1571 service, the petitioner shall file with the court an affidavit stating the  
1572 date and manner in which a copy of the petition was served and attach  
1573 to the affidavit the return receipts indicating delivery of the petition. If  
1574 the return receipts are not available at the time the petitioner files such  
1575 affidavit, such receipts shall be filed with the court immediately after  
1576 the petitioner receives such receipts.

1577 (3) Within ten days after receipt of the petition, any party, including  
1578 the commission, may file an answer. The commission and all persons  
1579 named in the [discriminatory practice complaint] petition shall have  
1580 the right to appear and be heard at the hearing.

1581 (4) If the commission and parties agree on a date, [certain,] the court  
1582 shall order the commission to issue a finding [by said date] of  
1583 reasonable cause or no reasonable cause by such date. If the allegations  
1584 of the petition are contested, the court shall hold a hearing [on the  
1585 petition] and issue an appropriate order. [Hearing of oral argument on  
1586 the petition] Hearings held pursuant to this subdivision shall take  
1587 precedence over other matters in the court, as provided in section 46a-  
1588 96. The court [shall] may award court costs and attorney's fees to the  
1589 petitioner, provided [such party] the petitioner is a "person", as  
1590 defined in section 4-184a, unless the commission shows good cause for  
1591 not issuing the finding of reasonable cause or no reasonable cause  
1592 [within two years of the date of filing or] by the date ordered by the  
1593 executive director for the investigator to issue such finding. [,  
1594 whichever is later.] An award of court costs and attorney's fees shall be  
1595 subject to the court's discretion, but shall not exceed a total of five  
1596 hundred dollars.

1597 (5) This subsection shall not apply to complaints initiated by the  
1598 commission or to pattern or practice or systemic cases.

1599 Sec. 29. Section 46a-83 of the general statutes is repealed and the  
1600 following is substituted in lieu thereof (*Effective July 1, 2014*):

1601 (a) Within [twenty] fifteen days after the filing of any discriminatory  
1602 practice complaint pursuant to subsection (a) or (b) of section 46a-82,  
1603 as amended by this act, or an amendment to such complaint adding an  
1604 additional respondent, the commission shall [provide] serve the  
1605 respondent by first class mail, facsimile machine, electronic mail or a  
1606 file transfer protocol site with the complaint and a notice advising of  
1607 the procedural rights and obligations of a respondent under this  
1608 chapter. Except for complaints alleging a violation of section 46a-64c,  
1609 as amended by this act, the respondent shall either (1) file a written  
1610 answer to the complaint as provided in subsection (b) of this section,  
1611 or (2) not later than ten days after the date of receipt of the complaint,  
1612 provide written notification to the complainant and the commission  
1613 that the respondent has elected to participate in no-fault conciliation.  
1614 Unless the date of receipt of a complaint by the respondent is  
1615 otherwise proven, a complaint sent by first class mail shall be  
1616 considered to be received not later than two days after the date of  
1617 mailing. A complaint sent by facsimile machine, electronic mail or file  
1618 transfer protocol site shall be considered to be received on the date on  
1619 which it was sent. The commission shall conduct a no-fault conciliation  
1620 conference not later than thirty days after the date of receiving the  
1621 respondent's request for no fault conciliation.

1622 (b) The respondent shall file a written answer to the complaint  
1623 under oath with the commission within thirty days of receipt of the  
1624 complaint or within thirty days of the date the commission determines  
1625 that the no-fault conciliation conference was unsuccessful, provided a  
1626 respondent may request, and the commission may grant [, for good  
1627 cause shown,] one extension of time of fifteen days within which to file  
1628 an answer. [to a complaint.] The answer to any complaint alleging a  
1629 violation of section 46a-64c, as amended by this act, [or 46a-81e] shall  
1630 be filed within ten days of receipt. Answers to any amendment to a  
1631 complaint shall be subject to the time frames prescribed in this

1632 subsection.

1633 [(b)] (c) Within [ninety] sixty days of the filing of the respondent's  
1634 answer to the complaint, the executive director or the executive  
1635 director's designee shall conduct a [merit] case assessment review to  
1636 determine whether the complaint should be retained for further  
1637 processing or dismissed because it fails to state a claim for relief or is  
1638 frivolous on its face, because the respondent is exempt from the  
1639 provisions of this chapter or because there is no reasonable possibility  
1640 that investigating the complaint will result in a finding of reasonable  
1641 cause. The [merit] case assessment review shall include the complaint,  
1642 the respondent's answer and the responses to the commission's  
1643 requests for information, if any, and the complainant's comments, if  
1644 any, to the respondent's answer and information responses. [If the  
1645 executive director or the executive director's designee determines that  
1646 the complaint fails to state a claim for relief or is frivolous on its face,  
1647 that the respondent is exempt from the provisions of this chapter or  
1648 that there is no reasonable possibility that investigating the complaint  
1649 will result in a finding of reasonable cause, the executive director or  
1650 the executive director's designee shall dismiss the complaint and send  
1651 notice of dismissal pursuant to section 46a-86a. Within fifteen days of  
1652 the sending of the notice of dismissal, the complainant may request a  
1653 release of jurisdiction allowing the complainant to bring a civil action  
1654 under section 46a-100. If the complainant does not request a release of  
1655 jurisdiction, commission legal counsel shall conduct a legal review of  
1656 any complaint dismissed pursuant to this subsection and shall  
1657 reinstate or deny reinstatement of the complaint within sixty days of  
1658 the sending of the notice of dismissal. The executive director or the  
1659 executive director's designee shall send notice of any action taken  
1660 pursuant to the merit assessment review and the legal review  
1661 conducted pursuant to this subsection in accordance with section 46a-  
1662 86a.] No complaint may be dismissed unless a commission legal  
1663 counsel approves the dismissal. The executive director or the executive  
1664 director's designee shall issue a release of jurisdiction allowing the

1665 complainant to bring a civil action under section 46a-100 for  
1666 complaints dismissed pursuant to this subsection. This subsection and  
1667 subsections (d) and (e) of this section shall not apply to any complaint  
1668 alleging a violation of section 46a-64c, as amended by this act. [or 46a-  
1669 81e.] The executive director shall report the results of the [merit] case  
1670 assessment reviews made pursuant to this subsection to the  
1671 commission quarterly during each year.

1672 [(c) (1) If a complaint is not dismissed after the merit assessment  
1673 review pursuant to subsection (b) of this section or if a complaint is  
1674 reinstated after legal review pursuant to said subsection (b), the]

1675 (d) The executive director or the executive director's designee shall  
1676 assign an investigator or commission legal counsel to hold a  
1677 mandatory mediation conference within sixty days of [sending]  
1678 servicing notice [of action taken pursuant to the merit assessment review  
1679 or legal review] that a complaint has been retained pursuant to the  
1680 case assessment review. A mediation conference may but need not be  
1681 held if the commission has held a no-fault conciliation conference. The  
1682 investigator or commission legal counsel assigned to conduct the  
1683 mediation shall not be assigned to investigate the complaint. The  
1684 mandatory mediation conference may not be scheduled for the same  
1685 [time] day as a fact-finding conference held pursuant to subsection  
1686 [(d)] (f) of this section. The mediator may hold additional mediation  
1687 conferences to accommodate settlement discussions.

1688 [(2) If] (e) (1) For complaints filed on or before December 31, 2014, if  
1689 the complaint is not resolved after the mandatory mediation  
1690 conference, the complainant, the respondent or the commission may at  
1691 any time after such conference request early legal intervention. If a  
1692 request for early legal intervention is made, the executive director or  
1693 the executive director's designee shall determine within ninety days of  
1694 the request whether [(A) the complaint should be heard pursuant to  
1695 section 46a-84, (B) the complaint should be processed pursuant to  
1696 subsection (d) of this section, or (C) the complainant should be

1697 released] the complaint should be (A) heard pursuant to section 46a-  
1698 84, as amended by this act, (B) investigated pursuant to subsection (f)  
1699 of this section by an investigator working under a regional manager or  
1700 commission legal counsel, or (C) released from the jurisdiction of the  
1701 commission. In making such determination, the executive director or  
1702 the executive director's designee may hold additional proceedings and  
1703 may utilize and direct commission staff. If the executive director or the  
1704 executive director's designee determines that the complaint should be  
1705 processed pursuant to subsection [(d)] (f) of this section, the executive  
1706 director or the executive director's designee may recommend that the  
1707 investigator make a finding of no reasonable cause. [If the executive  
1708 director or the executive director's designee recommends that the  
1709 investigator make a finding of no reasonable cause, the] The  
1710 investigator shall make such a finding unless the investigator believes  
1711 the executive director or the executive director's designee made a  
1712 mistake of fact. If the investigator intends to make a finding of  
1713 reasonable cause after the executive director or the executive director's  
1714 designee recommends otherwise, the investigator shall consult with  
1715 the executive director or the executive director's designee.

1716 [(3) If the complaint is not resolved after the mandatory mediation  
1717 conference, the complainant or the respondent may request the  
1718 commission to hold additional mediation conferences.

1719 (4) The commission may dismiss the complaint if (A) a complainant,  
1720 after notice and without good cause, fails to attend a mandatory  
1721 mediation conference; or (B) the respondent has eliminated the  
1722 discriminatory practice complained of, taken steps to prevent a like  
1723 occurrence in the future and offered full relief to the complainant, even  
1724 though the complainant has refused such relief.]

1725 (2) For complaints filed after December 31, 2014, if the complaint is  
1726 not resolved after the mandatory mediation conference, commission  
1727 legal counsel shall conduct an early legal intervention not later than  
1728 ninety days after the date of the mandatory mediation conference to

1729 determine whether the complaint should be (A) heard pursuant to  
1730 section 46a-84, as amended by this act, (B) investigated pursuant to  
1731 subsection (f) of this section by an investigator working under a  
1732 regional manager or commission legal counsel, or (C) released from  
1733 the jurisdiction of the commission. In making such determination,  
1734 commission legal counsel may hold additional proceedings and may  
1735 utilize and direct commission staff. No finding of reasonable cause or  
1736 no reasonable cause or other dismissal may be made unless a  
1737 commission legal counsel approves the decision. In reviewing such  
1738 decision, commission legal counsel may order additional proceedings  
1739 and may utilize and direct commission staff.

1740 [(d)] (f) If the complaint is not resolved after the mandatory  
1741 mediation conference held pursuant to subsection [(c)] (d) of this  
1742 section or if the executive director, the executive director's designee or  
1743 commission legal counsel determines that the complaint should be  
1744 processed pursuant to this subsection in accordance with [subdivision  
1745 (2) of subsection (c)] subsection (e) of this section, the executive  
1746 director or the executive director's designee shall assign an investigator  
1747 to process the complaint within fifteen days after the [mandatory  
1748 mediation conference] date on which mediation failed or the decision  
1749 to conduct an investigation was made, as applicable. The investigator  
1750 may conduct a fact-finding conference, a complete investigation,  
1751 including, but not limited to, individual witness interviews, requests  
1752 for voluntary disclosure of information, subpoenas of witnesses or  
1753 documents, requests for admission of facts, interrogatories, site visits  
1754 or any other lawful means of finding facts, or any combination thereof  
1755 for the purpose of determining if there is reasonable cause for  
1756 believing that a discriminatory practice has been or is being committed  
1757 as alleged in the complaint. [As used in this section and section 46a-84,  
1758 "reasonable cause" means a bona fide belief that the material issues of  
1759 fact are such that a person of ordinary caution, prudence and judgment  
1760 could believe the facts alleged in the complaint. The executive director  
1761 or the executive director's designee may dismiss the complaint if the

1762 complainant, after notice, and without good cause, fails to attend a  
1763 fact-finding conference.]

1764 [(e)] (g) (1) Before issuing a finding of reasonable cause or no  
1765 reasonable cause, the investigator shall afford each party and each  
1766 party's representative an opportunity to provide written or oral  
1767 comments on all evidence in the commission's file, except as otherwise  
1768 provided by federal law or the general statutes. The investigator shall  
1769 consider such comments before making a finding. The investigator  
1770 shall make a finding of reasonable cause or no reasonable cause in  
1771 writing and shall list the factual findings on which it is based not later  
1772 than one hundred ninety days from the date of the [merit] case  
1773 assessment review, except that for good cause shown, the executive  
1774 director or the executive director's designee may grant no more than  
1775 two extensions of the investigation of three months each.

1776 (2) If the investigator makes a finding that there is reasonable cause  
1777 to believe that a violation of section 46a-64c, as amended by this act,  
1778 has occurred, the complainant and the respondent shall have twenty  
1779 days from sending of the reasonable cause finding to elect a civil action  
1780 in lieu of an administrative hearing pursuant to section 46a-84, as  
1781 amended by this act. If either the complainant or the respondent  
1782 requests a civil action, the commission, through the Attorney General  
1783 or a commission legal counsel, shall commence an action pursuant to  
1784 subsection (b) of section 46a-89, as amended by this act, within ninety  
1785 days of receipt of the notice of election. If the Attorney General or a  
1786 commission legal counsel believes that injunctive relief, punitive  
1787 damages or a civil penalty would be appropriate, such relief, damages  
1788 or penalty may also be sought. The jurisdiction of the Superior Court  
1789 in an action brought under this subdivision shall be limited to such  
1790 claims, counterclaims, defenses or the like that could be presented at  
1791 an administrative hearing before the commission, had the complaint  
1792 remained with the commission for disposition. A complainant may  
1793 intervene as a matter of right in a civil action without permission of the  
1794 court or the parties. If the Attorney General or commission legal

1795 counsel, as the case may be, determines that the interests of the state  
1796 will not be adversely affected, the complainant or attorney for the  
1797 complainant shall present all or part of the case in support of the  
1798 complaint. If the Attorney General or a commission legal counsel  
1799 determines that a material mistake of law or fact has been made in the  
1800 finding of reasonable cause, the Attorney General or a commission  
1801 legal counsel may decline to bring a civil action and shall remand the  
1802 file to the investigator for further action. The investigator shall  
1803 complete any such action not later than ninety days after receipt of  
1804 such file.

1805 [(f)] (h) If the investigator issues a finding of no reasonable cause or  
1806 if the complaint is dismissed pursuant to subsection [(d)] (m) of this  
1807 section, the complainant may file a written request for reconsideration  
1808 with the executive director or the executive director's designee, not  
1809 later than fifteen days from the sending of such finding or dismissal. A  
1810 request for reconsideration shall state specifically the reasons why  
1811 reconsideration should be granted. [The executive director or the  
1812 executive director's designee] Commission legal counsel shall grant or  
1813 reject reconsideration within ninety days of the sending of such  
1814 finding or dismissal. [The executive director or the executive director's  
1815 designee] Commission legal counsel shall conduct such additional  
1816 proceedings as may be necessary to render a decision on the request.

1817 [(g)] (i) After finding that there is reasonable cause to believe that a  
1818 discriminatory practice has been or is being committed as alleged in  
1819 the complaint, an investigator shall attempt to eliminate the practice  
1820 complained of by conference, conciliation and persuasion within [fifty]  
1821 thirty days of the finding. The refusal to accept a settlement shall not  
1822 be grounds for dismissal of any complaint.

1823 [(h)] (j) No commissioner or employee of the commission may  
1824 disclose, except to the parties or their representatives, what has  
1825 occurred in the course of [such endeavors] the commission's  
1826 processing of a complaint, provided the commission may publish the

1827 facts in the case and any complaint which has been dismissed and the  
1828 terms of conciliation when a complaint has been adjusted. Each party  
1829 and his or her representative shall have the right to inspect and copy  
1830 documents, statements of witnesses and other evidence pertaining to  
1831 the complaint, except as otherwise provided by federal law or the  
1832 general statutes.

1833 [(i)] (k) In the investigation of any complaint filed pursuant to this  
1834 chapter, [the] commission legal counsel may issue subpoenas requiring  
1835 the production of records and other documents or compelling the  
1836 attendance of witnesses. Where both the complainant and respondent  
1837 are represented by counsel, commission legal counsel may order the  
1838 parties to conduct discovery, limited to interrogatories and the  
1839 production of documents, to assist the commission in processing the  
1840 complaint.

1841 [(j)] (l) The executive director or the executive director's designee  
1842 may enter an order of default against a respondent who (1) after  
1843 notice, fails to answer a complaint in accordance with subsection (a) of  
1844 this section or within such extension of time as may have been granted;  
1845 (2) fails to answer interrogatories issued pursuant to subdivision (11)  
1846 of section 46a-54, as amended by this act, or fails to respond to a  
1847 subpoena issued pursuant to subsection [(i)] (k) of this section or  
1848 subdivision (9) of section 46a-54, as amended by this act, provided the  
1849 executive director or the executive director's designee shall consider  
1850 any timely filed objection; (3) after notice and without good cause, fails  
1851 to attend a fact-finding conference; or (4) after notice and without good  
1852 cause, fails to attend a mandatory mediation conference. Upon entry of  
1853 an order of default, the [executive director or the executive director's  
1854 designee] chief referee shall appoint a presiding officer to enter, after  
1855 notice and hearing, an order eliminating the discriminatory practice  
1856 complained of and making the complainant whole. The respondent  
1857 may make application to the executive director or the executive  
1858 director's designee to vacate the default. The commission or the  
1859 complainant may petition the Superior Court for enforcement of any

1860 order for relief pursuant to section 46a-95, as amended by this act.

1861 (m) The executive director or the executive director's designee may  
1862 enter an order of dismissal against a complainant who (1) after notice  
1863 and without good cause, fails to attend a fact-finding conference; (2)  
1864 after notice and without good cause, fails to attend a mandatory  
1865 mediation conference; or (3) refuses to accept an offer of settlement  
1866 where the respondent has eliminated the discriminatory practice  
1867 complained of, taken steps to prevent a like occurrence in the future  
1868 and offered full relief to the complainant.

1869 Sec. 30. Section 46a-83a of the general statutes is repealed and the  
1870 following is substituted in lieu thereof (*Effective July 1, 2014*):

1871 [If (1) a complainant requests a release of jurisdiction pursuant to  
1872 subsection (b) of section 46a-83, (2) a commission legal counsel denies  
1873 reinstatement of a complaint pursuant to subsection (b) of said section,  
1874 or (3)] If a complaint is dismissed for failure to accept full relief  
1875 pursuant to subsection [(c) of said section] (m) of section 46a-83, as  
1876 amended by this act, and the complainant does not request  
1877 reconsideration of such dismissal as provided in subsection [(f) of said  
1878 section] (h) of section 46a-83, as amended by this act, the executive  
1879 director shall issue a release and the complainant may, within ninety  
1880 days of receipt of the release from the commission, bring an action in  
1881 accordance with sections 46a-100 and 46a-102 to 46a-104, inclusive, as  
1882 amended by this act.

1883 Sec. 31. Section 46a-84 of the general statutes is repealed and the  
1884 following is substituted in lieu thereof (*Effective July 1, 2014*):

1885 (a) If the investigator fails to eliminate a discriminatory practice  
1886 complained of pursuant to subsection (a) or (b) of section 46a-82, as  
1887 amended by this act, within fifty days of a finding of reasonable cause,  
1888 the investigator shall, within ten days, certify the complaint and the  
1889 results of the investigation to the executive director of the commission  
1890 and to the Attorney General. The investigator's conclusion that

1891 conciliation has failed shall be conclusive on the issue.

1892 (b) Upon certification of a complaint filed pursuant to subsection (a)  
1893 or (b) of section 46a-82, as amended by this act, or upon the filing of a  
1894 complaint pursuant to subsection (c) of said section, or upon a decision  
1895 to send a complaint directly to public hearing made pursuant to  
1896 subsection (e) of section 46a-83, as amended by this act, the [Chief  
1897 Human Rights Referee] chief referee shall appoint [, for a complaint  
1898 filed pursuant to said subsection (a) or (b), a hearing officer, hearing  
1899 adjudicator or human rights referee, and for a complaint filed pursuant  
1900 to said subsection (c), a hearing officer or human rights referee,] a  
1901 referee to act as a presiding officer to hear the complaint. [or] The chief  
1902 referee may also appoint an individual authorized by subsection (e) of  
1903 this section or a referee to conduct settlement negotiations. [and shall  
1904 cause to be issued and served] The chief referee shall serve in the name  
1905 of the commission a [written notice, together with a] copy of the  
1906 complaint, as the same may have been amended, requiring the  
1907 respondent to answer the charges of the complaint, [at a hearing before  
1908 the presiding officer or hearing adjudicator at a time and place to be  
1909 specified in the notice] together with a written notice requiring the  
1910 respondent to appear at a hearing or settlement conference on the date  
1911 and at the time specified in the notice. A hearing on a complaint filed  
1912 pursuant to subsection (a) or (b) of section 46a-82, as amended by this  
1913 act, shall be commenced by convening a hearing conference not later  
1914 than forty-five days after the certification of the complaint. Such  
1915 hearing shall be a de novo hearing on the merits of the complaint and  
1916 not an appeal of the commission's processing of the complaint prior to  
1917 its certification. A hearing on a complaint filed pursuant to subsection  
1918 (c) of section 46a-82, as amended by this act, shall be commenced by  
1919 convening a hearing conference not later than twenty days after the  
1920 date of notice of such complaint. Hearings shall proceed with  
1921 reasonable dispatch and be concluded in accordance with the  
1922 provisions of section 4-180.

1923 [(c) The place of any hearing may be the office of the commission or

1924 another place designated by the commission]

1925 (c) The place of any hearing, hearing conference or settlement  
1926 conference shall be the commission's administrative office in Hartford,  
1927 unless all parties mutually agree to an alternate location.

1928 (d) The case in support of the complaint shall be presented at the  
1929 hearing by the Attorney General, who shall be counsel for the  
1930 commission, or by a commission legal counsel as provided in section  
1931 46a-55. [, as the case may be.] If the Attorney General or the  
1932 commission legal counsel determines that a material mistake of law or  
1933 fact has been made in the finding of reasonable cause on a complaint  
1934 filed pursuant to subsection (a) or (b) of section 46a-82, as amended by  
1935 this act, or the commission legal counsel determines that a case sent to  
1936 public hearing pursuant to subsection (e) of section 46a-83, as  
1937 amended by this act, should be further investigated, the Attorney  
1938 General or the commission legal counsel may withdraw the  
1939 certification of the complaint or the decision to send the complaint to  
1940 public hearing and remand the file to the investigator for further  
1941 action. The investigator shall complete any required action not later  
1942 than ninety days after receipt of such file. The complainant may be  
1943 represented by an attorney of the complainant's own choice. If the  
1944 Attorney General or the commission legal counsel [, as the case may  
1945 be,] determines that the interests of the state will not be adversely  
1946 affected, the complainant or the attorney for the complainant shall  
1947 present all or part of the case in support of the complaint. No  
1948 commissioner may participate in the deliberations of the presiding  
1949 officer in the case.

1950 (e) A [hearing officer, hearing adjudicator, human rights] referee or  
1951 attorney who volunteers service pursuant to subdivision (18) of section  
1952 46a-54, as amended by this act, may supervise settlement endeavors. [,  
1953 or, in] In employment discrimination cases only, the complainant and  
1954 respondent, with the permission of the [commission] chief referee, may  
1955 engage in alternate dispute resolution endeavors for not more than

1956 three months. The cost of such alternate dispute resolution endeavors  
1957 shall be borne by the complainant or the respondent, or both, and not  
1958 by the commission. Any endeavors or negotiations for conciliation,  
1959 settlement or alternate dispute resolution shall not be received in  
1960 evidence.

1961 (f) The respondent [may] shall file a written answer to the complaint  
1962 under oath and appear at the hearing in person or otherwise, with or  
1963 without counsel, and submit testimony and be fully heard. If the  
1964 respondent fails to file a written answer [prior to the hearing within  
1965 the time limits established by regulation adopted by the commission in  
1966 accordance with chapter 54] not later than fifteen days after service of  
1967 the complaint, or fails to appear at the hearing, hearing conference or  
1968 settlement conference after notice in accordance with section 4-177, the  
1969 presiding officer or [hearing adjudicator] a referee or an attorney who  
1970 volunteers services pursuant to subsection (e) of this section may enter  
1971 an order of default and order such relief as is necessary to eliminate  
1972 the discriminatory practice and make the complainant whole, except  
1973 that if the default was entered by an attorney who volunteers services  
1974 pursuant to subsection (e) of this section, the chief referee shall appoint  
1975 a referee to act as a presiding officer to award relief. The commission  
1976 or the complainant may petition the Superior Court for enforcement of  
1977 any such order [for relief] entered pursuant to [the provisions of]  
1978 section 46a-95, as amended by this act.

1979 (g) The presiding officer [or hearing adjudicator] conducting any  
1980 hearing shall permit reasonable amendment to any complaint or  
1981 answer and the testimony taken at the hearing shall be under oath and  
1982 be transcribed at the request of any party.

1983 Sec. 32. Section 46a-86 of the general statutes is repealed and the  
1984 following is substituted in lieu thereof (*Effective July 1, 2014*):

1985 (a) If, upon all the evidence presented at the hearing conducted  
1986 pursuant to section 46a-84, as amended by this act, the presiding

1987 officer finds that a respondent has engaged in any discriminatory  
1988 practice, the presiding officer shall [state the presiding officer's] make  
1989 written findings of fact and [shall issue and] file with the commission  
1990 and [cause to be served] serve on the complainant and respondent an  
1991 order requiring the respondent to cease and desist from the  
1992 discriminatory practice and [further requiring the respondent] to take  
1993 such affirmative action as [in the judgment of the presiding officer will  
1994 effectuate] is necessary to achieve the purpose of this chapter.

1995 (b) In addition to any other action taken under this section, upon a  
1996 finding of a discriminatory employment practice, the presiding officer  
1997 may order the hiring or reinstatement of [employees] any individual,  
1998 with or without back pay, or restoration to membership in any  
1999 respondent labor organization. [, provided, liability] Liability for back  
2000 pay shall not accrue from a date more than two years prior to the filing  
2001 or issuance of the complaint. [and, provided further, interim] Interim  
2002 earnings, including unemployment compensation and welfare  
2003 assistance or amounts which could have been earned with reasonable  
2004 diligence on the part of the person to whom back pay is awarded shall  
2005 be deducted from the amount of back pay to which such person is  
2006 otherwise entitled. The amount of any [such] deduction for interim  
2007 unemployment compensation or welfare assistance shall be paid by  
2008 the respondent to the commission which shall transfer such amount to  
2009 the appropriate state or local agency.

2010 (c) In addition to any other action taken under this section, upon a  
2011 finding of a discriminatory practice prohibited by section 46a-58, as  
2012 amended by this act, 46a-59, as amended by this act, 46a-64, as  
2013 amended by this act, or 46a-64c, [46a-81b, 46a-81d or 46a-81e,] the  
2014 presiding officer shall determine the damage suffered by the  
2015 complainant, which damage shall include, but not be limited to, the  
2016 expense incurred by the complainant for obtaining alternate housing  
2017 or space, storage of goods and effects, moving costs and other costs  
2018 actually incurred by the complainant as a result of such discriminatory  
2019 practice and shall allow reasonable attorney's fees and costs. The

2020 amount of attorney's fees allowed shall not be contingent upon the  
2021 amount of damages requested by or awarded to the complainant.

2022 (d) In addition to any other action taken under this section, upon a  
2023 finding of a discriminatory practice prohibited by section 46a-66, as  
2024 amended by this act, [or 46a-81f,] the presiding officer shall [issue and]  
2025 file with the commission and [cause to be served] serve on the  
2026 respondent an order requiring the respondent to pay the complainant  
2027 the damages resulting from the discriminatory practice.

2028 (e) In addition to any other action taken under this section, upon a  
2029 finding of noncompliance with antidiscrimination statutes or contract  
2030 provisions required under section 4a-60, as amended by this act, [or 4a-  
2031 60a] or the provisions of sections 46a-68c to 46a-68f, inclusive, the  
2032 presiding officer shall [issue and] file with the commission and [cause  
2033 to be served] serve on the respondent an order with respect to any  
2034 remedial action imposed [by the presiding officer] pursuant to  
2035 subsection (c) or (d) of section 46a-56, as amended by this act.

2036 (f) If, upon all the evidence and after a complete hearing, the  
2037 presiding officer finds that the respondent has not engaged in any  
2038 alleged discriminatory practice, the presiding officer shall [state the  
2039 presiding officer's] make written findings of fact and shall [issue and]  
2040 file with the commission and [cause to be served] serve on the  
2041 complainant and respondent an order dismissing the complaint.

2042 (g) Any payment received by a complainant under this chapter or  
2043 under any equivalent federal antidiscrimination law, either as a  
2044 settlement of a claim or as an award made in a judicial or  
2045 administrative proceeding, shall not be considered as income,  
2046 resources or assets for the purpose of determining the eligibility of or  
2047 amount of assistance to be received by such person in the month of  
2048 receipt or the three months following receipt under the state  
2049 supplement program, Medicaid or any other medical assistance  
2050 program, temporary family assistance program, state-administered

2051 general assistance program, or the temporary assistance for needy  
2052 families program. After such time period, any remaining funds shall  
2053 be subject to state and federal laws governing such programs,  
2054 including, but not limited to, provisions concerning an individual  
2055 development [accounts] account, as defined in section 31-51ww.

2056 Sec. 33. Section 46a-86a of the general statutes is repealed and the  
2057 following is substituted in lieu thereof (*Effective July 1, 2014*):

2058 The [Commission on Human Rights and Opportunities shall  
2059 inform] commission shall serve all papers on the complainant and the  
2060 respondent, [of] including any finding, closure, dismissal, notice,  
2061 complaint or other determination or proceeding concerning the  
2062 complaint, [filed by such complainant] by first class mail, facsimile  
2063 machine, electronic mail or a file transfer protocol site.

2064 Sec. 34. Section 46a-87 of the general statutes is repealed and the  
2065 following is substituted in lieu thereof (*Effective July 1, 2014*):

2066 (a) Contumacy or refusal to obey subpoena issued pursuant to this  
2067 chapter shall constitute contempt punishable, upon the application of  
2068 the authority issuing such subpoena, by the [Superior Court for the]  
2069 superior court for the judicial district of Hartford, judicial district in  
2070 which the hearing is held or the investigation is conducted or the  
2071 judicial district in which the witness resides or transacts business. An  
2072 objection that has not been raised before the commission to defeat or  
2073 excuse compliance with the subpoena may not be presented to or  
2074 relied on by the court.

2075 (b) No person may be excused from [attending and] testifying or  
2076 from producing records [, correspondence, documents] or other  
2077 evidence in obedience to a subpoena [,] on the ground that the  
2078 testimony or evidence required of [him] such person may tend to  
2079 incriminate [him] such person or subject [him] such person to a  
2080 penalty or forfeiture. [, but no person] No person, after having claimed  
2081 the privilege against self-incrimination, may be prosecuted or

2082 subjected to any penalty [or forfeiture for or on account of any  
2083 transaction, matter or thing concerning which he is compelled, after  
2084 having claimed his privilege against self-incrimination, to testify or  
2085 produce evidence] for any matter revealed by such testimony or  
2086 production, provided such testimony or production is compelled by  
2087 this section, except that [such person so testifying shall not] no such  
2088 person shall be exempt from prosecution and punishment for perjury  
2089 committed in so testifying. The immunity [herein] provided in this  
2090 subsection shall extend only to natural persons [so] compelled to  
2091 testify or produce records or other evidence.

2092 Sec. 35. Section 46a-88 of the general statutes is repealed and the  
2093 following is substituted in lieu thereof (*Effective July 1, 2014*):

2094 (a) Upon the failure of any person to answer interrogatories issued  
2095 pursuant to subsection (11) of section 46a-54, as amended by this act,  
2096 the commission may file a petition with the interrogatories attached  
2097 with the [Superior Court of] superior court for the judicial district of  
2098 Hartford, the judicial district in which the violation is alleged to have  
2099 occurred or [where] the judicial district in which such person resides  
2100 or transacts business, requesting the court to order that an answer be  
2101 filed.

2102 (b) The commission shall [cause] serve a copy of the petition  
2103 provided for in subsection (a) of this section [to be sent] by registered  
2104 or certified mail to the person from whom such answers are sought or  
2105 [his] such person's legal representative.

2106 (c) The court shall assume jurisdiction over the proceedings  
2107 provided for in this section and [may] shall, after hearing [,] or in the  
2108 absence of objection, enter an order which it deems appropriate. An  
2109 objection that has not been raised before the commission to defeat or  
2110 excuse compliance with the interrogatories may not be presented to or  
2111 relied on by the court.

2112 [(d) The proceedings provided for in this section shall conform to

2113 the rules of practice of the Superior Court.]

2114 Sec. 36. Section 46a-89 of the general statutes is repealed and the  
2115 following is substituted in lieu thereof (*Effective July 1, 2014*):

2116 (a) (1) Whenever a complaint [is filed with or by the commission]  
2117 filed pursuant to section 46a-82, as amended by this act, [alleging]  
2118 alleges a violation of section 46a-60, as amended by this act, or [46a-  
2119 81c, and a commissioner believes, upon review and the  
2120 recommendation of the investigator assigned,] section 9 of this act and  
2121 the commission believes that equitable relief is required to prevent  
2122 irreparable harm to the complainant, the [commissioner] commission  
2123 may bring a petition [in equity] in the superior court for the judicial  
2124 district of Hartford, the judicial district in which the discriminatory  
2125 practice which is the subject of the complaint occurred or the judicial  
2126 district in which the respondent resides, provided this subdivision  
2127 shall not apply to complaints against employers with less than fifty  
2128 employees.

2129 (2) The petition shall seek appropriate temporary injunctive relief  
2130 against the respondent pending final disposition of the complaint  
2131 pursuant to the procedures set forth in this chapter. The injunctive  
2132 relief may include an order temporarily restraining the respondent  
2133 from doing any act that would render ineffectual any order a presiding  
2134 officer may render with respect to the complaint.

2135 (3) Upon service on the respondent of notice pursuant to section  
2136 46a-89a, as amended by this act, the respondent shall be temporarily  
2137 restrained from taking any action that would render ineffectual the  
2138 temporary injunctive relief [prayed for] requested in the petition,  
2139 provided nothing in this section shall be construed to prevent the  
2140 respondent from having any employment duties [,] enjoined under  
2141 this section and section 46a-89a, as amended by this act, from being  
2142 carried out by another employee and the notice shall so provide.

2143 (b) (1) Whenever a complaint filed pursuant to section 46a-82, as

2144 amended by this act, alleges a violation of section 46a-64, as amended  
2145 by this act, or 46a-64c, as amended by this act, [46a-81d or 46a-81e, and  
2146 a commissioner] the commission believes that injunctive relief is  
2147 required or that the imposition of punitive damages or a civil penalty  
2148 would be appropriate, the commission may bring a petition in the  
2149 superior court for the judicial district in [which] that the  
2150 discriminatory practice which is the subject of the complaint occurred  
2151 or the judicial district in which the respondent resides.

2152 (2) The petition shall seek: (A) Appropriate injunctive relief,  
2153 including temporary or permanent orders or decrees restraining and  
2154 enjoining the respondent from selling or renting to anyone other than  
2155 the complainant or otherwise making unavailable to the complainant  
2156 any dwelling or commercial property with respect to which the  
2157 complaint is made, pending the final determination of such complaint  
2158 by the commission or such petition by the court; (B) an award of  
2159 damages based on the remedies available under subsection (c) of  
2160 section 46a-86, as amended by this act; (C) an award of punitive  
2161 damages payable to the complainant, not to exceed fifty thousand  
2162 dollars; (D) a civil penalty payable to the state against the respondent  
2163 to vindicate the public interest: (i) In an amount not exceeding ten  
2164 thousand dollars if the respondent has not been adjudged to have  
2165 committed any prior discriminatory housing practice; (ii) in an amount  
2166 not exceeding twenty-five thousand dollars if the respondent has been  
2167 adjudged to have committed one other discriminatory housing  
2168 practice during the five-year period prior to the date of the filing of  
2169 this complaint; and (iii) in an amount not exceeding fifty thousand  
2170 dollars if the respondent has been adjudged to have committed two or  
2171 more discriminatory housing practices during the seven-year period  
2172 prior to the date of the filing of the complaint; except that if the acts  
2173 constituting the discriminatory housing practice that is the object of the  
2174 complaint are committed by the same natural person who has been  
2175 previously adjudged to have committed acts constituting a  
2176 discriminatory housing practice, then the civil penalties set forth in

2177 clauses (ii) and (iii) of this subparagraph may be imposed without  
2178 regard to the period of time within which any subsequent  
2179 discriminatory housing practice occurred; or (E) two or more of such  
2180 remedies.

2181 (3) Upon service on the respondent of notice pursuant to section  
2182 46a-89a, as amended by this act, the respondent shall be temporarily  
2183 restrained from selling or renting the dwelling or commercial property  
2184 which is the subject of the complaint to anyone other than the  
2185 complainant, or from otherwise making such dwelling or commercial  
2186 property unavailable to the complainant, until the court or judge has  
2187 decided the petition for temporary injunctive relief and the notice shall  
2188 so provide.

2189 Sec. 37. Section 46a-89a of the general statutes is repealed and the  
2190 following is substituted in lieu thereof (*Effective July 1, 2014*):

2191 (a) The [court, or any judge of the court when such court is not  
2192 actually in session,] superior court may grant an injunction [forthwith]  
2193 immediately, if the circumstances of the case demand it, or the court  
2194 [or judge] may cause immediate notice of the petition to be given to the  
2195 adverse party [, that he may] to show cause why such injunction  
2196 should not be granted. [; but no] No temporary injunction may be  
2197 granted without notice to the adverse party unless it clearly appears  
2198 from the specific facts shown by affidavit or by verified complaint that  
2199 irreparable loss or damage will result to the complainant before the  
2200 matter can be heard.

2201 (b) The court, [or any judge thereof,] after hearing, shall issue a  
2202 temporary injunction upon a finding that irreparable loss or damage  
2203 will result to the complainant in that (1) there is a substantial  
2204 probability of loss of meaningful relief including but not limited to the  
2205 availability of an employment opportunity or the rental or sale of a  
2206 dwelling or commercial property, or (2) there is a substantial  
2207 probability of interference with the ability of the commission to

2208 provide meaningful relief as authorized by this chapter.

2209 (c) Upon rendering a decision in favor of the commission on the  
2210 petition for temporary injunctive relief, the court [or judge] shall  
2211 simultaneously enter an order granting temporary injunctive relief and  
2212 such other relief as deemed necessary and remand the complaint to the  
2213 commission for further proceedings pursuant to this chapter.

2214 (d) Upon rendering a decision in favor of the respondent on the  
2215 petition for temporary injunctive relief, the court [or judge] shall  
2216 simultaneously enter an order dissolving any injunctive relief, order,  
2217 decree, temporary relief or restraining order [theretofore] previously  
2218 issued [against the respondent in the matter] and remand the matter to  
2219 the commission.

2220 (e) Commencement of proceedings pursuant to section 46a-89, as  
2221 amended by this act, this section or section 46a-90a, as amended by  
2222 this act, shall not bar the commission from processing the complaint  
2223 pursuant to the procedures set forth in this chapter.

2224 Sec. 38. Section 46a-90a of the general statutes is repealed and the  
2225 following is substituted in lieu thereof (*Effective July 1, 2014*):

2226 (a) The [chairperson of the commission] chief referee shall schedule  
2227 a date for a hearing pursuant to section 46a-84, as amended by this act,  
2228 to be held within forty-five days of any temporary injunctive relief or  
2229 restraining order issued pursuant to section 46a-89a, as amended by  
2230 this act. Such temporary injunctive relief or restraining order shall  
2231 remain in effect until the presiding officer renders [his] a decision on  
2232 the complaint. If the commission does not conduct its hearing  
2233 procedure with reasonable [dispatch] speed, the court, on the motion  
2234 of the respondent and for good cause shown, shall remove such  
2235 temporary injunction and assume jurisdiction of all civil proceedings  
2236 arising out of the complaint and shall set the matter for hearing on the  
2237 merits. The presiding officer shall render [his] a decision within twenty  
2238 days after the close of evidence and the filing of briefs.

2239 (b) When the presiding officer finds that the respondent has  
2240 engaged in any discriminatory practice prohibited by section 46a-60, as  
2241 amended by this act, 46a-64, as amended by this act, 46a-64c, as  
2242 amended by this act, [46a-81c, 46a-81d or 46a-81e] or section 9 of this  
2243 act and grants relief on the complaint [ , which relief requires that such]  
2244 requiring that a temporary injunction remain in effect, the commission  
2245 [chairperson] may, through the procedure outlined in subsection (a) of  
2246 section 46a-95, as amended by this act, petition the court which  
2247 granted the original temporary injunction to make the injunction  
2248 permanent.

2249 (c) Upon issuance of a permanent injunction, the case shall be  
2250 returned to the commission for such further action as is authorized by  
2251 this chapter.

2252 (d) Any temporary injunction issued under [the provisions of]  
2253 section 46a-89a, as amended by this act, shall remain in effect during  
2254 any appeal under section 46a-94a, as amended by this act, or any  
2255 enforcement procedure under section 46a-95, as amended by this act,  
2256 unless removed by the court. [or a judge thereof.]

2257 Sec. 39. Section 46a-94 of the general statutes is repealed and the  
2258 following is substituted in lieu thereof (*Effective July 1, 2014*):

2259 (a) An appeal to the Appellate Court shall lie from any judgment,  
2260 injunctive relief, order or decree entered pursuant to section 46a-89, as  
2261 amended by this act, 46a-89a, as amended by this act, or 46a-90a, as  
2262 amended by this act.

2263 (b) In any appeal to the Appellate Court under [the provisions of]  
2264 this section, any judge of the Appellate Court, on written application,  
2265 after oral hearing: (1) May order a party who has filed a notice of intent  
2266 to appeal either to appeal or withdraw such notice of appeal, and (2)  
2267 may make such orders as will expedite the appeal.

2268 Sec. 40. Section 46a-94a of the general statutes is repealed and the

2269 following is substituted in lieu thereof (*Effective July 1, 2014*):

2270 (a) The [Commission on Human Rights and Opportunities]  
2271 commission, any respondent or any complainant aggrieved by a final  
2272 order of a presiding officer [or any complainant] may appeal to the  
2273 Superior Court in accordance with section 4-183. Any complainant  
2274 may appeal to the Superior Court in accordance with section 4-183 if  
2275 the complainant is aggrieved by (1) the dismissal of his or her  
2276 complaint by the commission for failure to attend a mandatory  
2277 mediation session as provided in subsection [(c)] (m) of section 46a-83,  
2278 as amended by this act, (2) a finding of no reasonable cause as  
2279 provided in subsection [(e) of said] (g) of section 46a-83, as amended  
2280 by this act, or (3) a rejection of reconsideration, [of any dismissal] as  
2281 provided in subsection [(f) of said] (h) of section 46a-83, as amended by  
2282 this act. [may appeal therefrom in accordance with section 4-183. The  
2283 court on appeal shall also have jurisdiction to grant to the commission,  
2284 respondent or complainant such temporary relief or restraining order  
2285 as it deems just and suitable, and in like manner to make and enter a  
2286 decree enforcing or modifying and enforcing as so modified or setting  
2287 aside, in whole or in part, the order sought to be reviewed.]

2288 (b) Notwithstanding the provisions of subsection (a) of this section,  
2289 a complainant may not appeal the dismissal of his or her complaint if  
2290 [he] the complainant has been granted a release pursuant to section  
2291 46a-101, as amended by this act.

2292 (c) The commission on its own motion may, whenever justice so  
2293 requires, reopen any matter previously closed [by the commission] in  
2294 accordance with [the provisions of] this subsection, provided such  
2295 matter has not been appealed to the Superior Court pursuant to  
2296 [section 4-183] subsection (a) of this section. Notice of such reopening  
2297 shall be given to all parties. A complainant or respondent may, for  
2298 good cause shown, in the interest of justice, apply in writing for the  
2299 reopening of a previously closed proceeding provided such  
2300 application is filed with the executive director of the commission

2301 within two years of the commission's final decision and the  
2302 complainant has (1) not been issued a release of jurisdiction pursuant  
2303 to section 46a-83a, as amended by this act, and filed a civil action, or (2)  
2304 requested and received a release of jurisdiction from the commission  
2305 pursuant to section 46a-101, as amended by this act.

2306 (d) The standards for reopening a matter may include, but are not  
2307 limited to: (1) A material mistake of fact or law has occurred; (2) the  
2308 finding is arbitrary or capricious; (3) the finding is clearly erroneous in  
2309 view of the reliable, probative and substantial evidence on the whole  
2310 record; and (4) new evidence has been discovered which materially  
2311 affects the merits of the case and which, for good reasons, was not  
2312 presented during the investigation.

2313 Sec. 41. Subsection (a) of section 46a-95 of the general statutes is  
2314 repealed and the following is substituted in lieu thereof (*Effective July*  
2315 *1, 2014*):

2316 (a) The commission, through the Attorney General or a commission  
2317 legal counsel, or the complainant may petition the superior court for  
2318 the judicial district of Hartford, the judicial district [where] in which  
2319 any discriminatory practice occurred or the judicial district in which  
2320 any person charged with a discriminatory practice resides or transacts  
2321 business for the enforcement of any order issued by a presiding officer  
2322 under this chapter and for appropriate temporary relief [of] or a  
2323 restraining order.

2324 Sec. 42. Section 46a-97 of the general statutes is repealed and the  
2325 following is substituted in lieu thereof (*Effective July 1, 2014*):

2326 (a) Any employer, employment agency or labor organization  
2327 [which] that fails to post such notices of statutory provisions as the  
2328 commission may require pursuant to subsection (13) or (15) of section  
2329 46a-54, as amended by this act, shall be subject to a fine of not more  
2330 than two hundred fifty dollars.

2331 (b) Any person who fails to post such notices of statutory provisions  
2332 as the commission may require pursuant to subsection (14) of section  
2333 46a-54, as amended by this act, shall be fined not more than two  
2334 hundred fifty dollars.

2335 Sec. 43. Section 46a-98 of the general statutes is repealed and the  
2336 following is substituted in lieu thereof (*Effective July 1, 2014*):

2337 (a) In lieu of, but not in addition to, filing a complaint [with the  
2338 Commission on Human Rights and Opportunities] pursuant to section  
2339 46a-82, as amended by this act, any person claiming to be aggrieved by  
2340 a violation of section 46a-66, as amended by this act, or [46a-81f] may  
2341 bring an action under this section against a creditor [, as defined in  
2342 section 46a-65,] in the superior court for the judicial district in which  
2343 such aggrieved person resides or in which the alleged violation took  
2344 place.

2345 (b) Any [such] creditor who fails to comply with any requirement of  
2346 section 46a-66, as amended by this act, [or 46a-81f] or the regulations  
2347 adopted pursuant to section 46a-67, as amended by this act, shall be  
2348 liable to an aggrieved person in an amount equal to the sum of any  
2349 actual damages sustained by such person.

2350 (c) Any [such] creditor who fails to comply with any requirement of  
2351 section 46a-66, as amended by this act, [or 46a-81f] or the regulations  
2352 adopted pursuant to section 46a-67, as amended by this act, shall be  
2353 liable to an aggrieved person for punitive damages in an amount not  
2354 greater than one thousand dollars, as determined by the court, in  
2355 addition to any actual damages provided in subsection (b) of this  
2356 section.

2357 (d) Any [such] creditor who fails to comply with any requirement of  
2358 section 46a-66, as amended by this act, [or 46a-81f] or the regulations  
2359 adopted pursuant to section 46a-67, as amended by this act, may be  
2360 liable for punitive damages in the case of a class action in such amount  
2361 as the court may allow, provided the total recovery of punitive

2362 damages shall not exceed the lesser of five thousand dollars or one per  
2363 cent of the net worth of the creditor. In determining the amount of  
2364 award in any class action, the court shall consider, among other  
2365 relevant factors, the amount of any actual damages awarded, the  
2366 frequency and persistence of failures of compliance by the creditor, the  
2367 resources of the creditor, the number of persons adversely affected [,]  
2368 and the extent to which the creditor's failure of compliance was  
2369 intentional.

2370 (e) No action may be brought under this section except within one  
2371 year from the date of the occurrence of the violation.

2372 Sec. 44. Section 46a-99 of the general statutes is repealed and the  
2373 following is substituted in lieu thereof (*Effective July 1, 2014*):

2374 Any person claiming to be aggrieved by a violation of any provision  
2375 of sections 46a-70 to 46a-78, inclusive, as amended by this act, [or  
2376 sections 46a-81h to 46a-81o, inclusive,] may petition the Superior Court  
2377 for appropriate relief and [said] the court shall have the power to grant  
2378 such relief, by injunction or otherwise, as it deems just and suitable.

2379 Sec. 45. Section 46a-100 of the general statutes is repealed and the  
2380 following is substituted in lieu thereof (*Effective July 1, 2014*):

2381 Any person who has [timely] filed a complaint with the  
2382 [Commission on Human Rights and Opportunities] commission in  
2383 accordance with section 46a-82, as amended by this act, and who has  
2384 obtained a release [from the commission] of jurisdiction in accordance  
2385 with section 46a-83a, as amended by this act, or 46a-101, as amended  
2386 by this act, may [also] bring an action in the superior court for the  
2387 judicial district in which the discriminatory practice is alleged to have  
2388 occurred, [or] the judicial district in which the respondent transacts  
2389 business or the judicial district in which the complainant resides,  
2390 except any action involving a state agency or official may be brought in  
2391 the superior court for the judicial district of Hartford.

2392 Sec. 46. Section 46a-101 of the general statutes is repealed and the  
2393 following is substituted in lieu thereof (*Effective July 1, 2014*):

2394 (a) No action may be brought in accordance with section 46a-100, as  
2395 amended by this act, unless the complainant has received a release of  
2396 jurisdiction from the commission in accordance with the provisions of  
2397 this section.

2398 (b) The complainant and the respondent [, by themselves or their  
2399 attorneys,] may jointly request that the complainant receive a release  
2400 from the commission at any time from the date of filing the complaint.  
2401 The complainant [or the complainant's attorney] may request a release  
2402 from the commission if the complaint is still pending after the  
2403 expiration of one hundred eighty days from the date of its filing or  
2404 after a [merit] case assessment review in accordance with subsection  
2405 [(b)] (c) of section 46a-83, as amended by this act, whichever is earlier.  
2406 The executive director or the executive director's designee shall  
2407 conduct an expedited [merit] case assessment review in accordance  
2408 with subsection [(b)] (c) of section 46a-83, as amended by this act, if the  
2409 commission receives a request for a release of jurisdiction from the  
2410 complainant [or the complainant's attorney] prior to one hundred  
2411 eighty days from the date a complaint is filed.

2412 (c) The executive director [of the commission] or the executive  
2413 director's designee shall grant a release of jurisdiction, allowing the  
2414 complainant to bring a civil action, within ten business days after  
2415 receipt of the request for the release, except that if a case is scheduled  
2416 for public hearing or the request for a release of jurisdiction is received  
2417 more than two years after the date the complaint was filed with the  
2418 commission, the executive director or the executive director's designee  
2419 may decline to issue a release. The commission may defer acting on a  
2420 request for a release for thirty days if the executive director [of the  
2421 commission, or his] or the executive director's designee [,] certifies that  
2422 [he has] there is reason to believe that the complaint may be resolved  
2423 within that period.

2424 (d) Upon granting a release, the commission shall dismiss or  
2425 otherwise administratively dispose of the discriminatory practice  
2426 complaint pending with the commission without cost or penalty  
2427 assessed to any party.

2428 (e) Any action brought by the complainant in accordance with  
2429 section 46a-100, as amended by this act, shall be brought within ninety  
2430 days of the receipt of the release from the commission.

2431 Sec. 47. Section 46a-102 of the general statutes is repealed and the  
2432 following is substituted in lieu thereof (*Effective July 1, 2014*):

2433 Any action brought in accordance with section 46a-100, as amended  
2434 by this act, shall be brought within two years of the date of filing of the  
2435 complaint with the commission. [, except that an action may be  
2436 brought within six months of October 1, 1991, with respect to an  
2437 alleged violation provided a complaint concerning such violation has  
2438 been pending with the commission for more than one year as of  
2439 October 1, 1991, unless the complaint has been scheduled for a  
2440 hearing.]

2441 Sec. 48. Section 46a-103 of the general statutes is repealed and the  
2442 following is substituted in lieu thereof (*Effective July 1, 2014*):

2443 The complainant [or his attorney] shall serve a copy of the  
2444 complaint in an action brought in accordance with section 46a-100, as  
2445 amended by this act, on the executive director of the commission at the  
2446 same time all other parties [in such action] are served. Service on the  
2447 [commission] executive director shall be for the purpose of providing  
2448 legal notice of the action and shall not [thereby] make the commission  
2449 a [necessary] party to the action. The commission, through its counsel  
2450 or the Attorney General, may intervene as a matter of right without  
2451 permission of the court or the parties in any action brought in  
2452 accordance with section 46a-100, as amended by this act.

2453 Sec. 49. (NEW) (*Effective July 1, 2014*) Whenever the commission

2454 believes that section 46a-58 of the general statutes, as amended by this  
2455 act, section 46a-64 of the general statutes, as amended by this act, or  
2456 section 46a-64c, as amended by this act, has been or is being violated,  
2457 the executive director or the executive director's designee may refer the  
2458 matter to the state's attorney for possible prosecution in accordance  
2459 with the criminal laws of this state.

2460 Sec. 50. Section 53-37 of the general statutes is repealed and the  
2461 following is substituted in lieu thereof (*Effective July 1, 2014*):

2462 Any person who, by his or her advertisement, ridicules or holds up  
2463 to contempt any person or class of persons, [on account] because of the  
2464 [creed, religion, color, denomination, nationality or] race, color,  
2465 religion, age, sex, gender identity or expression, sexual orientation,  
2466 marital status, national origin, ancestry, mental disability, intellectual  
2467 disability, learning disability or physical disability of such person or  
2468 class of persons, shall be guilty of a class D misdemeanor.

2469 Sec. 51. Subsection (b) of section 32-235 of the 2014 supplement to  
2470 the general statutes is repealed and the following is substituted in lieu  
2471 thereof (*Effective July 1, 2014*):

2472 (b) The proceeds of the sale of said bonds, to the extent of the  
2473 amount stated in subsection (a) of this section, shall be used by the  
2474 Department of Economic and Community Development (1) for the  
2475 purposes of sections 32-220 to 32-234, inclusive, including economic  
2476 cluster-related programs and activities, and for the Connecticut job  
2477 training finance demonstration program pursuant to sections 32-23uu  
2478 and 32-23vv, provided (A) three million dollars shall be used by said  
2479 department solely for the purposes of section 32-23uu and not more  
2480 than five million two hundred fifty thousand dollars of the amount  
2481 stated in said subsection (a) may be used by said department for the  
2482 purposes of section 31-3u, (B) not less than one million dollars shall be  
2483 used for an educational technology grant to the deployment center  
2484 program and the nonprofit business consortium deployment center

2485 approved pursuant to section 32-41l, (C) not less than two million  
2486 dollars shall be used by said department for the establishment of a  
2487 pilot program to make grants to businesses in designated areas of the  
2488 state for construction, renovation or improvement of small  
2489 manufacturing facilities, provided such grants are matched by the  
2490 business, a municipality or another financing entity. The  
2491 Commissioner of Economic and Community Development shall  
2492 designate areas of the state where manufacturing is a substantial part  
2493 of the local economy and shall make grants under such pilot program  
2494 which are likely to produce a significant economic development  
2495 benefit for the designated area, (D) five million dollars may be used by  
2496 said department for the manufacturing competitiveness grants  
2497 program, (E) one million dollars shall be used by said department for  
2498 the purpose of a grant to the Connecticut Center for Advanced  
2499 Technology, for the purposes of subdivision (5) of subsection (a) of  
2500 section 32-7f, (F) fifty million dollars shall be used by said department  
2501 for the purpose of grants to the United States Department of the Navy,  
2502 the United States Department of Defense or eligible applicants for  
2503 projects related to the enhancement of infrastructure for long-term, on-  
2504 going naval operations at the United States Naval Submarine Base-  
2505 New London, located in Groton, which will increase the military value  
2506 of said base. Such projects shall not be subject to the provisions of  
2507 [sections] section 4a-60, as amended by this act, [and 4a-60a,] (G) two  
2508 million dollars shall be used by said department for the purpose of a  
2509 grant to the Connecticut Center for Advanced Technology, Inc., for  
2510 manufacturing initiatives, including aerospace and defense, and (H)  
2511 four million dollars shall be used by said department for the purpose  
2512 of a grant to companies adversely impacted by the construction at the  
2513 Quinnipiac Bridge, where such grant may be used to offset the increase  
2514 in costs of commercial overland transportation of goods or materials  
2515 brought to the port of New Haven by ship or vessel, (2) for the  
2516 purposes of the small business assistance program established  
2517 pursuant to section 32-9yy, provided fifteen million dollars shall be  
2518 deposited in the small business assistance account established

2519 pursuant to said section 32-9yy, and (3) to deposit twenty million  
2520 dollars in the small business express assistance account established  
2521 pursuant to section 32-7h.

2522 Sec. 52. Section 46a-68b of the general statutes is repealed and the  
2523 following is substituted in lieu thereof (*Effective July 1, 2014*):

2524 As used in this section and sections 4a-60, as amended by this act,  
2525 [4a-60a,] 4a-60g, as amended by this act, 4a-62, 46a-56, as amended by  
2526 this act, and 46a-68c to 46a-68k, inclusive: "Public works contract"  
2527 means any agreement between any individual, firm or corporation and  
2528 the state or any political subdivision of the state other than a  
2529 municipality for construction, rehabilitation, conversion, extension,  
2530 demolition or repair of a public building, highway or other changes or  
2531 improvements in real property, or which is financed in whole or in  
2532 part by the state, including, but not limited to, matching expenditures,  
2533 grants, loans, insurance or guarantees.

2534 Sec. 53. Subsection (b) of section 1-1g of the general statutes is  
2535 repealed and the following is substituted in lieu thereof (*Effective July*  
2536 *1, 2014*):

2537 (b) For the purposes of sections 4a-60, as amended by this act, 4b-28,  
2538 4b-31, 8-2g, 8-3e, 8-119t, 9-159s, 10-91f, 12-81, 17a-210, 17a-210b, 17a-  
2539 215c, 17a-217 to 17a-218a, inclusive, 17a-220, 17a-226 to 17a-227a,  
2540 inclusive, 17a-228, 17a-231 to 17a-233, inclusive, 17a-247 to 17a-247b,  
2541 inclusive, 17a-270, 17a-272 to 17a-274, inclusive, 17a-276, 17a-277, 17a-  
2542 281, 17a-282, 17a-580, 17a-593, 17a-594, 17a-596, 17b-226, 19a-638, 45a-  
2543 598, 45a-669, 45a-670, 45a-672, 45a-674, 45a-676, 45a-677, 45a-678, 45a-  
2544 679, 45a-680, 45a-681, 45a-682, 45a-683, 46a-11a to 46a-11g, inclusive,  
2545 46a-51, as amended by this act, 46a-60, as amended by this act, 46a-64,  
2546 as amended by this act, [46a-64b,] 46a-66, as amended by this act, 46a-  
2547 70, as amended by this act, 46a-71, as amended by this act, 46a-72, as  
2548 amended by this act, 46a-73, as amended by this act, 46a-75, as  
2549 amended by this act, 46a-76, as amended by this act, 46b-84, as

2550 amended by this act, 52-146o, 53a-46a, 53a-59a, 53a-60b, 53a-60c, 53a-  
2551 61a, 53a-181i, 53a-320, 53a-321, 53a-322, 53a-323, 54-56d and 54-250,  
2552 "intellectual disability" has the same meaning as "mental retardation"  
2553 as defined in subsection (a) of this section.

2554 Sec. 54. Subsection (a) of section 17a-210d of the general statutes is  
2555 repealed and the following is substituted in lieu thereof (*Effective July*  
2556 *1, 2014*):

2557 (a) (1) Wherever the words "the mentally retarded" are used in the  
2558 following general statutes, "persons with intellectual disability" or  
2559 "individuals with intellectual disability" shall be substituted in lieu  
2560 thereof; (2) wherever the words "mentally retarded", "mentally  
2561 retarded person" or "mentally retarded persons" are used in the  
2562 following general statutes, the words "intellectual disability", "person  
2563 with intellectual disability" or "persons with intellectual disability"  
2564 shall be substituted in lieu thereof; and (3) wherever the words "mental  
2565 retardation" are used in the following general statutes, the words  
2566 "intellectual disability" shall be substituted in lieu thereof: 4a-60, as  
2567 amended by this act, 4b-31, 8-2g, 8-3e, 9-159s, 10-91f, 17a-593, 17a-594,  
2568 17a-596, 45a-598, 45a-669, 45a-672, 45a-676, 45a-677, 45a-678, 45a-679,  
2569 45a-680, 45a-681, 45a-682, 45a-683, 46a-51, as amended by this act, 46a-  
2570 60, as amended by this act, 46a-64, as amended by this act, [46a-64b,]  
2571 46a-66, as amended by this act, 46a-70, as amended by this act, 46a-71,  
2572 as amended by this act, 46a-72, as amended by this act, 46a-73, as  
2573 amended by this act, 46a-75, as amended by this act, 46a-76, as  
2574 amended by this act, 46b-84, as amended by this act, 52-146o, 53a-46a,  
2575 53a-181i and 54-250.

2576 Sec. 55. Subdivision (1) of subsection (a) of section 47a-23c of the  
2577 general statutes is repealed and the following is substituted in lieu  
2578 thereof (*Effective July 1, 2014*):

2579 (a) (1) Except as provided in subdivision (2) of this subsection, this  
2580 section applies to any tenant who resides in a building or complex

2581 consisting of five or more separate dwelling units or who resides in a  
2582 mobile manufactured home park and who is either: (A) Sixty-two  
2583 years of age or older, or whose spouse, sibling, parent or grandparent  
2584 is sixty-two years of age or older and permanently resides with that  
2585 tenant, or (B) a person with a physical or mental disability, as defined  
2586 in [subdivision (8) of section 46a-64b] section 46a-51, as amended by  
2587 this act, or whose spouse, sibling, child, parent or grandparent is a  
2588 person with a physical or mental disability who permanently resides  
2589 with that tenant, but only if such disability can be expected to result in  
2590 death or to last for a continuous period of at least twelve months.

2591 Sec. 56. Subsection (b) of section 5-248a of the 2014 supplement to  
2592 the general statutes is repealed and the following is substituted in lieu  
2593 thereof (*Effective July 1, 2014*):

2594 (b) The leave of absence benefits granted by this section shall be in  
2595 addition to any other paid leave benefits and benefits provided under  
2596 subdivision [(7)] (5) of subsection (a) of section 46a-60, as amended by  
2597 this act, which are otherwise available to the employee.

2598 Sec. 57. Section 19a-490s of the general statutes is repealed and the  
2599 following is substituted in lieu thereof (*Effective July 1, 2014*):

2600 Except as provided in this section, a health care employer shall  
2601 report to such employer's local law enforcement agency any act which  
2602 may constitute an assault or related offense, as described in part V of  
2603 chapter 952, against a health care employee acting in the performance  
2604 of his or her duties. A health care employer shall make such report not  
2605 later than twenty-four hours after the occurrence of the act. The health  
2606 care employer shall provide the names and addresses of those  
2607 involved with such act to the local law enforcement agency. A health  
2608 care employer shall not be required to report any act which may  
2609 constitute assault or a related offense if the act was committed by a  
2610 person with a disability as described in subdivision [(13), (15) or (20)]  
2611 (29), (35) or (40) of section 46a-51, as amended by this act, whose

2612 conduct is a clear and direct manifestation of the disability.

2613 Sec. 58. Subsection (c) of section 46b-84 of the general statutes is  
2614 repealed and the following is substituted in lieu thereof (*Effective July*  
2615 *1, 2014*):

2616 (c) The court may make appropriate orders of support of any child  
2617 with intellectual disability, as defined in section 1-1g, [or] a mental  
2618 disability, as defined in subdivision (35) of section 46a-51, as amended  
2619 by this act, or physical disability, as defined in subdivision [(15)] (40)  
2620 of section 46a-51, as amended by this act, who resides with a parent  
2621 and is principally dependent upon such parent for maintenance until  
2622 such child attains the age of twenty-one. The child support guidelines  
2623 established pursuant to section 46b-215a shall not apply to orders  
2624 entered under this subsection. The provisions of this subsection shall  
2625 apply only in cases where the decree of dissolution of marriage, legal  
2626 separation or annulment is entered on or after October 1, 1997, or  
2627 where the initial support orders in actions not claiming any such  
2628 decree are entered on or after October 1, 1997.

2629 Sec. 59. Subsection (c) of section 53a-167c of the 2014 supplement to  
2630 the general statutes is repealed and the following is substituted in lieu  
2631 thereof (*Effective July 1, 2014*):

2632 (c) In any prosecution under this section involving assault of a  
2633 health care employee, as defined in section 19a-490q, it shall be a  
2634 defense that the defendant is a person with a disability as described in  
2635 subdivision [(13), (15) or (20)] (29), (35) or (40) of section 46a-51, as  
2636 amended by this act, and the defendant's conduct was a clear and  
2637 direct manifestation of the disability.

2638 Sec. 60. Subsection (d) of section 46a-68 of the 2014 supplement to  
2639 the general statutes is repealed and the following is substituted in lieu  
2640 thereof (*Effective July 1, 2014*):

2641 (d) The [Commission on Human Rights and Opportunities]

2642 commission shall review and formally approve, conditionally approve  
2643 or disapprove the content of such affirmative action plans within  
2644 ninety days of the submission of each plan to the commission. If the  
2645 commissioners, by a majority vote of those present and voting, fail to  
2646 approve, conditionally approve or disapprove a plan within such  
2647 period, the plan shall be deemed to be approved. Any plan that is filed  
2648 more than ninety days after the date such plan is due to be filed in  
2649 accordance with the schedule established pursuant to subsection (g) of  
2650 this section shall be deemed disapproved.

2651 Sec. 61. Subsection (g) of section 46a-68 of the 2014 supplement to  
2652 the general statutes is repealed and the following is substituted in lieu  
2653 thereof (*Effective July 1, 2014*):

2654 (g) The [Commission on Human Rights and Opportunities]  
2655 commission shall adopt regulations, in accordance with chapter 54, to  
2656 carry out the requirements of this section. The executive director shall  
2657 establish a schedule for semiannual, annual and biennial filing of  
2658 plans.

2659 Sec. 62. Section 46a-68i of the general statutes is repealed and the  
2660 following is substituted in lieu thereof (*Effective July 1, 2014*):

2661 The commission or any contractor or subcontractor aggrieved by a  
2662 decision of the [hearing officer or human rights] referee following a  
2663 hearing held pursuant to subsection (c) of section 46a-56, as amended  
2664 by this act, shall have a right of appeal to the Superior Court as  
2665 provided for in section 4-183. Such appeal shall be privileged in order  
2666 of assignment of trial.

2667 Sec. 63. Subsection (b) of section 46a-82c of the general statutes is  
2668 repealed and the following is substituted in lieu thereof (*Effective July*  
2669 *1, 2014*):

2670 (b) The time frame contained in subsection [(b)] (c) of section 46a-83,  
2671 as amended by this act, to conduct a [merit] case assessment review

2672 shall be tolled if an answer is not timely received from the date the  
 2673 respondent's answer is due pursuant to subsection (a) of section 46a-  
 2674 83, as amended by this act, until the date the answer is actually  
 2675 received by the commission.

2676 Sec. 64. Sections 4a-60a, 46a-61, 46a-62, 46a-63, 46a-64b, 46a-65, 46a-  
 2677 81b to 46a-81o, inclusive, 46a-81q and 46a-82a to 46a-82d, inclusive, of  
 2678 the general statutes are repealed. (*Effective July 1, 2014*)

2679 Sec. 65. Section 46a-81a of the 2014 supplement to the general  
 2680 statutes is repealed. (*Effective July 1, 2014*)

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2014</i>	1-1f
Sec. 2	<i>July 1, 2014</i>	46a-51
Sec. 3	<i>July 1, 2014</i>	46a-52
Sec. 4	<i>July 1, 2014</i>	New section
Sec. 5	<i>July 1, 2014</i>	46a-56
Sec. 6	<i>July 1, 2014</i>	46a-57
Sec. 7	<i>July 1, 2014</i>	46a-58
Sec. 8	<i>July 1, 2014</i>	46a-59(a)
Sec. 9	<i>July 1, 2014</i>	New section
Sec. 10	<i>July 1, 2014</i>	46a-60(a)
Sec. 11	<i>July 1, 2014</i>	4a-60
Sec. 12	<i>July 1, 2014</i>	4a-60g(a)(8)
Sec. 13	<i>July 1, 2014</i>	46a-64
Sec. 14	<i>July 1, 2014</i>	46a-64c
Sec. 15	<i>July 1, 2014</i>	46a-66(a)
Sec. 16	<i>July 1, 2014</i>	46a-67
Sec. 17	<i>July 1, 2014</i>	46a-68a
Sec. 18	<i>July 1, 2014</i>	46a-70(a)
Sec. 19	<i>July 1, 2014</i>	46a-70a
Sec. 20	<i>July 1, 2014</i>	46a-71(a)
Sec. 21	<i>July 1, 2014</i>	46a-72(b)
Sec. 22	<i>July 1, 2014</i>	46a-73(a)
Sec. 23	<i>July 1, 2014</i>	46a-75(a)
Sec. 24	<i>July 1, 2014</i>	46a-76(a)

Sec. 25	July 1, 2014	46a-77(c)
Sec. 26	July 1, 2014	46a-81p
Sec. 27	July 1, 2014	46a-82
Sec. 28	July 1, 2014	46a-82e
Sec. 29	July 1, 2014	46a-83
Sec. 30	July 1, 2014	46a-83a
Sec. 31	July 1, 2014	46a-84
Sec. 32	July 1, 2014	46a-86
Sec. 33	July 1, 2014	46a-86a
Sec. 34	July 1, 2014	46a-87
Sec. 35	July 1, 2014	46a-88
Sec. 36	July 1, 2014	46a-89
Sec. 37	July 1, 2014	46a-89a
Sec. 38	July 1, 2014	46a-90a
Sec. 39	July 1, 2014	46a-94
Sec. 40	July 1, 2014	46a-94a
Sec. 41	July 1, 2014	46a-95(a)
Sec. 42	July 1, 2014	46a-97
Sec. 43	July 1, 2014	46a-98
Sec. 44	July 1, 2014	46a-99
Sec. 45	July 1, 2014	46a-100
Sec. 46	July 1, 2014	46a-101
Sec. 47	July 1, 2014	46a-102
Sec. 48	July 1, 2014	46a-103
Sec. 49	July 1, 2014	New section
Sec. 50	July 1, 2014	53-37
Sec. 51	July 1, 2014	32-235(b)
Sec. 52	July 1, 2014	46a-68b
Sec. 53	July 1, 2014	1-1g(b)
Sec. 54	July 1, 2014	17a-210d(a)
Sec. 55	July 1, 2014	47a-23c(a)(1)
Sec. 56	July 1, 2014	5-248a(b)
Sec. 57	July 1, 2014	19a-490s
Sec. 58	July 1, 2014	46b-84(c)
Sec. 59	July 1, 2014	53a-167c(c)
Sec. 60	July 1, 2014	46a-68(d)
Sec. 61	July 1, 2014	46a-68(g)
Sec. 62	July 1, 2014	46a-68i
Sec. 63	July 1, 2014	46a-82c(b)

Sec. 64	<i>July 1, 2014</i>	Repealer section
Sec. 65	<i>July 1, 2014</i>	Repealer section

**Statement of Purpose:**

To amend statutes concerning the duties and responsibilities of the Commission on Human Rights and Opportunities and the professional staff of the commission.

*[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.]*