



General Assembly

Amendment

February Session, 2016

LCO No. 5016



Offered by:
SEN. COLEMAN, 2nd Dist.

To: Subst. Senate Bill No. 468

File No. 639

Cal. No. 412

**"AN ACT CONCERNING THE COMMISSION ON HUMAN RIGHTS
AND OPPORTUNITIES."**

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

3 "Sec. 501. Subsections (a) and (b) of section 46a-86 of the 2016
4 supplement to the general statutes are repealed and the following is
5 substituted in lieu thereof (*Effective October 1, 2016*):

6 (a) If, upon all the evidence presented at the hearing conducted
7 pursuant to section 46a-84, the presiding officer finds that a
8 respondent has engaged in any discriminatory practice, the presiding
9 officer shall make written findings of fact and file with the commission
10 and serve on the complainant and respondent an order requiring the
11 respondent to cease and desist from the discriminatory practice and to
12 take such affirmative action as is necessary to achieve the purpose of
13 this chapter and redress any injury of the complainant resulting from
14 the discriminatory practice.

15 (b) In addition to any other action taken under this section, upon a
 16 finding of a discriminatory employment practice, the presiding officer
 17 may order the hiring or reinstatement of any individual, with or
 18 without back pay, or restoration to membership in any respondent
 19 labor organization, may award any other costs actually incurred by the
 20 complainant as a result of such discriminatory employment practice
 21 and may allow reasonable attorney's fees and costs. The amount of
 22 attorney's fees allowed shall not be contingent upon the amount of
 23 damages requested by or awarded to the complainant. Liability for
 24 back pay shall not accrue from a date more than two years prior to the
 25 filing or issuance of the complaint. Interim earnings, including
 26 unemployment compensation and welfare assistance or amounts
 27 which could have been earned with reasonable diligence on the part of
 28 the person to whom back pay is awarded shall be deducted from the
 29 amount of back pay to which such person is otherwise entitled. The
 30 amount of any deduction for interim unemployment compensation or
 31 welfare assistance shall be paid by the respondent to the commission
 32 which shall transfer such amount to the appropriate state or local
 33 agency."

This act shall take effect as follows and shall amend the following sections:		
Sec. 501	October 1, 2016	46a-86(a) and (b)