

Questions for Human Rights Referee Nominee

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Human Rights Referees ([CGS § 46a-57](#))

- The law requires the governor, with the advice and consent of both houses of the General Assembly, to appoint three human rights referees to serve three-year terms.
- The referees conduct settlement negotiations and hearings on discrimination complaints filed with the Commission on Human Rights and Opportunities (CHRO). CHRO enforces discrimination laws in areas such as employment, housing, public accommodations, credit practices, and state services and programs.
- At hearings, human rights referees may subpoena witnesses and compel their attendance, administer oaths, take testimony under oath.
- The referees may also require, for examination, the production of any books and papers relating to any matter under investigation or in question, and determine reasonable expert witness fees.

Questions for the Nominee

1. What types of remedies are available to victims of discrimination? As a referee, how do you determine and calculate damages?
2. How much control, influence, or authority should CHRO have over referees?
3. Is there tension between affirmative action and the law prohibiting discrimination? If so, how is this tension reconciled?

4. What do you think about expanding or narrowing the classes of people protected under Connecticut's anti-discrimination laws? Do you have any suggestions?
5. You began serving as chief human rights referee in early 2016. From your experience in this role, are there any rule or regulation changes you would recommend to CHRO to ensure consistency in contested case proceedings?
6. What was the most challenging aspect of your role as human rights referee and how does that differ from the most challenging aspect of your role as chief human rights referee?
7. The number of discrimination complaints filed with CHRO has been generally increasing in recent years. According to CHRO's annual reports, there were 2,482 discrimination complaints filed in FY 15, up 14% from FY 14 and 19% from FY 13. In your experience, what types of cases have seen the largest increase?
8. In [testimony](#) you submitted to the Judiciary Committee on March 27, 2017, you stated that if the third statutory referee is appointed, the Office of Public Hearings could reschedule, to an earlier date, some of the hearings on its docket that are not scheduled for a public hearing until March 2018. Given the current fiscal climate, do you see any other means by which these cases could be heard during this calendar year?

KD:cmg