AN ACT CREATING A RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR.

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

Section 1. Section 46a-51 of the 2020 supplement to the general statutes is repealed and the following is substituted in lieu thereof (Effective from passage):

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

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

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

(3) "Commission legal counsel" means a member of the legal staff employed by the commission pursuant to section 46a-54;

(4) "Commissioner" means a member of the commission;

(5) "Court" means the Superior Court or any judge of said court;

(6) "Discrimination" includes segregation and separation;

(7) "Discriminatory employment practice" means any discriminatory practice specified in section 46a-60 or 46a-81c;
(8) "Discriminatory practice" means a violation of section 4a-60, 4a-
60a, 4a-60g, 31-40y, subparagraph (C) of subdivision (15) of section 46a-
54, subdivisions (16) and (17) of section 46a-54, section 46a-58, 46a-59,
46a-60, 46a-64, 46a-64c, 46a-66, 46a-68, 46a-68c to 46a-68f, inclusive, or
46a-70 to 46a-78, inclusive, subsection (a) of section 46a-80 or sections
46a-81b to 46a-81o, inclusive;

(9) "Employee" means any person employed by an employer but shall
not include any individual employed by such individual's parents,
spouse or child;

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

(11) "Employment agency" means any person undertaking with or
without compensation to procure employees or opportunities to work;

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

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

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

(15) "Physically disabled" refers to any individual who has any
chronic physical handicap, infirmity or impairment, whether congenital
or resulting from bodily injury, organic processes or changes or from
illness, including, but not limited to, epilepsy, deafness or being hard of
hearing or reliance on a wheelchair or other remedial appliance or
device;
(16) "Respondent" means any person alleged in a complaint filed pursuant to section 46a-82 to have committed a discriminatory practice;

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

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

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

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

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

(22) "Veteran" means veteran as defined in subsection (a) of section 27-103; [.]  

(23) "Race" is inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles; and  

(24) "Protective hairstyles" includes, but is not limited to, hairstyles such as braids, locs and twists.  

This act shall take effect as follows and shall amend the following sections:  

| Section 1 | from passage | 46a-51 |