
OLR Bill Analysis

SB 56

AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT APPLICATIONS.

SUMMARY

This bill makes it a discriminatory employment practice for an employer or the employer's agent to request or require a prospective employee's age, birth date, or graduation date on an initial employment application unless it is (1) for a bona fide occupational qualification or need or (2) required by state or federal law. The discriminatory employment practices law covers employers with at least three employees, including the state and its political subdivisions (CGS § 46a-51(10)).

By law, individuals aggrieved by a discriminatory practice may file a complaint alleging the discrimination with the Commission on Human Rights and Opportunities (CGS § 46a-82).

EFFECTIVE DATE: October 1, 2021

COMMITTEE ACTION

Aging Committee

Joint Favorable

Yea 15 Nay 0 (02/16/2021)