

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 21-69—SB 56

Aging Committee

AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT APPLICATIONS

SUMMARY: This act 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 school attendance or graduation dates 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 discrimination with the Commission on Human Rights and Opportunities (CGS § 46a-82).

EFFECTIVE DATE: October 1, 2021