



General Assembly

Substitute Bill No. 6376

January Session, 2021



**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:

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 Section 46a-51 of the general statutes is repealed and the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

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

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

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

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

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

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

15 (6) "Discrimination" includes segregation and separation;

16 (7) "Discriminatory employment practice" means any discriminatory
17 practice specified in section 46a-60 or 46a-81c;

18 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-
19 60a, 4a-60g, 31-40y, subparagraph (C) of subdivision (15) of section 46a-
20 54, subdivisions (16) and (17) of section 46a-54, section 46a-58, 46a-59,
21 46a-60, 46a-64, 46a-64c, 46a-66, 46a-68, 46a-68c to 46a-68f, inclusive, or
22 46a-70 to 46a-78, inclusive, subsection (a) of section 46a-80 or sections
23 46a-81b to 46a-81o, inclusive;

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

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

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

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

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

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

42 (15) "Physically disabled" refers to any individual who has any

43 chronic physical handicap, infirmity or impairment, whether congenital
44 or resulting from bodily injury, organic processes or changes or from
45 illness, including, but not limited to, epilepsy, deafness or being hard of
46 hearing or reliance on a wheelchair or other remedial appliance or
47 device;

48 (16) "Respondent" means any person alleged in a complaint filed
49 pursuant to section 46a-82 to have committed a discriminatory practice;

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

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

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

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

71 (21) "Gender identity or expression" means a person's gender-related
72 identity, appearance or behavior, whether or not that gender-related
73 identity, appearance or behavior is different from that traditionally

74 associated with the person's physiology or assigned sex at birth, which
75 gender-related identity can be shown by providing evidence including,
76 but not limited to, medical history, care or treatment of the gender-
77 related identity, consistent and uniform assertion of the gender-related
78 identity or any other evidence that the gender-related identity is
79 sincerely held, part of a person's core identity or not being asserted for
80 an improper purpose; [.]

81 (22) "Veteran" means veteran as defined in subsection (a) of section
82 27-103;

83 (23) "Race" includes ethnic traits historically associated with race,
84 including, but not limited to, hair texture and protective hairstyles; and

85 (24) "Protective hairstyles" includes, but is not limited to, wigs,
86 headwraps and hairstyles such as individual braids, cornrows, locs,
87 twists, Bantu knots, afros and afro puffs.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	46a-51

LAB Joint Favorable Subst.