



General Assembly

January Session, 2021

**Bill No. 6515**

LCO No. 3954



Referred to Committee on No Committee

Introduced by:

REP. RITTER M., 1<sup>st</sup> Dist.

SEN. LOONEY, 11<sup>th</sup> Dist.

REP. ROJAS, 9<sup>th</sup> Dist.

SEN. DUFF, 25<sup>th</sup> Dist.

REP. PORTER, 94<sup>th</sup> Dist.

SEN. KUSHNER, 24<sup>th</sup> Dist.

**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 Section 46a-51 of the general statutes is repealed and the  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" is inclusive of ethnic traits historically associated with  
84 race, including, but not limited to, hair texture and protective hairstyles;  
85 and

86 (24) "Protective hairstyles" includes, but is not limited to, wigs,  
87 headwraps and hairstyles such as individual braids, cornrows, locs,  
88 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