



# House of Representatives

General Assembly

**File No. 280**

February Session, 2022

Substitute House Bill No. 5355

*House of Representatives, April 4, 2022*

The Committee on Labor and Public Employees reported through REP. PORTER of the 94th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

## ***AN ACT CONCERNING DOMESTIC VIOLENCE POSTING IN THE WORKPLACE.***

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

1 Section 1. Section 46a-54 of the 2022 supplement to the general  
2 statutes is repealed and the following is substituted in lieu thereof  
3 (*Effective October 1, 2022*):

4 The commission shall have the following powers and duties:

5 (1) To establish and maintain such offices as the commission may  
6 deem necessary;

7 (2) To organize the commission into a division of affirmative action  
8 monitoring and contract compliance, a division of discriminatory  
9 practice complaints and such other divisions, bureaus or units as may  
10 be necessary for the efficient conduct of business of the commission;

11 (3) To employ legal staff and commission legal counsel as necessary

12 to perform the duties and responsibilities under section 46a-55. One  
13 commission legal counsel shall serve as supervising attorney. Each  
14 commission legal counsel shall be admitted to practice law in this state;

15 (4) To appoint such investigators and other employees and agents as  
16 it deems necessary, fix their compensation within the limitations  
17 provided by law and prescribe their duties;

18 (5) To adopt, publish, amend and rescind regulations consistent with  
19 and to effectuate the provisions of this chapter;

20 (6) To establish rules of practice to govern, expedite and effectuate  
21 the procedures set forth in this chapter;

22 (7) To recommend policies and make recommendations to agencies  
23 and officers of the state and local subdivisions of government to  
24 effectuate the policies of this chapter;

25 (8) To receive, initiate as provided in section 46a-82, investigate and  
26 mediate discriminatory practice complaints;

27 (9) By itself or with or by hearing officers or human rights referees, to  
28 hold hearings, subpoena witnesses and compel their attendance,  
29 administer oaths, take the testimony of any person under oath and  
30 require the production for examination of any books and papers relating  
31 to any matter under investigation or in question;

32 (10) To make rules as to the procedure for the issuance of subpoenas  
33 by individual commissioners, hearing officers and human rights  
34 referees;

35 (11) To require written answers to interrogatories under oath relating  
36 to any complaint under investigation pursuant to this chapter alleging  
37 any discriminatory practice as defined in subdivision (8) of section 46a-  
38 51, and to adopt regulations, in accordance with the provisions of  
39 chapter 54, for the procedure for the issuance of interrogatories and  
40 compliance with interrogatory requests;

41 (12) To utilize such voluntary and uncompensated services of private  
42 individuals, agencies and organizations as may from time to time be  
43 offered and needed and with the cooperation of such agencies, (A) to  
44 study the problems of discrimination in all or specific fields of human  
45 relationships, and (B) to foster through education and community effort  
46 or otherwise good will among the groups and elements of the  
47 population of the state;

48 (13) To require the posting by an employer, employment agency or  
49 labor organization of such notices regarding statutory provisions as the  
50 commission shall provide;

51 (14) To require the posting, by any respondent or other person subject  
52 to the requirements of section 46a-64, 46a-64c, 46a-81d or 46a-81e, of  
53 such notices of statutory provisions as it deems desirable;

54 (15) To require an employer having three or more employees to (A)  
55 post in a prominent and accessible location information concerning the  
56 illegality of sexual harassment and remedies available to victims of  
57 sexual harassment, (B) provide, not later than three months after the  
58 employee's start date with the employer, a copy of the information  
59 concerning the illegality of sexual harassment and remedies available to  
60 victims of sexual harassment to each employee by electronic mail with  
61 a subject line that includes the words "Sexual Harassment Policy" or  
62 words of similar import, if (i) the employer has provided an electronic  
63 mail account to the employee, or (ii) the employee has provided the  
64 employer with an electronic mail address, provided if an employer has  
65 not provided an electronic mail account to the employee, the employer  
66 shall post the information concerning the illegality of sexual harassment  
67 and remedies available to victims of sexual harassment on the  
68 employer's Internet web site, if the employer maintains such an Internet  
69 web site. An employer may comply with the requirements of this  
70 subparagraph, by providing an employee with the link to the  
71 commission's Internet web site concerning the illegality of sexual  
72 harassment and the remedies available to victims of sexual harassment  
73 by electronic mail, text message or in writing; and (C) provide two hours

74 of training and education to employees within one year of October 1,  
75 2019, provided any employer who has provided such training and  
76 education to any such employees after October 1, 2018, shall not be  
77 required to provide such training and education a second time. An  
78 employer having (i) three or more employees, shall provide such  
79 training and education to an employee hired on or after October 1, 2019,  
80 not later than six months after the date of his or her hire, provided the  
81 commission has developed and made available such training and  
82 education materials in accordance with the provisions of subdivision (8)  
83 of subsection (a) of section 46a-56, as amended by this act; or (ii) less  
84 than three employees shall provide such training and education to all  
85 supervisory employees within one year of October 1, 2019, and to all  
86 new supervisory employees within six months of their assumption of a  
87 supervisory position, provided any employer who has provided such  
88 training and education to any such supervisory employees after October  
89 1, 2018, shall not be required to provide such training and education a  
90 second time. Any supervisory employee hired on or after October 1,  
91 2019, by an employer having less than three employees, shall receive  
92 such training and education not later than six months after the date of  
93 his or her hire, provided the commission has developed and made  
94 available such training and education materials in accordance with the  
95 provisions of subdivision (8) of subsection (a) of section 46a-56, as  
96 amended by this act. Such training and education shall include  
97 information concerning the federal and state statutory provisions  
98 concerning sexual harassment and remedies available to victims of  
99 sexual harassment. If an employee has received in-person training  
100 provided by the commission or has taken the no cost online training  
101 provided by the commission on its Internet web site in accordance with  
102 the provisions of subdivision (8) of subsection (a) of section 46a-56, as  
103 amended by this act, while employed by a different employer within the  
104 two years preceding the date of hire, an employer may consider such  
105 prior training to satisfy the training requirements of this section. An  
106 employer who is required to provide training under this subdivision  
107 shall provide periodic supplemental training that updates all  
108 supervisory and nonsupervisory employees on the content of such

109 training and education not less than every ten years. As used in this  
110 subdivision, "sexual harassment" has the same meaning as provided in  
111 subdivision (8) of subsection (b) of section 46a-60 and "employer"  
112 includes the General Assembly and "employee" means any individual  
113 employed by an employer, including an individual employed by such  
114 individual's parent, spouse or child;

115 (16) To require each state agency that employs one or more  
116 employees to (A) provide a minimum of three hours of diversity  
117 training and education (i) to all supervisory and nonsupervisory  
118 employees, not later than July 1, 2002, with priority for such training to  
119 supervisory employees, and (ii) to all newly hired supervisory and  
120 nonsupervisory employees, not later than six months after their  
121 assumption of a position with a state agency, with priority for such  
122 training to supervisory employees. Such training and education shall  
123 include information concerning the federal and state statutory  
124 provisions concerning discrimination and hate crimes directed at  
125 protected classes and remedies available to victims of discrimination  
126 and hate crimes, standards for working with and serving persons from  
127 diverse populations and strategies for addressing differences that may  
128 arise from diverse work environments; and (B) submit an annual report  
129 to the Commission on Human Rights and Opportunities concerning the  
130 status of the diversity training and education required under  
131 subparagraph (A) of this subdivision. The information in such annual  
132 reports shall be reviewed by the commission for the purpose of  
133 submitting an annual summary report to the General Assembly.  
134 Notwithstanding the provisions of this section, if a state agency has  
135 provided such diversity training and education to any of its employees  
136 prior to October 1, 1999, such state agency shall not be required to  
137 provide such training and education a second time to such employees.  
138 The requirements of this subdivision shall be accomplished within  
139 available appropriations. As used in this subdivision, "employee"  
140 includes any part-time employee who works more than twenty hours  
141 per week;

142 (17) To require each state agency to submit information

143 demonstrating its compliance with subdivision (16) of this section as  
144 part of its affirmative action plan and to receive and investigate  
145 complaints concerning the failure of a state agency to comply with the  
146 requirements of subdivision (16) of this section; [and]

147 (18) To enter into contracts for and accept grants of private or federal  
148 funds and to accept gifts, donations or bequests, including donations of  
149 service by attorneys; [.]

150 (19) To require each state agency that employs one or more  
151 employees to provide a minimum of one hour of training and education  
152 related to domestic violence and the resources available to victims of  
153 domestic violence (A) to all supervisory and nonsupervisory  
154 employees, not later than July 1, 2023, and (B) to all supervisory and  
155 nonsupervisory employees hired on or after July 1, 2023, not later than  
156 six months after their assumption of a position with a state agency. Such  
157 training and education shall include information concerning domestic  
158 violence, abuser and victim behaviors, how domestic violence may  
159 impact the workplace and the resources available to victims of domestic  
160 violence. The requirements of this subdivision shall be accomplished  
161 within available appropriations using the training and education  
162 materials made available by the commission in accordance with the  
163 provisions of subdivision (10) of subsection (a) of section 46a-56, as  
164 amended by this act. For purposes of this subdivision, "employees"  
165 includes any part-time employee who works more than twenty hours  
166 per week; and

167 (20) To require an employer having three or more employees to post  
168 in a prominent and accessible location information concerning domestic  
169 violence and the resources available to victims of domestic violence in  
170 this state.

171 Sec. 2. Subsection (a) of section 46a-56 of the general statutes is  
172 repealed and the following is substituted in lieu thereof (*Effective October*  
173 *1, 2022*):

174 (a) The commission shall:

175 (1) Investigate the possibilities of affording equal opportunity of  
176 profitable employment to all persons, with particular reference to job  
177 training and placement;

178 (2) Compile facts concerning discrimination in employment,  
179 violations of civil liberties and other related matters;

180 (3) Investigate and proceed in all cases of discriminatory practices as  
181 provided in this chapter and noncompliance with the provisions of  
182 section 4a-60 or 4a-60a or sections 46a-68c to 46a-68f, inclusive;

183 (4) From time to time, but not less than once a year, report to the  
184 Governor as provided in section 4-60, making recommendations for the  
185 removal of such injustices as it may find to exist and such other  
186 recommendations as it deems advisable and describing the  
187 investigations, proceedings and hearings it has conducted and their  
188 outcome, the decisions it has rendered and the other work it has  
189 performed;

190 (5) Monitor state contracts to determine whether they are in  
191 compliance with sections 4a-60 and 4a-60a, and those provisions of the  
192 general statutes which prohibit discrimination;

193 (6) Compile data concerning state contracts with female and minority  
194 business enterprises and submit a report annually to the General  
195 Assembly concerning the employment of such business enterprises as  
196 contractors and subcontractors;

197 (7) Develop and include on the commission's Internet web site a link  
198 concerning the illegality of sexual harassment, as defined in section 46a-  
199 60, and the remedies available to victims of sexual harassment; [and]

200 (8) Develop and make available at no cost to employers an online  
201 training and education video or other interactive method of training and  
202 education that fulfills the requirements prescribed in subdivision (15) of  
203 section 46a-54, as amended by this act; [.]

204 (9) Develop, in conjunction with the Connecticut Coalition Against

205 Domestic Violence, and include on the commission's Internet web site,  
206 a link concerning domestic violence and the resources available to  
207 victims of domestic violence; and

208 (10) Develop, in conjunction with the Connecticut Coalition Against  
209 Domestic Violence, and make available at no cost to each state agency,  
210 an online training and education video or other interactive method of  
211 training and education that fulfills the requirements of subdivision (19)  
212 of section 46a-54, as amended by this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2022	46a-54
Sec. 2	October 1, 2022	46a-56(a)

**LAB**      *Joint Favorable Subst.*



---

*The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*

---

### **OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

### **Explanation**

The bill authorizes the Commission on Human Rights and Opportunities (CHRO), in conjunction with the Connecticut Coalition Against Domestic Violence (the Coalition), to require state agencies to provide one hour of training to employees on domestic violence.

It also requires CHRO to develop: (1) a free online training and education video; and (2) to post a link on their website containing this information. Lastly, the bill allows CHRO to require that all employers post information in a visible place about domestic violence and the resources available to victims.

These provisions have no fiscal impact since CHRO, in working with the Coalition, have the necessary expertise to meet these requirements, and the materials can be posted online.

### **The Out Years**

**State Impact:** None

**Municipal Impact:** None

**OLR Bill Analysis****sHB 5355*****AN ACT CONCERNING DOMESTIC VIOLENCE POSTING IN THE WORKPLACE.*****SUMMARY**

This bill authorizes the Commission on Human Rights and Opportunities (CHRO) to require that each state agency provide at least one hour of training and education to employees about domestic violence and the resources available to victims. The training must include information about domestic violence, abuser and victim behaviors, how domestic violence can impact the workplace, and resources for victims.

The bill correspondingly requires CHRO, in conjunction with the Connecticut Coalition Against Domestic Violence, to develop (1) a free online training and education video, or other interactive training method, for state employees to meet the bill's training requirement and (2) a link on the CHRO website with information about domestic violence and resources available to victims.

Finally, the bill also allows CHRO to require that all employers (including the state and municipalities) that have at least three employees post information in a prominent and accessible place about domestic violence and resources available to domestic violence victims in the state.

EFFECTIVE DATE: October 1, 2022

**TRAINING AND EDUCATION ABOUT DOMESTIC VIOLENCE**

The bill requires agencies to provide the training to current employees by July 1, 2023, and to any employees hired after that date within six months after they are hired. The training must be

accomplished within available appropriations, using the training and education materials CHRO develops as required under the bill.

The training requirement applies to (1) any supervisory or nonsupervisory employee and (2) any part-time employee who works more than 20 hours a week.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 12 Nay 0 (03/22/2022)