



General Assembly

February Session, 2022

**Committee Bill No. 5**

LCO No. 3470



Referred to Committee on JUDICIARY

Introduced by:  
(JUD)

**AN ACT CONCERNING ONLINE DATING OPERATORS, ONLINE CHILD GROOMING AND HARASSMENT, DOMESTIC VIOLENCE TRAINING AND PROTECTIONS FOR VICTIMS OF FAMILY VIOLENCE AND DOMESTIC VIOLENCE.**

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

1 Section 1. (NEW) (*Effective October 1, 2022*) (a) As used in this section  
2 and sections 2 to 4, inclusive, of this act,

3 (1) "Online dating" means the act of using software applications to  
4 initiate relationships with other individuals for the purpose of romance,  
5 sex or marriage.

6 (2) "Online dating operator" means a person who operates a software  
7 application designed to facilitate online dating.

8 (3) "User" means an individual who uses the online dating services of  
9 an online dating operator.

10 (b) On and after October 1, 2022, prior to a user being permitted to  
11 utilize an online dating software application, the online dating operator  
12 shall require the user to establish an online dating account. In order to

- 13 establish an online dating account, the online dating operator shall:
- 14 (1) Create an electronic user file, which file shall minimally include:
- 15 (A) The user's legal name;
- 16 (B) The user's date of birth;
- 17 (C) The entire or last four digits of the user's Social Security number  
18 or an equivalent identification number for a foreign user, such as the  
19 user's passport number or taxpayer identification number;
- 20 (D) The user's address;
- 21 (E) The user's electronic mail address;
- 22 (F) The user's telephone number;
- 23 (G) Any other information collected from the user used to verify the  
24 user's identity;
- 25 (H) The method used to verify the user's identity; and
- 26 (I) The date of verification.
- 27 (2) Encrypt all confidential information contained in an electronic  
28 user file;
- 29 (3) Verify the user's identity in accordance with section 2 of this act  
30 or through an alternative methodology for remote multi-sourced  
31 authentication, which may include third-party and governmental  
32 databases, that may be approved by the Department of Consumer  
33 Protection; and
- 34 (4) Record the user's certification that the information provided to the  
35 online dating operator by user is accurate.
- 36 (c) Each online dating account shall be (1) nontransferable, and (2)  
37 unique to the user who establishes the account.

38 (d) Online dating operators shall maintain electronic user files for two  
39 years after the termination of an online dating account, upon which the  
40 operator shall destroy all copies of the electronic user file.

41 Sec. 2. (NEW) (*Effective October 1, 2022*) (a) On and after October 1,  
42 2022, prior to an individual being allowed to open an online dating  
43 account, an online dating operator shall conduct a comprehensive  
44 identity check. An online dating operator may contract with a third-  
45 party for identity verification of individuals seeking to open an online  
46 dating account.

47 (b) The comprehensive identity check shall minimally include an  
48 identity search of the individual's name, date of birth, address and last  
49 four digits of the individual's Social Security number. Prior to  
50 establishing the online dating account, an online dating operator shall  
51 utilize identity authentication questions that require an individual who  
52 seeks to use the online dating service to provide information known  
53 only to the individual, such as previous addresses or credit transactions,  
54 unless an alternate method of authentication of equal or greater security  
55 and effectiveness is approved, in writing, by the Department of  
56 Consumer Protection.

57 Sec. 3. (NEW) (*Effective October 1, 2022*) On and after October 1, 2022,  
58 online dating operators shall develop their online dating services to  
59 maintain the security and confidentiality of participation and all  
60 information in an electronic user file, except such information shall be  
61 disclosed in response to a lawful subpoena, summons, warrant or court  
62 order.

63 Sec. 4. (NEW) (*Effective October 1, 2022*) (a) The Department of  
64 Consumer Protection may issue fines of not more than twenty-five  
65 thousand dollars per violation, accept an offer in compromise, or take  
66 other actions permitted by the general statutes or the regulations of  
67 Connecticut state agencies if an online dating operator fails under this  
68 act to collect, keep confidential or disclose information.

69 (b) The Commissioner of Consumer Protection, or the commissioner's

70 designee, may conduct investigations and hold hearings on any matter  
71 under the provisions of this section and sections 1 to 3, inclusive, of this  
72 act. The commissioner, or the commissioner's designee, may issue  
73 subpoenas, administer oaths, compel testimony and order the  
74 production of books, records and documents. If any person refuses to  
75 appear, to testify or to produce any book, record or document when so  
76 ordered, upon application of the commissioner, or the commissioner's  
77 designee, a judge of the Superior Court may make such order as may be  
78 appropriate to aid in the enforcement of this section.

79 (c) The Attorney General, at the request of the commissioner or the  
80 commissioner's designee, may apply in the name of the state to the  
81 Superior Court for an order temporarily or permanently restraining and  
82 enjoining any person from violating any provision of this section and  
83 sections 1 to 3, inclusive, of this act.

84 Sec. 5. (NEW) (*Effective October 1, 2022*) (a) A person is guilty of child  
85 grooming when such person uses an act of persuasion, coercion,  
86 inducement or enticement with intent to later (1) cause a minor to  
87 engage in sexual activity for which the person can be charged with a  
88 criminal offense, (2) use the minor's visual depiction in a manner that  
89 would be a violation of section 53a-196a or 53a-196b of the general  
90 statutes, or (3) cause a minor to engage in activity for which the person  
91 can be charged with a criminal offense under section 53a-83b or 53a-86  
92 of the general statutes.

93 (b) For purposes of subsection (a) of this section, "act of persuasion,  
94 coercion, inducement or enticement" includes, but is not limited to, an  
95 act of flattery or mentoring of a minor, gift giving to a minor or  
96 providing assistance to or befriending of a minor or the minor's family,  
97 regardless if such act occurs on a one-time basis or multiple times over  
98 an extended period of time.

99 (c) Nothing in this section shall preclude prosecution of a person  
100 under any other provision of the general statutes.

101 (d) Child grooming is a crime of the same grade and degree as the

102 most serious chargeable offense for which such act was intended to  
103 cause or result in under subdivision (1), (2) or (3) of subsection (a) of this  
104 section, except if an act of child grooming was committed with intent to  
105 later commit a class A felony, such act of child grooming is a class B  
106 felony.

107 Sec. 6. (NEW) (*Effective July 1, 2022*) (a) As used in this section:

108 (1) "Eligible entities" means any of the following located in this state:  
109 (A) A local or regional school district, (B) a historical society, (C) a tax-  
110 exempt entity registered with the Office of the Secretary of the State, (D)  
111 a government agency, (E) a constituent unit of the state system of higher  
112 education, (F) a public library, or (G) any other entity operating under  
113 another entity described in this subdivision;

114 (2) "Hate speech" means speech, in its broadest context, that  
115 discriminates in a derogatory manner on the basis of religion, national  
116 origin, alienage, color, race, sex, gender identity or expression, sexual  
117 orientation or disability;

118 (3) "Hate crime" means a violation of section 46a-58, 53-37, 53-37a,  
119 53a-181b, 53a-181j, 53a-181k or 53a-181l of the general statutes; and

120 (4) "Online abuse" means the following acts, when conducted using  
121 any interactive computer service: (A) Harassment, (B) hate speech, (C) a  
122 hate crime, (D) cyberstalking, or (E) an assault.

123 (b) There is established a grant program to provide educational and  
124 training opportunities with the goal of preventing online abuse and  
125 informing individuals about identifying, reporting, responding to and  
126 avoiding online abuse. The grant program shall be administered by the  
127 Office of Chief State's Attorney, with the consultation from the State-  
128 Wide Hate Crimes Advisory Council, established under section 51-279f  
129 of the general statutes.

130 (c) Not later than three months after receiving funds from the state  
131 for any fiscal year, the administrator shall issue a request for proposals  
132 from eligible entities. Each response to the request for proposals shall

133 specify the types of online abuse that the entity propose to address in  
134 accordance with the purposes of the program under subsection (b) of  
135 this section, the methods used to achieve the goal of the program, the  
136 target audience of training and information, and other specific goals.  
137 The Office of Chief State's Attorney may award grants for any  
138 programming or service that prevents online abuse or furthers the other  
139 goals of the program under subsection (b) of this section, including  
140 training teachers or professionals within schools, archiving, public  
141 murals, curriculum development and marketing. Recipients may use  
142 the funds awarded under this subsection collectively, including  
143 regionally through coordination and conferences.

144 (d) The Office of Chief State's Attorney may only award a grant to an  
145 eligible entity in an amount not to exceed thirty thousand dollars during  
146 any fiscal year. In awarding grants, said office shall give preference to  
147 applicants (1) replicating a program found to have a high likelihood of  
148 success, as determined by cost-benefit analysis appearing in a peer  
149 reviewed academic journal; or (2) that will match funding.

150 Sec. 7. Subdivision (10) of section 46a-51 of the 2022 supplement to  
151 the general statutes is repealed and the following is substituted in lieu  
152 thereof (*Effective October 1, 2022*):

153 (10) "Employer" includes the state and all political subdivisions  
154 thereof and means any person or employer with [three] one or more  
155 persons in such person's or employer's employ;

156 Sec. 8. Section 46a-54 of the 2022 supplement to the general statutes  
157 is repealed and the following is substituted in lieu thereof (*Effective*  
158 *October 1, 2022*):

159 The commission shall have the following powers and duties:

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

162 (2) To organize the commission into a division of affirmative action  
163 monitoring and contract compliance, a division of discriminatory

164 practice complaints and such other divisions, bureaus or units as may  
165 be necessary for the efficient conduct of business of the commission;

166 (3) To employ legal staff and commission legal counsel as necessary  
167 to perform the duties and responsibilities under section 46a-55. One  
168 commission legal counsel shall serve as supervising attorney. Each  
169 commission legal counsel shall be admitted to practice law in this state;

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

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

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

177 (7) To recommend policies and make recommendations to agencies  
178 and officers of the state and local subdivisions of government to  
179 effectuate the policies of this chapter;

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

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

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

190 (11) To require written answers to interrogatories under oath relating  
191 to any complaint under investigation pursuant to this chapter alleging  
192 any discriminatory practice as defined in subdivision (8) of section 46a-

193 51, and to adopt regulations, in accordance with the provisions of  
194 chapter 54, for the procedure for the issuance of interrogatories and  
195 compliance with interrogatory requests;

196 (12) To utilize such voluntary and uncompensated services of private  
197 individuals, agencies and organizations as may from time to time be  
198 offered and needed and with the cooperation of such agencies, (A) to  
199 study the problems of discrimination in all or specific fields of human  
200 relationships, and (B) to foster through education and community effort  
201 or otherwise good will among the groups and elements of the  
202 population of the state;

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

206 (14) To require the posting, by any respondent or other person subject  
207 to the requirements of section 46a-64, as amended by this act, 46a-64c,  
208 as amended by this act, 46a-81d or 46a-81e, of such notices of statutory  
209 provisions as it deems desirable;

210 (15) To require an employer having three or more employees to (A)  
211 post in a prominent and accessible location information concerning the  
212 illegality of sexual harassment and remedies available to victims of  
213 sexual harassment, (B) provide, not later than three months after the  
214 employee's start date with the employer, a copy of the information  
215 concerning the illegality of sexual harassment and remedies available to  
216 victims of sexual harassment to each employee by electronic mail with  
217 a subject line that includes the words "Sexual Harassment Policy" or  
218 words of similar import, if (i) the employer has provided an electronic  
219 mail account to the employee, or (ii) the employee has provided the  
220 employer with an electronic mail address, provided if an employer has  
221 not provided an electronic mail account to the employee, the employer  
222 shall post the information concerning the illegality of sexual harassment  
223 and remedies available to victims of sexual harassment on the  
224 employer's Internet web site, if the employer maintains such an Internet  
225 web site. An employer may comply with the requirements of this



226 subparagraph, by providing an employee with the link to the  
227 commission's Internet web site concerning the illegality of sexual  
228 harassment and the remedies available to victims of sexual harassment  
229 by electronic mail, text message or in writing; and (C) provide two hours  
230 of training and education to employees within one year of October 1,  
231 2019, provided any employer who has provided such training and  
232 education to any such employees after October 1, 2018, shall not be  
233 required to provide such training and education a second time. An  
234 employer having (i) three or more employees, shall provide such  
235 training and education to an employee hired on or after October 1, 2019,  
236 not later than six months after the date of his or her hire, provided the  
237 commission has developed and made available such training and  
238 education materials in accordance with the provisions of subdivision (8)  
239 of subsection (a) of section 46a-56, as amended by this act; or (ii) less  
240 than three employees shall provide such training and education to all  
241 supervisory employees within one year of October 1, 2019, and to all  
242 new supervisory employees within six months of their assumption of a  
243 supervisory position, provided any employer who has provided such  
244 training and education to any such supervisory employees after October  
245 1, 2018, shall not be required to provide such training and education a  
246 second time. Any supervisory employee hired on or after October 1,  
247 2019, by an employer having less than three employees, shall receive  
248 such training and education not later than six months after the date of  
249 his or her hire, provided the commission has developed and made  
250 available such training and education materials in accordance with the  
251 provisions of subdivision (8) of subsection (a) of section 46a-56, as  
252 amended by this act. Such training and education shall include  
253 information concerning the federal and state statutory provisions  
254 concerning sexual harassment and remedies available to victims of  
255 sexual harassment. If an employee has received in-person training  
256 provided by the commission or has taken the no cost online training  
257 provided by the commission on its Internet web site in accordance with  
258 the provisions of subdivision (8) of subsection (a) of section 46a-56, as  
259 amended by this act, while employed by a different employer within the  
260 two years preceding the date of hire, an employer may consider such

261 prior training to satisfy the training requirements of this section. An  
262 employer who is required to provide training under this subdivision  
263 shall provide periodic supplemental training that updates all  
264 supervisory and nonsupervisory employees on the content of such  
265 training and education not less than every ten years. As used in this  
266 subdivision, "sexual harassment" has the same meaning as provided in  
267 subdivision (8) of subsection (b) of section 46a-60, as amended by this  
268 act, and "employer" includes the General Assembly and "employee"  
269 means any individual employed by an employer, including an  
270 individual employed by such individual's parent, spouse or child;

271 (16) To require each state agency that employs one or more  
272 employees to (A) provide a minimum of three hours of diversity  
273 training and education (i) to all supervisory and nonsupervisory  
274 employees, not later than July 1, 2002, with priority for such training to  
275 supervisory employees, and (ii) to all newly hired supervisory and  
276 nonsupervisory employees, not later than six months after their  
277 assumption of a position with a state agency, with priority for such  
278 training to supervisory employees. Such training and education shall  
279 include information concerning the federal and state statutory  
280 provisions concerning discrimination and hate crimes directed at  
281 protected classes and remedies available to victims of discrimination  
282 and hate crimes, standards for working with and serving persons from  
283 diverse populations and strategies for addressing differences that may  
284 arise from diverse work environments; and (B) submit an annual report  
285 to the Commission on Human Rights and Opportunities concerning the  
286 status of the diversity training and education required under  
287 subparagraph (A) of this subdivision. The information in such annual  
288 reports shall be reviewed by the commission for the purpose of  
289 submitting an annual summary report to the General Assembly.  
290 Notwithstanding the provisions of this section, if a state agency has  
291 provided such diversity training and education to any of its employees  
292 prior to October 1, 1999, such state agency shall not be required to  
293 provide such training and education a second time to such employees.  
294 The requirements of this subdivision shall be accomplished within  
295 available appropriations. As used in this subdivision, "employee"

296 includes any part-time employee who works more than twenty hours  
297 per week;

298 (17) To require each agency to submit information demonstrating its  
299 compliance with subdivision (16) of this section as part of its affirmative  
300 action plan and to receive and investigate complaints concerning the  
301 failure of a state agency to comply with the requirements of subdivision  
302 (16) of this section; [and]

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

306 (19) To require each state agency that employs one or more  
307 employees to provide a minimum of one hour of training and education  
308 related to domestic violence and the resources available to victims of  
309 domestic violence (A) to all employees hired prior to January 1, 2023,  
310 not later than July 1, 2023, and (B) to all employees hired on or after  
311 January 1, 2023, not later than six months after their assumption of a  
312 position with a state agency. Such training and education shall include  
313 information concerning (i) domestic violence, abuser and victim  
314 behaviors; (ii) how domestic violence may impact the workplace; and  
315 (iii) the resources available to victims of domestic violence. The  
316 requirements of this subdivision shall be accomplished within available  
317 appropriations using the training and education materials made  
318 available by the commission in accordance with the provisions of  
319 subdivision (10) of subsection (a) of section 46a-56, as amended by this  
320 act; and

321 (20) To require an employer having three or more employees to post  
322 in a prominent and accessible location information concerning domestic  
323 violence and the resources available to victims of domestic violence in  
324 Connecticut.

325 Sec. 9. Subsection (a) of section 46a-56 of the general statutes is  
326 repealed and the following is substituted in lieu thereof (*Effective October*  
327 *1, 2022*):

328 (a) The commission shall:

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

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

334 (3) Investigate and proceed in all cases of discriminatory practices as  
335 provided in this chapter and noncompliance with the provisions of  
336 section 4a-60, as amended by this act, or 4a-60a or sections 46a-68c to  
337 46a-68f, inclusive;

338 (4) From time to time, but not less than once a year, report to the  
339 Governor as provided in section 4-60, making recommendations for the  
340 removal of such injustices as it may find to exist and such other  
341 recommendations as it deems advisable and describing the  
342 investigations, proceedings and hearings it has conducted and their  
343 outcome, the decisions it has rendered and the other work it has  
344 performed;

345 (5) Monitor state contracts to determine whether they are in  
346 compliance with sections 4a-60, as amended by this act, and 4a-60a, and  
347 those provisions of the general statutes which prohibit discrimination;

348 (6) Compile data concerning state contracts with female and minority  
349 business enterprises and submit a report annually to the General  
350 Assembly concerning the employment of such business enterprises as  
351 contractors and subcontractors;

352 (7) Develop and include on the commission's Internet web site a link  
353 concerning the illegality of sexual harassment, as defined in section 46a-  
354 60, as amended by this act, and the remedies available to victims of  
355 sexual harassment; [and]

356 (8) Develop and make available at no cost to employers an online  
357 training and education video or other interactive method of training and

358 education that fulfills the requirements prescribed in subdivision (15) of  
359 section 46a-54, [.] as amended by this act;

360 (9) Develop, in conjunction with the Connecticut Coalition Against  
361 Domestic Violence, and include on the commission's Internet web site a  
362 link concerning domestic violence and the resources available to victims  
363 of domestic violence; and

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

369 Sec. 10. Section 46a-60 of the 2022 supplement to the general statutes  
370 is repealed and the following is substituted in lieu thereof (*Effective*  
371 *October 1, 2022*):

372 (a) As used in this section:

373 (1) "Employee" includes any elected or appointed official of a  
374 municipality, board, commission, counsel or other governmental body;

375 (2) "Family violence" has the same meaning as provided in section  
376 46b-38a;

377 ~~[(1)]~~ (3) "Pregnancy" means pregnancy, childbirth or a related  
378 condition, including, but not limited to, lactation;

379 ~~[(2)]~~ (4) "Reasonable accommodation" means, but is not limited to,  
380 being permitted to sit while working, more frequent or longer breaks,  
381 periodic rest, assistance with manual labor, job restructuring, light duty  
382 assignments, modified work schedules, temporary transfers to less  
383 strenuous or hazardous work, time off to recover from childbirth or  
384 break time and appropriate facilities for expressing breast milk; and

385 ~~[(3)]~~ (5) "Undue hardship" means an action requiring significant  
386 difficulty or expense when considered in light of factors such as (A) the

387 nature and cost of the accommodation; (B) the overall financial  
388 resources of the employer; (C) the overall size of the business of the  
389 employer with respect to the number of employees, and the number,  
390 type and location of its facilities; and (D) the effect on expenses and  
391 resources or the impact otherwise of such accommodation upon the  
392 operation of the employer.

393 (b) It shall be a discriminatory practice in violation of this section:

394 (1) For an employer, by the employer or the employer's agent, except  
395 in the case of a bona fide occupational qualification or need, to refuse to  
396 hire or employ or to bar or to discharge from employment any  
397 individual or to discriminate against any individual in compensation or  
398 in terms, conditions or privileges of employment because of the  
399 individual's race, color, religious creed, age, sex, gender identity or  
400 expression, marital status, national origin, ancestry, present or past  
401 history of mental disability, intellectual disability, learning disability,  
402 physical disability, including, but not limited to, blindness or status as a  
403 veteran;

404 (2) For any employment agency, except in the case of a bona fide  
405 occupational qualification or need, to fail or refuse to classify properly  
406 or refer for employment or otherwise to discriminate against any  
407 individual because of such individual's race, color, religious creed, age,  
408 sex, gender identity or expression, marital status, national origin,  
409 ancestry, present or past history of mental disability, intellectual  
410 disability, learning disability, physical disability, including, but not  
411 limited to, blindness, [or] status as a veteran [,] or status as a victim of  
412 family violence;

413 (3) For a labor organization, because of the race, color, religious creed,  
414 age, sex, gender identity or expression, marital status, national origin,  
415 ancestry, present or past history of mental disability, intellectual  
416 disability, learning disability, physical disability, including, but not  
417 limited to, blindness, [or] status as a veteran [,] or status as a victim of  
418 family violence of any individual to exclude from full membership  
419 rights or to expel from its membership such individual or to

420 discriminate in any way against any of its members or against any  
421 employer or any individual employed by an employer, unless such  
422 action is based on a bona fide occupational qualification;

423 (4) For any person, employer, labor organization or employment  
424 agency to discharge, expel or otherwise discriminate against any person  
425 because such person has opposed any discriminatory employment  
426 practice or because such person has filed a complaint or testified or  
427 assisted in any proceeding under section 46a-82, 46a-83 or 46a-84;

428 (5) For any person, whether an employer or an employee or not, to  
429 aid, abet, incite, compel or coerce the doing of any act declared to be a  
430 discriminatory employment practice or to attempt to do so;

431 (6) For any person, employer, employment agency or labor  
432 organization, except in the case of a bona fide occupational qualification  
433 or need, to advertise employment opportunities in such a manner as to  
434 restrict such employment so as to discriminate against individuals  
435 because of their race, color, religious creed, age, sex, gender identity or  
436 expression, marital status, national origin, ancestry, present or past  
437 history of mental disability, intellectual disability, learning disability,  
438 physical disability, including, but not limited to, blindness, [or] status  
439 as a veteran or status as a victim of family violence;

440 (7) For an employer, by the employer or the employer's agent: (A) To  
441 terminate a woman's employment because of her pregnancy; (B) to  
442 refuse to grant to that employee a reasonable leave of absence for  
443 disability resulting from her pregnancy; (C) to deny to that employee,  
444 who is disabled as a result of pregnancy, any compensation to which  
445 she is entitled as a result of the accumulation of disability or leave  
446 benefits accrued pursuant to plans maintained by the employer; (D) to  
447 fail or refuse to reinstate the employee to her original job or to an  
448 equivalent position with equivalent pay and accumulated seniority,  
449 retirement, fringe benefits and other service credits upon her signifying  
450 her intent to return unless, in the case of a private employer, the  
451 employer's circumstances have so changed as to make it impossible or  
452 unreasonable to do so; (E) to limit, segregate or classify the employee in

453 a way that would deprive her of employment opportunities due to her  
454 pregnancy; (F) to discriminate against an employee or person seeking  
455 employment on the basis of her pregnancy in the terms or conditions of  
456 her employment; (G) to fail or refuse to make a reasonable  
457 accommodation for an employee or person seeking employment due to  
458 her pregnancy, unless the employer can demonstrate that such  
459 accommodation would impose an undue hardship on such employer;  
460 (H) to deny employment opportunities to an employee or person  
461 seeking employment if such denial is due to the employee's request for  
462 a reasonable accommodation due to her pregnancy; (I) to force an  
463 employee or person seeking employment affected by pregnancy to  
464 accept a reasonable accommodation if such employee or person seeking  
465 employment (i) does not have a known limitation related to her  
466 pregnancy, or (ii) does not require a reasonable accommodation to  
467 perform the essential duties related to her employment; (J) to require an  
468 employee to take a leave of absence if a reasonable accommodation can  
469 be provided in lieu of such leave; and (K) to retaliate against an  
470 employee in the terms, conditions or privileges of her employment  
471 based upon such employee's request for a reasonable accommodation;

472 (8) For an employer, by the employer or the employer's agent, for an  
473 employment agency, by itself or its agent, or for any labor organization,  
474 by itself or its agent, to harass any employee, person seeking  
475 employment or member on the basis of sex or gender identity or  
476 expression. If an employer takes immediate corrective action in  
477 response to an employee's claim of sexual harassment, such corrective  
478 action shall not modify the conditions of employment of the employee  
479 making the claim of sexual harassment unless such employee agrees, in  
480 writing, to any modification in the conditions of employment.  
481 "Corrective action" taken by an employer, includes, but is not limited to,  
482 employee relocation, assigning an employee to a different work  
483 schedule or other substantive changes to an employee's terms and  
484 conditions of employment. Notwithstanding an employer's failure to  
485 obtain a written agreement from an employee concerning a modification  
486 in the conditions of employment, the commission may find that  
487 corrective action taken by an employer was reasonable and not of



488 detriment to the complainant based on the evidence presented to the  
489 commission by the complainant and respondent. As used in this  
490 subdivision, "sexual harassment" means any unwelcome sexual  
491 advances or requests for sexual favors or any conduct of a sexual nature  
492 when (A) submission to such conduct is made either explicitly or  
493 implicitly a term or condition of an individual's employment, (B)  
494 submission to or rejection of such conduct by an individual is used as  
495 the basis for employment decisions affecting such individual, or (C)  
496 such conduct has the purpose or effect of [substantially] interfering with  
497 an individual's work performance or creating an intimidating, hostile or  
498 offensive working environment;

499 (9) For an employer, by the employer or the employer's agent, for an  
500 employment agency, by itself or its agent, or for any labor organization,  
501 by itself or its agent, to request or require information from an  
502 employee, person seeking employment or member relating to the  
503 individual's child-bearing age or plans, pregnancy, function of the  
504 individual's reproductive system, use of birth control methods, or the  
505 individual's familial responsibilities, unless such information is directly  
506 related to a bona fide occupational qualification or need, provided an  
507 employer, through a physician may request from an employee any such  
508 information which is directly related to workplace exposure to  
509 substances which may cause birth defects or constitute a hazard to an  
510 individual's reproductive system or to a fetus if the employer first  
511 informs the employee of the hazards involved in exposure to such  
512 substances;

513 (10) For an employer, by the employer or the employer's agent, after  
514 informing an employee, pursuant to subdivision (9) of this subsection,  
515 of a workplace exposure to substances which may cause birth defects or  
516 constitute a hazard to an employee's reproductive system or to a fetus,  
517 to fail or refuse, upon the employee's request, to take reasonable  
518 measures to protect the employee from the exposure or hazard  
519 identified, or to fail or refuse to inform the employee that the measures  
520 taken may be the subject of a complaint filed under the provisions of  
521 this chapter. Nothing in this subdivision is intended to prohibit an

522 employer from taking reasonable measures to protect an employee from  
523 exposure to such substances. For the purpose of this subdivision,  
524 "reasonable measures" shall be those measures which are consistent  
525 with business necessity and are least disruptive of the terms and  
526 conditions of the employee's employment;

527 (11) For an employer, by the employer or the employer's agent, for an  
528 employment agency, by itself or its agent, or for any labor organization,  
529 by itself or its agent: (A) To request or require genetic information from  
530 an employee, person seeking employment or member, or (B) to  
531 discharge, expel or otherwise discriminate against any person on the  
532 basis of genetic information. For the purpose of this subdivision,  
533 "genetic information" means the information about genes, gene  
534 products or inherited characteristics that may derive from an individual  
535 or a family member;

536 (12) For an employer, by the employer or the employer's agent, to  
537 request or require a prospective employee's age, date of birth, dates of  
538 attendance at or date of graduation from an educational institution on  
539 an initial employment application, provided the provisions of this  
540 subdivision shall not apply to any employer requesting or requiring  
541 such information (A) based on a bona fide occupational qualification or  
542 need, or (B) when such information is required to comply with any  
543 provision of state or federal law; [.]

544 (13) (A) For an employer to refuse to provide a reasonable  
545 accommodation to an employee who is known by the employer to be a  
546 victim of family violence, unless such absence would cause an undue  
547 hardship to the employer. The employer may require an employee to  
548 charge any time off pursuant to this subsection against any leave with  
549 pay ordinarily granted, where available, unless otherwise provided for  
550 in a collective bargaining agreement or existing employee handbook or  
551 policy, and any such absence that cannot be charged may be treated as  
552 leave without pay. An employee may seek a reasonable accommodation  
553 under this subsection in order to: (i) Seek attention for injuries caused  
554 by family violence including for a child who is a victim of family

555 violence, provided the employee is not the perpetrator of the family  
556 violence against the child; (ii) obtain services from a family violence  
557 shelter, program or rape crisis center as a result of family violence; (iii)  
558 obtain psychological counseling related to an incident or incidents of  
559 family violence, including for a child who is a victim of family violence,  
560 provided the employee is not the perpetrator of the family violence  
561 against the child; or (iv) participate in safety planning and taking other  
562 actions to increase safety from future incidents of family violence,  
563 including temporary or permanent relocation; or (v) obtain legal  
564 services, assisting in the prosecution of the offense, or otherwise  
565 participate in legal proceedings in relation to the incident or incidents of  
566 family violence.

567 (B) An employee who is absent from work in accordance with the  
568 provisions of subparagraph (A) of this subsection shall, within a  
569 reasonable time after the absence, provide a certification to the employer  
570 when requested by the employer. Such certification shall be in the form  
571 of: (i) A police report indicating that the employee or their child was a  
572 victim of family violence; (ii) a court order protecting or separating the  
573 employee or their child from the perpetrator of an act of family violence;  
574 (iii) other evidence from the court or prosecuting attorney that the  
575 employee appeared in court; or (iv) documentation from a medical  
576 professional, family violence advocate, health care provider, or  
577 counselor that the employee or their child was undergoing counseling  
578 or treatment for physical or mental injuries or abuse resulting in  
579 victimization from an act of family violence.

580 (C) Where an employee has a physical or mental disability resulting  
581 from an incident or series of incidents of family violence, such employee  
582 shall be treated in the same manner as an employee with any other  
583 disability, pursuant to the provisions of this section which provide that  
584 discrimination and refusal to provide reasonable accommodation of  
585 disability are unlawful discriminatory practices.

586 (D) To the extent permitted by law, employers shall maintain the  
587 confidentiality of any information regarding an employee's status as a

588 victim of family violence.

589 (c) (1) The provisions of this section concerning age shall not apply  
590 to: (A) The termination of employment of any person with a contract of  
591 unlimited tenure at an independent institution of higher education who  
592 is mandatorily retired, on or before July 1, 1993, after having attained  
593 the age of seventy; (B) the termination of employment of any person  
594 who has attained the age of sixty-five and who, for the two years  
595 immediately preceding such termination, is employed in a bona fide  
596 executive or a high policy-making position, if such person is entitled to  
597 an immediate nonforfeitable annual retirement benefit under a pension,  
598 profit-sharing, savings or deferred compensation plan, or any  
599 combination of such plans, from such person's employer, which equals,  
600 in aggregate, at least forty-four thousand dollars; (C) the termination of  
601 employment of persons in occupations, including police work and fire-  
602 fighting, in which age is a bona fide occupational qualification; (D) the  
603 operation of any bona fide apprenticeship system or plan; or (E) the  
604 observance of the terms of a bona fide seniority system or any bona fide  
605 employee benefit plan for retirement, pensions or insurance which is not  
606 adopted for the purpose of evading said provisions, except that no such  
607 plan may excuse the failure to hire any individual and no such system  
608 or plan may require or permit the termination of employment on the  
609 basis of age. No such plan which covers less than twenty employees may  
610 reduce the group hospital, surgical or medical insurance coverage  
611 provided under the plan to any employee who has reached the age of  
612 sixty-five and is eligible for Medicare benefits or any employee's spouse  
613 who has reached age sixty-five and is eligible for Medicare benefits  
614 except to the extent such coverage is provided by Medicare. The terms  
615 of any such plan which covers twenty or more employees shall entitle  
616 any employee who has attained the age of sixty-five and any employee's  
617 spouse who has attained the age of sixty-five to group hospital, surgical  
618 or medical insurance coverage under the same conditions as any  
619 covered employee or spouse who is under the age of sixty-five.

620 (2) No employee retirement or pension plan may exclude any  
621 employee from membership in such plan or cease or reduce the

622 employee's benefit accruals or allocations under such plan on the basis  
623 of age. The provisions of this subdivision shall be applicable to plan  
624 years beginning on or after January 1, 1988, except that for any  
625 collectively bargained plan this subdivision shall be applicable on the  
626 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date of  
627 the collective bargaining agreement, or (ii) January 1, 1988.

628 (3) The provisions of this section concerning age shall not prohibit an  
629 employer from requiring medical examinations for employees for the  
630 purpose of determining such employees' physical qualification for  
631 continued employment.

632 (4) Any employee who continues employment beyond the normal  
633 retirement age in the applicable retirement or pension plan shall give  
634 notice of intent to retire, in writing, to such employee's employer not  
635 less than thirty days prior to the date of such retirement.

636 (d) (1) An employer shall provide written notice of the right to be free  
637 from discrimination in relation to pregnancy, childbirth and related  
638 conditions, including the right to a reasonable accommodation to the  
639 known limitations related to pregnancy pursuant to subdivision (7) of  
640 subsection (b) of this section to: (A) New employees at the  
641 commencement of employment; (B) existing employees within one  
642 hundred twenty days after the effective date of this section; and (C) any  
643 employee who notifies the employer of her pregnancy within ten days  
644 of such notification. An employer may comply with the provisions of  
645 this section by displaying a poster in a conspicuous place, accessible to  
646 employees, at the employer's place of business that contains the  
647 information required by this section in both English and Spanish. The  
648 Labor Commissioner may adopt regulations, in accordance with  
649 chapter 54, to establish additional requirements concerning the means  
650 by which employers shall provide such notice.

651 (2) The Commission on Human Rights and Opportunities shall  
652 develop courses of instruction and conduct ongoing public education  
653 efforts as necessary to inform employers, employees, employment  
654 agencies and persons seeking employment about their rights and

655 responsibilities under this section.

656 (e) It shall not be a defense to a complaint of discrimination under  
657 this section, filed in accordance with section 46a-82, that the conduct was  
658 not severe or pervasive. Conduct constitutes an unlawful  
659 discriminatory practice when the conduct subjects an individual to  
660 inferior terms, conditions or privileges of employment because of the  
661 individual's protected characteristic. The fact that such individual did  
662 not make a complaint about the discrimination to an employer, licensing  
663 agency, employment agency or labor organization shall not be  
664 determinative of whether such employer, licensing agency,  
665 employment agency or labor organization shall be liable. It shall be an  
666 affirmative defense that the harassing conduct complained of does not  
667 rise above the level of what a reasonable person would consider  
668 discrimination.

669 (f) No settlement or agreement resolving a complaint of  
670 discriminatory practice between an employer and a current or past  
671 employee or job applicant shall: (1) Prohibit, prevent or otherwise  
672 restrict the right of such current or past employee or job applicant from  
673 obtaining future employment with the employer or any parent  
674 company, subsidiary, division, affiliate or contractor of the employer, or  
675 (2) include a prohibition on disparagement or disclosure by such  
676 employee as a condition for employment, continued employment,  
677 promotion, compensation or benefit or as a condition for resolving or  
678 investigating a complaint of discrimination.

679 (g) No settlement or agreement between an employer and a current  
680 or past employee shall restrict such employee from filing a complaint  
681 with the Equal Opportunity Employment Commission, Commission on  
682 Human Rights and Opportunities, or, in state or federal court, testifying  
683 or otherwise participating in a state or federal agency investigation  
684 related to a claim of discrimination or otherwise pursuing such  
685 employee's rights under state or federal discrimination laws.

686 Sec. 11. Subsection (c) of section 10a-55c of the general statutes is  
687 repealed and the following is substituted in lieu thereof (*Effective October*

688 1, 2022):

689 (c) For purposes of this section "sexual harassment" means with  
690 respect to an individual enrolled at an institution of higher education,  
691 any unwelcome sexual advances or requests for sexual favors or any  
692 conduct of a sexual nature by an agent or employee of an institution of  
693 higher education when (1) submission to such conduct is made either  
694 explicitly or implicitly a term or condition of an individual's academic  
695 success, (2) submission to or rejection of such conduct by an individual  
696 is used as the basis for educational decisions affecting such individual,  
697 or (3) such conduct has the purpose or effect of [substantially]  
698 interfering with an individual's academic performance or creating an  
699 intimidating or hostile educational environment.

700 Sec. 12. Subdivision (5) of subsection (a) of section 31-40y of the  
701 general statutes is repealed and the following is substituted in lieu  
702 thereof (*Effective October 1, 2022*):

703 (5) "Sexual harassment" means any unwelcome sexual advances,  
704 requests for sexual favors or any other conduct of a sexual nature when  
705 (A) submission to such conduct is made either explicitly or implicitly a  
706 term or condition of an intern's internship; (B) submission to or rejection  
707 of such conduct by an intern or an individual seeking an internship is  
708 used as the basis for workplace decisions affecting such intern or  
709 individual; or (C) such conduct has the purpose or effect of  
710 [substantially] interfering with an intern's work performance or creating  
711 an intimidating, hostile or offensive working environment.

712 Sec. 13. Section 46a-58 of the general statutes is repealed and the  
713 following is substituted in lieu thereof (*Effective October 1, 2022*):

714 (a) It shall be a discriminatory practice in violation of this section for  
715 any person to subject, or cause to be subjected, any other person to the  
716 deprivation of any rights, privileges or immunities, secured or protected  
717 by the Constitution or laws of this state or of the United States, on  
718 account of religion, national origin, alienage, color, race, sex, gender  
719 identity or expression, sexual orientation, blindness, mental disability,

720 physical disability, [or] status as a veteran or status as a victim of family  
721 violence.

722 (b) Any person who intentionally desecrates any public property,  
723 monument or structure, or any religious object, symbol or house of  
724 religious worship, or any cemetery, or any private structure not owned  
725 by such person, shall be in violation of subsection (a) of this section. For  
726 the purposes of this subsection, "desecrate" means to mar, deface or  
727 damage as a demonstration of irreverence or contempt.

728 (c) Any person who places a burning cross or a simulation thereof on  
729 any public property, or on any private property without the written  
730 consent of the owner, and with intent to intimidate or harass any other  
731 person or group of persons, shall be in violation of subsection (a) of this  
732 section.

733 (d) Any person who places a noose or a simulation thereof on any  
734 public property, or on any private property without the written consent  
735 of the owner, and with intent to intimidate or harass any other person  
736 on account of religion, national origin, alienage, color, race, sex, gender  
737 identity or expression, sexual orientation, blindness, mental disability,  
738 physical disability, [or] status as a veteran or status as a victim of family  
739 violence, shall be in violation of subsection (a) of this section.

740 (e) (1) Except as provided in subdivision (2) of this subsection, any  
741 person who violates any provision of this section shall be guilty of a  
742 class A misdemeanor and shall be fined not less than one thousand  
743 dollars, except that if property is damaged as a consequence of such  
744 violation in an amount in excess of one thousand dollars, such person  
745 shall be guilty of a class D felony and shall be fined not less than one  
746 thousand dollars.

747 (2) Any person who violates the provisions of this section by  
748 intentionally desecrating a house of religious worship (A) shall be guilty  
749 of a class D felony and shall be fined not less than one thousand dollars  
750 if property is damaged as a consequence of such violation in an amount  
751 up to and including ten thousand dollars, and (B) shall be guilty of a



752 class C felony and shall be fined not less than three thousand dollars if  
753 the property damaged as a consequence of such violation is in an  
754 amount in excess of ten thousand dollars.

755 (3) The minimum amount of any fine imposed by the provisions of  
756 this section may not be remitted or reduced by the court unless the court  
757 states on the record its reasons for remitting or reducing such fine.

758 (4) The court may order restitution for any victim of a violation of this  
759 section pursuant to subsection (c) of section 53a-28.

760 Sec. 14. Subsection (a) of section 46a-59 of the general statutes is  
761 repealed and the following is substituted in lieu thereof (*Effective October*  
762 *1, 2022*):

763 (a) It shall be a discriminatory practice in violation of this section for  
764 any association, board or other organization the principal purpose of  
765 which is the furtherance of the professional or occupational interests of  
766 its members, whose profession, trade or occupation requires a state  
767 license, to refuse to accept a person as a member of such association,  
768 board or organization because of his race, national origin, creed, sex,  
769 gender identity or expression, color, [or] status as a veteran or status as  
770 a victim of family violence.

771 Sec. 15. Subsection (a) of section 46a-64 of the general statutes is  
772 repealed and the following is substituted in lieu thereof (*Effective October*  
773 *1, 2022*):

774 (a) It shall be a discriminatory practice in violation of this section: (1)  
775 To deny any person within the jurisdiction of this state full and equal  
776 accommodations in any place of public accommodation, resort or  
777 amusement because of race, creed, color, national origin, ancestry, sex,  
778 gender identity or expression, marital status, age, lawful source of  
779 income, intellectual disability, mental disability, physical disability,  
780 including, but not limited to, blindness or deafness, [or] status as a  
781 veteran or status as a victim of family violence, of the applicant, subject  
782 only to the conditions and limitations established by law and applicable

783 alike to all persons; (2) to discriminate, segregate or separate on account  
784 of race, creed, color, national origin, ancestry, sex, gender identity or  
785 expression, marital status, age, lawful source of income, intellectual  
786 disability, mental disability, learning disability, physical disability,  
787 including, but not limited to, blindness or deafness, [or] status as a  
788 veteran or status as a victim of family violence; (3) for a place of public  
789 accommodation, resort or amusement to restrict or limit the right of a  
790 mother to breast-feed her child; (4) for a place of public accommodation,  
791 resort or amusement to fail or refuse to post a notice, in a conspicuous  
792 place, that any blind, deaf or mobility impaired person, accompanied by  
793 his guide dog wearing a harness or an orange-colored leash and collar,  
794 may enter such premises or facilities; or (5) to deny any blind, deaf or  
795 mobility impaired person or any person training a dog as a guide dog  
796 for a blind person or a dog to assist a deaf or mobility impaired person,  
797 accompanied by his guide dog or assistance dog, full and equal access  
798 to any place of public accommodation, resort or amusement. Any blind,  
799 deaf or mobility impaired person or any person training a dog as a guide  
800 dog for a blind person or a dog to assist a deaf or mobility impaired  
801 person may keep his guide dog or assistance dog with him at all times  
802 in such place of public accommodation, resort or amusement at no extra  
803 charge, provided the dog wears a harness or an orange-colored leash  
804 and collar and is in the direct custody of such person. The blind, deaf or  
805 mobility impaired person or person training a dog as a guide dog for a  
806 blind person or a dog to assist a deaf or mobility impaired person shall  
807 be liable for any damage done to the premises or facilities by his dog.  
808 For purposes of this subdivision, "guide dog" or "assistance dog"  
809 includes a dog being trained as a guide dog or assistance dog and  
810 "person training a dog as a guide dog for a blind person or a dog to assist  
811 a deaf or mobility impaired person" means a person who is employed  
812 by and authorized to engage in designated training activities by a guide  
813 dog organization or assistance dog organization that complies with the  
814 criteria for membership in a professional association of guide dog or  
815 assistance dog schools and who carries photographic identification  
816 indicating such employment and authorization.

817 Sec. 16. Subdivision (1) of subsection (a) of section 46a-64c of the

818 general statutes is repealed and the following is substituted in lieu  
819 thereof (*Effective October 1, 2022*)

820 (1) To refuse to sell or rent after the making of a bona fide offer, or to  
821 refuse to negotiate for the sale or rental of, or otherwise make  
822 unavailable or deny, a dwelling to any person because of race, creed,  
823 color, national origin, ancestry, sex, gender identity or expression,  
824 marital status, age, lawful source of income, familial status, [or] status  
825 as a veteran or status as a victim of family violence.

826 Sec. 17. Subsection (a) of section 46a-66 of the general statutes is  
827 repealed and the following is substituted in lieu thereof (*Effective October*  
828 *1, 2022*):

829 (a) It shall be a discriminatory practice in violation of this section for  
830 any creditor to discriminate on the basis of sex, gender identity or  
831 expression, age, race, color, religious creed, national origin, ancestry,  
832 marital status, intellectual disability, learning disability, blindness,  
833 physical disability, [or] status as a veteran or status as a victim of  
834 domestic violence against any person eighteen years of age or over in  
835 any credit transaction.

836 Sec. 18. Subsection (a) of section 46a-70 of the general statutes is  
837 repealed and the following is substituted in lieu thereof (*Effective October*  
838 *1, 2022*):

839 (a) State officials and supervisory personnel shall recruit, appoint,  
840 assign, train, evaluate and promote state personnel on the basis of merit  
841 and qualifications, without regard for race, color, religious creed, sex,  
842 gender identity or expression, marital status, age, national origin,  
843 ancestry, status as a veteran, status as a victim of family violence,  
844 intellectual disability, mental disability, learning disability or physical  
845 disability, including, but not limited to, blindness, unless it is shown by  
846 such state officials or supervisory personnel that such disability  
847 prevents performance of the work involved.

848 Sec. 19. Subsection (a) of section 46a-71 of the general statutes is

849 repealed and the following is substituted in lieu thereof (*Effective October*  
850 *1, 2022*):

851 (a) All services of every state agency shall be performed without  
852 discrimination based upon race, color, religious creed, sex, gender  
853 identity or expression, marital status, age, national origin, ancestry,  
854 intellectual disability, mental disability, learning disability, physical  
855 disability, including, but not limited to, blindness, [or] status as a  
856 veteran or status as a victim of family violence.

857 Sec. 20. Subsection (b) of section 46a-72 of the general statutes is  
858 repealed and the following is substituted in lieu thereof (*Effective October*  
859 *1, 2022*):

860 (b) Any job request indicating an intention to exclude any person  
861 because of race, color, religious creed, sex, gender identity or expression,  
862 marital status, age, national origin, ancestry, status as a veteran, status  
863 as a victim of family violence, intellectual disability, mental disability,  
864 learning disability or physical disability, including, but not limited to,  
865 blindness, shall be rejected, unless it is shown by such public or private  
866 employers that such disability prevents performance of the work  
867 involved.

868 Sec. 21. Subsection (a) of section 46a-73 of the general statutes is  
869 repealed and the following is substituted in lieu thereof (*Effective October*  
870 *1, 2022*):

871 (a) No state department, board or agency may grant, deny or revoke  
872 the license or charter of any person on the grounds of race, color,  
873 religious creed, sex, gender identity or expression, marital status, age,  
874 national origin, ancestry, status as a veteran, status as a victim of family  
875 violence, intellectual disability, mental disability, learning disability or  
876 physical disability, including, but not limited to, blindness, unless it is  
877 shown by such state department, board or agency that such disability  
878 prevents performance of the work involved.

879 Sec. 22. Subsection (a) of section 46a-75 of the general statutes is

880 repealed and the following is substituted in lieu thereof (*Effective October*  
881 *1, 2022*):

882 (a) All educational, counseling, and vocational guidance programs  
883 and all apprenticeship and on-the-job training programs of state  
884 agencies, or in which state agencies participate, shall be open to all  
885 qualified persons, without regard to race, color, religious creed, sex,  
886 gender identity or expression, marital status, age, national origin,  
887 ancestry, intellectual disability, mental disability, learning disability,  
888 physical disability, including, but not limited to, blindness, [or] status  
889 as a veteran or status as a victim of family violence.

890 Sec. 23. Subsection (a) of section 46a-76 of the general statutes is  
891 repealed and the following is substituted in lieu thereof (*Effective October*  
892 *1, 2022*):

893 (a) Race, color, religious creed, sex, gender identity or expression,  
894 marital status, age, national origin, ancestry, intellectual disability,  
895 mental disability, learning disability, physical disability, including, but  
896 not limited to, blindness, [or] status as a veteran or status as a victim of  
897 family violence, shall not be considered as limiting factors in state-  
898 administered programs involving the distribution of funds to qualify  
899 applicants for benefits authorized by law.

900 Sec. 24. Subdivision (1) of subsection (a) of section 4a-60 of the 2022  
901 supplement to the general statutes is repealed and the following is  
902 substituted in lieu thereof (*Effective October 1, 2022*):

903 (1) The contractor agrees and warrants that in the performance of the  
904 contract such contractor will not discriminate or permit discrimination  
905 against any person or group of persons on the grounds of race, color,  
906 religious creed, age, marital status, national origin, ancestry, sex, gender  
907 identity or expression, status as a veteran, intellectual disability, mental  
908 disability or physical disability, including, but not limited to, blindness,  
909 unless it is shown by such contractor that such disability prevents  
910 performance of the work involved, in any manner prohibited by the  
911 laws of the United States or of the state of Connecticut; and the

912 contractor further agrees to take affirmative action to ensure that  
913 applicants with job-related qualifications are employed and that  
914 employees are treated when employed without regard to their race,  
915 color, religious creed, age, marital status, national origin, ancestry, sex,  
916 gender identity or expression, status as a veteran, status as a victim of  
917 family violence, intellectual disability, mental disability or physical  
918 disability, including, but not limited to, blindness, unless it is shown by  
919 such contractor that such disability prevents performance of the work  
920 involved;

921 Sec. 25. Subsection (c) of section 10a-55x of the 2022 supplement to  
922 the general statutes is repealed and the following is substituted in lieu  
923 thereof (*Effective October 1, 2022*):

924 (c) Each institution of higher education shall ensure that every  
925 member of the campus mental health coalition is educated about the (1)  
926 mental health services and programs offered at each campus by such  
927 institution, (2) role and function of the campus mental health coalition  
928 at such institution, and (3) protocols and techniques to respond to  
929 student mental illness that have been developed with consideration  
930 given to the students' race, cultural background, sexual orientation,  
931 gender identity, religion, socio-economic status or status as a veteran,  
932 status as a victim of family violence or service member of the armed  
933 forces of the United States.

934 Sec. 26. (*Effective July 1, 2022*) The sum of one million four hundred  
935 forty thousand dollars is appropriated to the Department of Social  
936 Services from the General Fund, for the fiscal year ending June 30, 2023,  
937 for domestic violence child and family advocates at domestic violence  
938 agencies, as defined in section 52-146k of the general statutes.

939 Sec. 27. (*Effective July 1, 2022*) The sum of one million four hundred  
940 forty thousand dollars appropriated in section 26 of this act to the  
941 Department of Social Services, for the fiscal year ending June 30, 2023,  
942 shall be made available for domestic violence child and family  
943 advocates at domestic violence agencies, as defined in section 52-146k  
944 of the general statutes, whose purpose shall be to provide trauma-

945 informed services to children and families experiencing domestic  
 946 violence. For purposes of this section, "trauma-informed services"  
 947 means services directed by a thorough understanding of the  
 948 neurological, biological, psychological and social effects of trauma and  
 949 violence on a person.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2022</i>	New section
Sec. 2	<i>October 1, 2022</i>	New section
Sec. 3	<i>October 1, 2022</i>	New section
Sec. 4	<i>October 1, 2022</i>	New section
Sec. 5	<i>October 1, 2022</i>	New section
Sec. 6	<i>July 1, 2022</i>	New section
Sec. 7	<i>October 1, 2022</i>	46a-51(10)
Sec. 8	<i>October 1, 2022</i>	46a-54
Sec. 9	<i>October 1, 2022</i>	46a-56(a)
Sec. 10	<i>October 1, 2022</i>	46a-60
Sec. 11	<i>October 1, 2022</i>	10a-55c(c)
Sec. 12	<i>October 1, 2022</i>	31-40y(a)(5)
Sec. 13	<i>October 1, 2022</i>	46a-58
Sec. 14	<i>October 1, 2022</i>	46a-59(a)
Sec. 15	<i>October 1, 2022</i>	46a-64(a)
Sec. 16	<i>October 1, 2022</i>	46a-64c(a)(1)
Sec. 17	<i>October 1, 2022</i>	46a-66(a)
Sec. 18	<i>October 1, 2022</i>	46a-70(a)
Sec. 19	<i>October 1, 2022</i>	46a-71(a)
Sec. 20	<i>October 1, 2022</i>	46a-72(b)
Sec. 21	<i>October 1, 2022</i>	46a-73(a)
Sec. 22	<i>October 1, 2022</i>	46a-75(a)
Sec. 23	<i>October 1, 2022</i>	46a-76(a)
Sec. 24	<i>October 1, 2022</i>	4a-60(a)(1)
Sec. 25	<i>October 1, 2022</i>	10a-55x(c)
Sec. 26	<i>July 1, 2022</i>	New section
Sec. 27	<i>July 1, 2022</i>	New section

**Statement of Purpose:**

To: (1) Establish verification requirements prior to the creation of an online dating account, (2) establish the crime of child grooming, (3)

create a grant program to prevent online abuse, (4) require domestic violence training for state employees, (5) prohibit discrimination against a victim of family violence, and (6) expand assistance to families and children in homes experiencing domestic violence.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*

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SEN. ANWAR, 3rd Dist.; SEN. CABRERA, 17th Dist.  
SEN. CASSANO, 4th Dist.; SEN. COHEN, 12th Dist.  
SEN. DAUGHERTY ABRAMS, 13th Dist.; SEN. FLEXER, 29th  
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REP. DATHAN, 142nd Dist.; REP. THOMAS, 143rd Dist.  
REP. HAMPTON, 16th Dist.; REP. NOLAN, 39th Dist.  
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REP. KAVROS DEGRAW, 17th Dist.

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