



General Assembly

**Substitute Bill No. 5**

February Session, 2022



**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 the 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 date of termination of an online dating account and shall  
40 destroy all copies of the electronic user file after such two-year period  
41 expires.

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

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

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

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

71 provisions of sections 1 to 3, inclusive, of this act.

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

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

87 *Sec. 5. (Effective from passage)* (a) There is established a working group  
88 to examine and develop recommendations regarding potential  
89 legislation to criminalize child grooming, including acts to persuade,  
90 coerce, induce or entice a minor for the purposes of: (1) Sexually  
91 exploiting the minor; (2) the creation of child pornography; (3) engaging  
92 the minor in prostitution; or (4) trafficking the minor.

93 (b) The working group shall be comprised of: (1) An individual  
94 appointed by the president pro tempore of the Senate, who shall serve  
95 as the chairperson of the working group, (2) an individual appointed by  
96 the speaker of the House of Representatives, (3) an individual appointed  
97 by the minority leader of the Senate, (4) an individual appointed by the  
98 minority leader of the House of Representatives, (5) an individual  
99 appointed by the Senate chairperson of the joint standing committee of  
100 the General Assembly having cognizance of matters relating to the  
101 judiciary, (6) an individual appointed by the House chairperson of the  
102 joint standing committee of the General Assembly having cognizance of

103 matters relating to the judiciary, (7) an individual appointed by the  
104 Senate ranking member of the joint standing committee of the General  
105 Assembly having cognizance of matters relating to the judiciary, (8) an  
106 individual appointed by the House ranking member of the joint  
107 standing committee of the General Assembly having cognizance of  
108 matters relating to the judiciary, (9) the Chief Public Defender, or the  
109 Chief Public Defender's designee, and (10) the Chief State's Attorney, or  
110 the Chief State's Attorney's designee. Any member of the working  
111 group appointed under subdivisions (1) to (8), inclusive, of this  
112 subsection may be a member of the General Assembly.

113 (c) All appointments to the working group shall be made not later  
114 than sixty days after the effective date of this section. The appointing  
115 authority shall provide a copy of such appointment to the administrator  
116 of the joint standing committee of the General Assembly having  
117 cognizance of matters relating to the judiciary not later than seven days  
118 after the date of the appointment.

119 (d) The chairperson of the working group shall schedule the first  
120 meeting of the working group, which shall be held not later than ninety  
121 days after the effective date of this section.

122 (e) On or before December 31, 2022, the working group shall report  
123 its recommendations, in accordance with the provisions of section 11-4a  
124 of the general statutes, to the joint standing committee of the General  
125 Assembly having cognizance of matters relating to the judiciary. The  
126 working group shall terminate on the date that it submits such report or  
127 December 31, 2022, whichever is later.

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

129 (1) "Eligible entity" means any of the following located in this state:  
130 (A) A local or regional school district, (B) a historical society, (C) a tax-  
131 exempt entity registered with the office of the Secretary of the State, (D)  
132 a government agency, (E) a constituent unit of the state system of higher  
133 education, (F) a public library, or (G) any other entity operating under

134 another entity described in this subdivision; and

135 (2) "Online abuse" means the following acts, when conducted using  
136 any interactive computer service: (A) Speech or conduct motivated by  
137 hatred, prejudice or bigotry towards a person or group based on the  
138 person's actual or perceived religion, national origin, alienage, color,  
139 race, sex, gender identity or expression, sexual orientation or disability,  
140 (B) harassment, (C) stalking, (D) swatting, (E) doxing, or (F) an assault.

141 (b) There is established a grant program to provide educational and  
142 training opportunities with the goal of preventing online abuse and  
143 informing individuals about identifying, reporting, responding to and  
144 avoiding online abuse. The grant program shall be administered by the  
145 Department of Emergency Services and Public Protection, in  
146 consultation with the State-Wide Hate Crimes Advisory Council,  
147 established under section 51-279f of the general statutes.

148 (c) Not later than three months after receiving funds from the state  
149 for any fiscal year, the administrator of the grant program shall issue a  
150 request for proposals from any eligible entity. Each response to the  
151 request for proposals shall: Specify the types of online abuse that the  
152 entity proposes to address in accordance with the purposes of the  
153 program under subsection (b) of this section; the methods used to  
154 achieve the goals of the program; other specific goals of the eligible  
155 entity; the target audience of the training and information that the entity  
156 would provide; whether the eligible entity is replicating a program  
157 found to have a high likelihood of success as determined by a cost-  
158 benefit analysis appearing in a peer reviewed academic journal; and the  
159 amount, if any, of matching funds the eligible entity will contribute.

160 (d) The department may award grants for any programming or  
161 service that prevents online abuse or furthers the other goals of the  
162 program under subsection (b) of this section, including training teachers  
163 or professionals within schools, archiving, public murals, curriculum  
164 development and marketing. Eligible entities may use the funds  
165 awarded under this subsection collectively, including regionally,

166 through coordinated efforts and conferences that achieve the goals of  
167 the program.

168 (e) The department may only award a grant to an eligible entity in an  
169 amount not to exceed thirty thousand dollars during any fiscal year.

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

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

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

179 The commission shall have the following powers and duties:

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

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

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

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

193 (5) To adopt, publish, amend and rescind regulations consistent with

194 and to effectuate the provisions of this chapter;

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

197 (7) To recommend policies and make recommendations to agencies  
198 and officers of the state and local subdivisions of government to  
199 effectuate the policies of this chapter;

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

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

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

210 (11) To require written answers to interrogatories under oath relating  
211 to any complaint under investigation pursuant to this chapter alleging  
212 any discriminatory practice as defined in subdivision (8) of section 46a-  
213 51, and to adopt regulations, in accordance with the provisions of  
214 chapter 54, for the procedure for the issuance of interrogatories and  
215 compliance with interrogatory requests;

216 (12) To utilize such voluntary and uncompensated services of private  
217 individuals, agencies and organizations as may from time to time be  
218 offered and needed and with the cooperation of such agencies, (A) to  
219 study the problems of discrimination in all or specific fields of human  
220 relationships, and (B) to foster through education and community effort  
221 or otherwise good will among the groups and elements of the  
222 population of the state;



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

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

230 (15) To require an employer having three or more employees to (A)  
231 post in a prominent and accessible location information concerning the  
232 illegality of sexual harassment and remedies available to victims of  
233 sexual harassment; [ ] (B) provide, not later than three months after the  
234 employee's start date with the employer, a copy of the information  
235 concerning the illegality of sexual harassment and remedies available to  
236 victims of sexual harassment to each employee by electronic mail with  
237 a subject line that includes the words "Sexual Harassment Policy" or  
238 words of similar import, if (i) the employer has provided an electronic  
239 mail account to the employee, or (ii) the employee has provided the  
240 employer with an electronic mail address, provided if an employer has  
241 not provided an electronic mail account to the employee, the employer  
242 shall post the information concerning the illegality of sexual harassment  
243 and remedies available to victims of sexual harassment on the  
244 employer's Internet web site, if the employer maintains such an Internet  
245 web site. An employer may comply with the requirements of this  
246 subparagraph, by providing an employee with the link to the  
247 commission's Internet web site concerning the illegality of sexual  
248 harassment and the remedies available to victims of sexual harassment  
249 by electronic mail, text message or in writing; and (C) provide two hours  
250 of training and education to employees within one year of October 1,  
251 2019, provided any employer who has provided such training and  
252 education to any such employees after October 1, 2018, shall not be  
253 required to provide such training and education a second time. An  
254 employer having (i) three or more employees, shall provide such  
255 training and education to an employee hired on or after October 1, 2019,

256 not later than six months after the date of his or her hire, provided the  
257 commission has developed and made available such training and  
258 education materials in accordance with the provisions of subdivision (8)  
259 of subsection (a) of section 46a-56, as amended by this act; or (ii) less  
260 than three employees shall provide such training and education to all  
261 supervisory employees within one year of October 1, 2019, and to all  
262 new supervisory employees within six months of their assumption of a  
263 supervisory position, provided any employer who has provided such  
264 training and education to any such supervisory employees after October  
265 1, 2018, shall not be required to provide such training and education a  
266 second time. Any supervisory employee hired on or after October 1,  
267 2019, by an employer having less than three employees, shall receive  
268 such training and education not later than six months after the date of  
269 his or her hire, provided the commission has developed and made  
270 available such training and education materials in accordance with the  
271 provisions of subdivision (8) of subsection (a) of section 46a-56, as  
272 amended by this act. Such training and education shall include  
273 information concerning the federal and state statutory provisions  
274 concerning sexual harassment and remedies available to victims of  
275 sexual harassment. If an employee has received in-person training  
276 provided by the commission or has taken the no cost online training  
277 provided by the commission on its Internet web site in accordance with  
278 the provisions of subdivision (8) of subsection (a) of section 46a-56, as  
279 amended by this act, while employed by a different employer within the  
280 two years preceding the date of hire, an employer may consider such  
281 prior training to satisfy the training requirements of this section. An  
282 employer who is required to provide training under this subdivision  
283 shall provide periodic supplemental training that updates all  
284 supervisory and nonsupervisory employees on the content of such  
285 training and education not less than every ten years. As used in this  
286 subdivision, "sexual harassment" has the same meaning as provided in  
287 subdivision (8) of subsection (b) of section 46a-60, as amended by this  
288 act, and "employer" includes the General Assembly and "employee"  
289 means any individual employed by an employer, including an  
290 individual employed by such individual's parent, spouse or child;

291 (16) To require each state agency that employs one or more  
292 employees to (A) provide a minimum of three hours of diversity  
293 training and education (i) to all supervisory and nonsupervisory  
294 employees, not later than July 1, 2002, with priority for such training to  
295 supervisory employees, and (ii) to all newly hired supervisory and  
296 nonsupervisory employees, not later than six months after their  
297 assumption of a position with a state agency, with priority for such  
298 training to supervisory employees. Such training and education shall  
299 include information concerning the federal and state statutory  
300 provisions concerning discrimination and hate crimes directed at  
301 protected classes and remedies available to victims of discrimination  
302 and hate crimes, standards for working with and serving persons from  
303 diverse populations and strategies for addressing differences that may  
304 arise from diverse work environments; and (B) submit an annual report  
305 to the Commission on Human Rights and Opportunities concerning the  
306 status of the diversity training and education required under  
307 subparagraph (A) of this subdivision. The information in such annual  
308 reports shall be reviewed by the commission for the purpose of  
309 submitting an annual summary report to the General Assembly.  
310 Notwithstanding the provisions of this section, if a state agency has  
311 provided such diversity training and education to any of its employees  
312 prior to October 1, 1999, such state agency shall not be required to  
313 provide such training and education a second time to such employees.  
314 The requirements of this subdivision shall be accomplished within  
315 available appropriations. As used in this subdivision, "employee"  
316 includes any part-time employee who works more than twenty hours  
317 per week;

318 (17) To require each agency to submit information demonstrating its  
319 compliance with subdivision (16) of this section as part of its affirmative  
320 action plan and to receive and investigate complaints concerning the  
321 failure of a state agency to comply with the requirements of subdivision  
322 (16) of this section; [and]

323 (18) To enter into contracts for and accept grants of private or federal

324 funds and to accept gifts, donations or bequests, including donations of  
325 service by attorneys; [.]

326 (19) To require each state agency that employs one or more  
327 employees to provide a minimum of one hour of training and education  
328 related to domestic violence and the resources available to victims of  
329 domestic violence (A) to all employees hired prior to January 1, 2023,  
330 not later than July 1, 2023, and (B) to all employees hired on or after  
331 January 1, 2023, not later than six months after their assumption of a  
332 position with a state agency. Such training and education shall include  
333 information concerning (i) domestic violence, abuser and victim  
334 behaviors; (ii) how domestic violence may impact the workplace; and  
335 (iii) the resources available to victims of domestic violence. The  
336 requirements of this subdivision shall be accomplished within available  
337 appropriations using the training and education materials made  
338 available by the commission in accordance with the provisions of  
339 subdivision (10) of subsection (a) of section 46a-56, as amended by this  
340 act; and

341 (20) To require an employer having three or more employees to post  
342 in a prominent and accessible location information concerning domestic  
343 violence and the resources available to victims of domestic violence in  
344 Connecticut.

345 Sec. 9. Subsection (a) of section 46a-56 of the general statutes is  
346 repealed and the following is substituted in lieu thereof (*Effective October*  
347 *1, 2022*):

348 (a) The commission shall:

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

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

354 (3) Investigate and proceed in all cases of discriminatory practices as  
355 provided in this chapter and noncompliance with the provisions of  
356 section 4a-60, as amended by this act, or 4a-60a or sections 46a-68c to  
357 46a-68f, inclusive;

358 (4) From time to time, but not less than once a year, report to the  
359 Governor as provided in section 4-60, making recommendations for the  
360 removal of such injustices as it may find to exist and such other  
361 recommendations as it deems advisable and describing the  
362 investigations, proceedings and hearings it has conducted and their  
363 outcome, the decisions it has rendered and the other work it has  
364 performed;

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

368 (6) Compile data concerning state contracts with female and minority  
369 business enterprises and submit a report annually to the General  
370 Assembly concerning the employment of such business enterprises as  
371 contractors and subcontractors;

372 (7) Develop and include on the commission's Internet web site a link  
373 concerning the illegality of sexual harassment, as defined in section 46a-  
374 60, as amended by this act, and the remedies available to victims of  
375 sexual harassment; [and]

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

380 (9) Develop, in conjunction with organizations that advocate on  
381 behalf of victims of domestic violence, and include on the commission's  
382 Internet web site a link concerning domestic violence and the resources  
383 available to victims of domestic violence; and

384 (10) Develop, in conjunction with organizations that advocate on  
385 behalf of victims of domestic violence, and make available at no cost to  
386 each state agency an online training and education video or other  
387 interactive method of training and education that fulfills the  
388 requirements prescribed in subdivision (19) of section 46a-54, as  
389 amended by this act.

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

393 (a) As used in this section:

394 (1) "Employee" means an employee, as defined in section 46a-51, as  
395 amended by this act, and includes any elected or appointed official of a  
396 municipality, board, commission, counsel or other governmental body;

397 (2) "Family violence" has the same meaning as provided in section  
398 46b-38a;

399 ~~[(1)]~~ (3) "Pregnancy" means pregnancy, childbirth or a related  
400 condition, including, but not limited to, lactation;

401 ~~[(2)]~~ (4) "Reasonable accommodation" means, but is not limited to,  
402 being permitted to sit while working, more frequent or longer breaks,  
403 periodic rest, assistance with manual labor, job restructuring, light duty  
404 assignments, modified work schedules, temporary transfers to less  
405 strenuous or hazardous work, time off to recover from childbirth or  
406 break time and appropriate facilities for expressing breast milk; and

407 ~~[(3)]~~ (5) "Undue hardship" means an action requiring significant  
408 difficulty or expense when considered in light of factors such as (A) the  
409 nature and cost of the accommodation; (B) the overall financial  
410 resources of the employer; (C) the overall size of the business of the  
411 employer with respect to the number of employees, and the number,  
412 type and location of its facilities; and (D) the effect on expenses and  
413 resources or the impact otherwise of such accommodation upon the

414 operation of the employer.

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

416 (1) For an employer, by the employer or the employer's agent, except  
417 in the case of a bona fide occupational qualification or need, to refuse to  
418 hire or employ or to bar or to discharge from employment any  
419 individual or to discriminate against any individual in compensation or  
420 in terms, conditions or privileges of employment because of the  
421 individual's race, color, religious creed, age, sex, gender identity or  
422 expression, marital status, national origin, ancestry, present or past  
423 history of mental disability, intellectual disability, learning disability,  
424 physical disability, including, but not limited to, blindness, [or] status  
425 as a veteran or status as a victim of family violence;

426 (2) For any employment agency, except in the case of a bona fide  
427 occupational qualification or need, to fail or refuse to classify properly  
428 or refer for employment or otherwise to discriminate against any  
429 individual because of such individual's race, color, religious creed, age,  
430 sex, gender identity or expression, marital status, national origin,  
431 ancestry, present or past history of mental disability, intellectual  
432 disability, learning disability, physical disability, including, but not  
433 limited to, blindness, [or] status as a veteran or status as a victim of  
434 family violence;

435 (3) For a labor organization, because of the race, color, religious creed,  
436 age, sex, gender identity or expression, marital status, national origin,  
437 ancestry, present or past history of mental disability, intellectual  
438 disability, learning disability, physical disability, including, but not  
439 limited to, blindness, [or] status as a veteran or status as a victim of  
440 family violence of any individual to exclude from full membership  
441 rights or to expel from its membership such individual or to  
442 discriminate in any way against any of its members or against any  
443 employer or any individual employed by an employer, unless such  
444 action is based on a bona fide occupational qualification;

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

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

453 (6) For any person, employer, employment agency or labor  
454 organization, except in the case of a bona fide occupational qualification  
455 or need, to advertise employment opportunities in such a manner as to  
456 restrict such employment so as to discriminate against individuals  
457 because of their race, color, religious creed, age, sex, gender identity or  
458 expression, marital status, national origin, ancestry, present or past  
459 history of mental disability, intellectual disability, learning disability,  
460 physical disability, including, but not limited to, blindness, [or] status  
461 as a veteran or status as a victim of family violence;

462 (7) For an employer, by the employer or the employer's agent: (A) To  
463 terminate a woman's employment because of her pregnancy; (B) to  
464 refuse to grant to that employee a reasonable leave of absence for  
465 disability resulting from her pregnancy; (C) to deny to that employee,  
466 who is disabled as a result of pregnancy, any compensation to which  
467 she is entitled as a result of the accumulation of disability or leave  
468 benefits accrued pursuant to plans maintained by the employer; (D) to  
469 fail or refuse to reinstate the employee to her original job or to an  
470 equivalent position with equivalent pay and accumulated seniority,  
471 retirement, fringe benefits and other service credits upon her signifying  
472 her intent to return unless, in the case of a private employer, the  
473 employer's circumstances have so changed as to make it impossible or  
474 unreasonable to do so; (E) to limit, segregate or classify the employee in  
475 a way that would deprive her of employment opportunities due to her  
476 pregnancy; (F) to discriminate against an employee or person seeking  
477 employment on the basis of her pregnancy in the terms or conditions of



478 her employment; (G) to fail or refuse to make a reasonable  
479 accommodation for an employee or person seeking employment due to  
480 her pregnancy, unless the employer can demonstrate that such  
481 accommodation would impose an undue hardship on such employer;  
482 (H) to deny employment opportunities to an employee or person  
483 seeking employment if such denial is due to the employee's request for  
484 a reasonable accommodation due to her pregnancy; (I) to force an  
485 employee or person seeking employment affected by pregnancy to  
486 accept a reasonable accommodation if such employee or person seeking  
487 employment (i) does not have a known limitation related to her  
488 pregnancy, or (ii) does not require a reasonable accommodation to  
489 perform the essential duties related to her employment; (J) to require an  
490 employee to take a leave of absence if a reasonable accommodation can  
491 be provided in lieu of such leave; and (K) to retaliate against an  
492 employee in the terms, conditions or privileges of her employment  
493 based upon such employee's request for a reasonable accommodation;

494 (8) For an employer, by the employer or the employer's agent, for an  
495 employment agency, by itself or its agent, or for any labor organization,  
496 by itself or its agent, to harass any employee, person seeking  
497 employment or member on the basis of sex or gender identity or  
498 expression. If an employer takes immediate corrective action in  
499 response to an employee's claim of sexual harassment, such corrective  
500 action shall not modify the conditions of employment of the employee  
501 making the claim of sexual harassment unless such employee agrees, in  
502 writing, to any modification in the conditions of employment.  
503 "Corrective action" taken by an employer, includes, but is not limited to,  
504 employee relocation, assigning an employee to a different work  
505 schedule or other substantive changes to an employee's terms and  
506 conditions of employment. Notwithstanding an employer's failure to  
507 obtain a written agreement from an employee concerning a modification  
508 in the conditions of employment, the commission may find that  
509 corrective action taken by an employer was reasonable and not of  
510 detriment to the complainant based on the evidence presented to the  
511 commission by the complainant and respondent. As used in this

512 subdivision, "sexual harassment" means any unwelcome sexual  
513 advances or requests for sexual favors or any conduct of a sexual nature  
514 when (A) submission to such conduct is made either explicitly or  
515 implicitly a term or condition of an individual's employment, (B)  
516 submission to or rejection of such conduct by an individual is used as  
517 the basis for employment decisions affecting such individual, or (C)  
518 such conduct has the purpose or effect of [substantially] interfering with  
519 an individual's work performance or creating an intimidating, hostile or  
520 offensive working environment;

521 (9) For an employer, by the employer or the employer's agent, for an  
522 employment agency, by itself or its agent, or for any labor organization,  
523 by itself or its agent, to request or require information from an  
524 employee, person seeking employment or member relating to the  
525 individual's child-bearing age or plans, pregnancy, function of the  
526 individual's reproductive system, use of birth control methods, or the  
527 individual's familial responsibilities, unless such information is directly  
528 related to a bona fide occupational qualification or need, provided an  
529 employer, through a physician may request from an employee any such  
530 information which is directly related to workplace exposure to  
531 substances which may cause birth defects or constitute a hazard to an  
532 individual's reproductive system or to a fetus if the employer first  
533 informs the employee of the hazards involved in exposure to such  
534 substances;

535 (10) For an employer, by the employer or the employer's agent, after  
536 informing an employee, pursuant to subdivision (9) of this subsection,  
537 of a workplace exposure to substances which may cause birth defects or  
538 constitute a hazard to an employee's reproductive system or to a fetus,  
539 to fail or refuse, upon the employee's request, to take reasonable  
540 measures to protect the employee from the exposure or hazard  
541 identified, or to fail or refuse to inform the employee that the measures  
542 taken may be the subject of a complaint filed under the provisions of  
543 this chapter. Nothing in this subdivision is intended to prohibit an  
544 employer from taking reasonable measures to protect an employee from

545 exposure to such substances. For the purpose of this subdivision,  
546 "reasonable measures" shall be those measures which are consistent  
547 with business necessity and are least disruptive of the terms and  
548 conditions of the employee's employment;

549 (11) For an employer, by the employer or the employer's agent, for an  
550 employment agency, by itself or its agent, or for any labor organization,  
551 by itself or its agent: (A) To request or require genetic information from  
552 an employee, person seeking employment or member, or (B) to  
553 discharge, expel or otherwise discriminate against any person on the  
554 basis of genetic information. For the purpose of this subdivision,  
555 "genetic information" means the information about genes, gene  
556 products or inherited characteristics that may derive from an individual  
557 or a family member;

558 (12) For an employer, by the employer or the employer's agent, to  
559 request or require a prospective employee's age, date of birth, dates of  
560 attendance at or date of graduation from an educational institution on  
561 an initial employment application, provided the provisions of this  
562 subdivision shall not apply to any employer requesting or requiring  
563 such information (A) based on a bona fide occupational qualification or  
564 need, or (B) when such information is required to comply with any  
565 provision of state or federal law; and

566 (13) (A) For an employer to refuse to provide a reasonable  
567 accommodation to an employee who is known by the employer to be a  
568 victim of family violence, unless such absence would cause an undue  
569 hardship to the employer. The employer may require an employee to  
570 charge any time off pursuant to this subsection against any leave with  
571 pay ordinarily granted, where available, unless otherwise provided for  
572 in a collective bargaining agreement or existing employee handbook or  
573 policy, and any such absence that cannot be charged may be treated as  
574 leave without pay. An employee may seek a reasonable accommodation  
575 under this subsection in order to: (i) Seek attention for injuries caused  
576 by family violence including for a child who is a victim of family  
577 violence, provided the employee is not the perpetrator of the family

578 violence against the child; (ii) obtain services from a family violence  
579 shelter, program or rape crisis center as a result of family violence; (iii)  
580 obtain psychological counseling related to an incident or incidents of  
581 family violence, including for a child who is a victim of family violence,  
582 provided the employee is not the perpetrator of the family violence  
583 against the child; (iv) participate in safety planning and taking other  
584 actions to increase safety from future incidents of family violence,  
585 including temporary or permanent relocation; or (v) obtain legal  
586 services, assisting in the prosecution of the offense, or otherwise  
587 participate in legal proceedings in relation to the incident or incidents of  
588 family violence.

589 (B) An employee who is absent from work in accordance with the  
590 provisions of subparagraph (A) of this subdivision shall, within a  
591 reasonable time after the absence, provide a certification to the employer  
592 when requested by the employer. Such certification shall be in the form  
593 of: (i) A police report indicating that the employee or the employee's  
594 child was a victim of family violence; (ii) a court order protecting or  
595 separating the employee or employee's child from the perpetrator of an  
596 act of family violence; (iii) other evidence from the court or prosecuting  
597 attorney that the employee appeared in court; or (iv) documentation  
598 from a medical professional or a domestic violence counselor, as defined  
599 in section 52-146k, that the employee or the employee's child was  
600 undergoing counseling or treatment for physical or mental injuries or  
601 abuse resulting in victimization from an act of family violence.

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

608 (D) To the extent permitted by law, employers shall maintain the  
609 confidentiality of any information regarding an employee's status as a  
610 victim of family violence.

611 (c) (1) The provisions of this section concerning age shall not apply  
612 to: (A) The termination of employment of any person with a contract of  
613 unlimited tenure at an independent institution of higher education who  
614 is mandatorily retired, on or before July 1, 1993, after having attained  
615 the age of seventy; (B) the termination of employment of any person  
616 who has attained the age of sixty-five and who, for the two years  
617 immediately preceding such termination, is employed in a bona fide  
618 executive or a high policy-making position, if such person is entitled to  
619 an immediate nonforfeitable annual retirement benefit under a pension,  
620 profit-sharing, savings or deferred compensation plan, or any  
621 combination of such plans, from such person's employer, which equals,  
622 in aggregate, at least forty-four thousand dollars; (C) the termination of  
623 employment of persons in occupations, including police work and fire-  
624 fighting, in which age is a bona fide occupational qualification; (D) the  
625 operation of any bona fide apprenticeship system or plan; or (E) the  
626 observance of the terms of a bona fide seniority system or any bona fide  
627 employee benefit plan for retirement, pensions or insurance which is not  
628 adopted for the purpose of evading said provisions, except that no such  
629 plan may excuse the failure to hire any individual and no such system  
630 or plan may require or permit the termination of employment on the  
631 basis of age. No such plan which covers less than twenty employees may  
632 reduce the group hospital, surgical or medical insurance coverage  
633 provided under the plan to any employee who has reached the age of  
634 sixty-five and is eligible for Medicare benefits or any employee's spouse  
635 who has reached age sixty-five and is eligible for Medicare benefits  
636 except to the extent such coverage is provided by Medicare. The terms  
637 of any such plan which covers twenty or more employees shall entitle  
638 any employee who has attained the age of sixty-five and any employee's  
639 spouse who has attained the age of sixty-five to group hospital, surgical  
640 or medical insurance coverage under the same conditions as any  
641 covered employee or spouse who is under the age of sixty-five.

642 (2) No employee retirement or pension plan may exclude any  
643 employee from membership in such plan or cease or reduce the  
644 employee's benefit accruals or allocations under such plan on the basis

645 of age. The provisions of this subdivision shall be applicable to plan  
646 years beginning on or after January 1, 1988, except that for any  
647 collectively bargained plan this subdivision shall be applicable on the  
648 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date of  
649 the collective bargaining agreement, or (ii) January 1, 1988.

650 (3) The provisions of this section concerning age shall not prohibit an  
651 employer from requiring medical examinations for employees for the  
652 purpose of determining such employees' physical qualification for  
653 continued employment.

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

658 (d) (1) An employer shall provide written notice of the right to be free  
659 from discrimination in relation to pregnancy, childbirth and related  
660 conditions, including the right to a reasonable accommodation to the  
661 known limitations related to pregnancy pursuant to subdivision (7) of  
662 subsection (b) of this section to: (A) New employees at the  
663 commencement of employment; (B) existing employees within one  
664 hundred twenty days after the effective date of this section; and (C) any  
665 employee who notifies the employer of her pregnancy within ten days  
666 of such notification. An employer may comply with the provisions of  
667 this section by displaying a poster in a conspicuous place, accessible to  
668 employees, at the employer's place of business that contains the  
669 information required by this section in both English and Spanish. The  
670 Labor Commissioner may adopt regulations, in accordance with  
671 chapter 54, to establish additional requirements concerning the means  
672 by which employers shall provide such notice.

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

677 responsibilities under this section.

678 (e) It shall not be a defense to a complaint of discrimination under  
679 this section, filed in accordance with section 46a-82, that the conduct was  
680 not severe or pervasive. Conduct constitutes an unlawful  
681 discriminatory practice when the conduct subjects an individual to  
682 inferior terms, conditions or privileges of employment because of the  
683 individual's protected characteristic. The fact that such individual did  
684 not make a complaint about the discrimination to an employer, licensing  
685 agency, employment agency or labor organization shall not be  
686 determinative of whether such employer, licensing agency,  
687 employment agency or labor organization shall be liable. It shall be an  
688 affirmative defense that the harassing conduct complained of does not  
689 rise above the level of what a reasonable person would consider  
690 discrimination.

691 (f) No settlement or agreement resolving a complaint of  
692 discriminatory practice between an employer and a current or past  
693 employee or job applicant shall: (1) Prohibit, prevent or otherwise  
694 restrict the right of such current or past employee or job applicant from  
695 obtaining future employment with the employer or any parent  
696 company, subsidiary, division, affiliate or contractor of the employer, or  
697 (2) include a prohibition on disparagement or disclosure by such  
698 employee as a condition for employment, continued employment,  
699 promotion, compensation or benefit or as a condition for resolving or  
700 investigating a complaint of discrimination.

701 (g) No settlement or agreement between an employer and a current  
702 or past employee shall restrict such employee from filing a complaint  
703 with the Equal Employment Opportunity Commission, with the  
704 Commission on Human Rights and Opportunities, or, in state or federal  
705 court, testifying or otherwise participating in a state or federal agency  
706 investigation related to a claim of discrimination or otherwise pursuing  
707 such employee's rights under state or federal discrimination laws.

708 Sec. 11. Subsection (c) of section 10a-55c of the general statutes is

709 repealed and the following is substituted in lieu thereof (*Effective October*  
710 *1, 2022*):

711 (c) For purposes of this section "sexual harassment" means with  
712 respect to an individual enrolled at an institution of higher education,  
713 any unwelcome sexual advances or requests for sexual favors or any  
714 conduct of a sexual nature by an agent or employee of an institution of  
715 higher education when (1) submission to such conduct is made either  
716 explicitly or implicitly a term or condition of an individual's academic  
717 success, (2) submission to or rejection of such conduct by an individual  
718 is used as the basis for educational decisions affecting such individual,  
719 or (3) such conduct has the purpose or effect of [substantially]  
720 interfering with an individual's academic performance or creating an  
721 intimidating or hostile educational environment.

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

725 (5) "Sexual harassment" means any unwelcome sexual advances,  
726 requests for sexual favors or any other conduct of a sexual nature when  
727 (A) submission to such conduct is made either explicitly or implicitly a  
728 term or condition of an intern's internship; (B) submission to or rejection  
729 of such conduct by an intern or an individual seeking an internship is  
730 used as the basis for workplace decisions affecting such intern or  
731 individual; or (C) such conduct has the purpose or effect of  
732 [substantially] interfering with an intern's work performance or creating  
733 an intimidating, hostile or offensive working environment.

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

736 (a) It shall be a discriminatory practice in violation of this section for  
737 any person to subject, or cause to be subjected, any other person to the  
738 deprivation of any rights, privileges or immunities, secured or protected  
739 by the Constitution or laws of this state or of the United States, on



740 account of religion, national origin, alienage, color, race, sex, gender  
741 identity or expression, sexual orientation, blindness, mental disability,  
742 physical disability, [or] status as a veteran or status as a victim of family  
743 violence.

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

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

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

762 (e) (1) Except as provided in subdivision (2) of this subsection, any  
763 person who violates any provision of this section shall be guilty of a  
764 class A misdemeanor and shall be fined not less than one thousand  
765 dollars, except that if property is damaged as a consequence of such  
766 violation in an amount in excess of one thousand dollars, such person  
767 shall be guilty of a class D felony and shall be fined not less than one  
768 thousand dollars.

769 (2) Any person who violates the provisions of this section by  
770 intentionally desecrating a house of religious worship (A) shall be guilty

771 of a class D felony and shall be fined not less than one thousand dollars  
772 if property is damaged as a consequence of such violation in an amount  
773 up to and including ten thousand dollars, and (B) shall be guilty of a  
774 class C felony and shall be fined not less than three thousand dollars if  
775 the property damaged as a consequence of such violation is in an  
776 amount in excess of ten thousand dollars.

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

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

782 Sec. 14. Subsection (a) of section 46a-59 of the general statutes is  
783 repealed and the following is substituted in lieu thereof (*Effective October*  
784 *1, 2022*):

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

793 Sec. 15. Subsection (a) of section 46a-64 of the general statutes is  
794 repealed and the following is substituted in lieu thereof (*Effective October*  
795 *1, 2022*):

796 (a) It shall be a discriminatory practice in violation of this section: (1)  
797 To deny any person within the jurisdiction of this state full and equal  
798 accommodations in any place of public accommodation, resort or  
799 amusement because of race, creed, color, national origin, ancestry, sex,  
800 gender identity or expression, marital status, age, lawful source of  
801 income, intellectual disability, mental disability, physical disability,

802 including, but not limited to, blindness or deafness, [or] status as a  
803 veteran or status as a victim of family violence, of the applicant, subject  
804 only to the conditions and limitations established by law and applicable  
805 alike to all persons; (2) to discriminate, segregate or separate on account  
806 of race, creed, color, national origin, ancestry, sex, gender identity or  
807 expression, marital status, age, lawful source of income, intellectual  
808 disability, mental disability, learning disability, physical disability,  
809 including, but not limited to, blindness or deafness, [or] status as a  
810 veteran or status as a victim of family violence; (3) for a place of public  
811 accommodation, resort or amusement to restrict or limit the right of a  
812 mother to breast-feed her child; (4) for a place of public accommodation,  
813 resort or amusement to fail or refuse to post a notice, in a conspicuous  
814 place, that any blind, deaf or mobility impaired person, accompanied by  
815 his guide dog wearing a harness or an orange-colored leash and collar,  
816 may enter such premises or facilities; or (5) to deny any blind, deaf or  
817 mobility impaired person or any person training a dog as a guide dog  
818 for a blind person or a dog to assist a deaf or mobility impaired person,  
819 accompanied by his guide dog or assistance dog, full and equal access  
820 to any place of public accommodation, resort or amusement. Any blind,  
821 deaf or mobility impaired person or any person training a dog as a guide  
822 dog for a blind person or a dog to assist a deaf or mobility impaired  
823 person may keep his guide dog or assistance dog with him at all times  
824 in such place of public accommodation, resort or amusement at no extra  
825 charge, provided the dog wears a harness or an orange-colored leash  
826 and collar and is in the direct custody of such person. The blind, deaf or  
827 mobility impaired person or person training a dog as a guide dog for a  
828 blind person or a dog to assist a deaf or mobility impaired person shall  
829 be liable for any damage done to the premises or facilities by his dog.  
830 For purposes of this subdivision, "guide dog" or "assistance dog"  
831 includes a dog being trained as a guide dog or assistance dog and  
832 "person training a dog as a guide dog for a blind person or a dog to assist  
833 a deaf or mobility impaired person" means a person who is employed  
834 by and authorized to engage in designated training activities by a guide  
835 dog organization or assistance dog organization that complies with the  
836 criteria for membership in a professional association of guide dog or

837 assistance dog schools and who carries photographic identification  
838 indicating such employment and authorization.

839 Sec. 16. Subdivision (1) of subsection (a) of section 46a-64c of the  
840 general statutes is repealed and the following is substituted in lieu  
841 thereof (*Effective October 1, 2022*)

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

848 Sec. 17. Subsection (a) of section 46a-66 of the general statutes is  
849 repealed and the following is substituted in lieu thereof (*Effective October*  
850 *1, 2022*):

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

858 Sec. 18. Subsection (a) of section 46a-70 of the general statutes is  
859 repealed and the following is substituted in lieu thereof (*Effective October*  
860 *1, 2022*):

861 (a) State officials and supervisory personnel shall recruit, appoint,  
862 assign, train, evaluate and promote state personnel on the basis of merit  
863 and qualifications, without regard for race, color, religious creed, sex,  
864 gender identity or expression, marital status, age, national origin,  
865 ancestry, status as a veteran, status as a victim of family violence,  
866 intellectual disability, mental disability, learning disability or physical  
867 disability, including, but not limited to, blindness, unless it is shown by

868 such state officials or supervisory personnel that such disability  
869 prevents performance of the work involved.

870 Sec. 19. Subsection (a) of section 46a-71 of the general statutes is  
871 repealed and the following is substituted in lieu thereof (*Effective October*  
872 *1, 2022*):

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

879 Sec. 20. Subsection (b) of section 46a-72 of the general statutes is  
880 repealed and the following is substituted in lieu thereof (*Effective October*  
881 *1, 2022*):

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

890 Sec. 21. Subsection (a) of section 46a-73 of the general statutes is  
891 repealed and the following is substituted in lieu thereof (*Effective October*  
892 *1, 2022*):

893 (a) No state department, board or agency may grant, deny or revoke  
894 the license or charter of any person on the grounds of race, color,  
895 religious creed, sex, gender identity or expression, marital status, age,  
896 national origin, ancestry, status as a veteran, status as a victim of family  
897 violence, intellectual disability, mental disability, learning disability or  
898 physical disability, including, but not limited to, blindness, unless it is

899 shown by such state department, board or agency that such disability  
900 prevents performance of the work involved.

901 Sec. 22. Subsection (a) of section 46a-75 of the general statutes is  
902 repealed and the following is substituted in lieu thereof (*Effective October*  
903 *1, 2022*):

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

912 Sec. 23. Subsection (a) of section 46a-76 of the general statutes is  
913 repealed and the following is substituted in lieu thereof (*Effective October*  
914 *1, 2022*):

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

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

925 (1) The contractor agrees and warrants that in the performance of the  
926 contract such contractor will not discriminate or permit discrimination  
927 against any person or group of persons on the grounds of race, color,  
928 religious creed, age, marital status, national origin, ancestry, sex, gender  
929 identity or expression, status as a veteran, intellectual disability, mental

930 disability or physical disability, including, but not limited to, blindness,  
931 unless it is shown by such contractor that such disability prevents  
932 performance of the work involved, in any manner prohibited by the  
933 laws of the United States or of the state of Connecticut; and the  
934 contractor further agrees to take affirmative action to ensure that  
935 applicants with job-related qualifications are employed and that  
936 employees are treated when employed without regard to their race,  
937 color, religious creed, age, marital status, national origin, ancestry, sex,  
938 gender identity or expression, status as a veteran, status as a victim of  
939 family violence, intellectual disability, mental disability or physical  
940 disability, including, but not limited to, blindness, unless it is shown by  
941 such contractor that such disability prevents performance of the work  
942 involved;

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

946       (c) Each institution of higher education shall ensure that every  
947 member of the campus mental health coalition is educated about the (1)  
948 mental health services and programs offered at each campus by such  
949 institution, (2) role and function of the campus mental health coalition  
950 at such institution, and (3) protocols and techniques to respond to  
951 student mental illness that have been developed with consideration  
952 given to the students' race, cultural background, sexual orientation,  
953 gender identity, religion, socio-economic status or status as a veteran,  
954 status as a victim of family violence or service member of the armed  
955 forces of the United States.

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

961       Sec. 27. (*Effective July 1, 2022*) The sum of one million four hundred

962 forty thousand dollars appropriated in section 26 of this act to the  
 963 Department of Social Services, for the fiscal year ending June 30, 2023,  
 964 shall be made available for domestic violence child and family  
 965 advocates at domestic violence agencies, as defined in section 52-146k  
 966 of the general statutes, whose purpose shall be to provide trauma-  
 967 informed services to children and families experiencing domestic  
 968 violence. For purposes of this section, "trauma-informed services"  
 969 means services directed by a thorough understanding of the  
 970 neurological, biological, psychological and social effects of trauma and  
 971 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>from passage</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

**JUD**      *Joint Favorable Subst.*

**APP**      *Joint Favorable*