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To: Subst. Senate Bill No. 5

File No. 516

Cal. No. 379

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

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective October 1, 2022*) As used in this section
4 and sections 2 to 5, inclusive, of this act:

5 (1) "Connecticut user" means a user who provides a Connecticut
6 home address or zip code when registering with an online dating
7 operator or a user who is known or determined by an online dating
8 operator or its online dating platform to be in Connecticut at the time of
9 registration;

10 (2) "Criminal background screening" means a name search for an
11 individual's history of criminal convictions that is conducted by
12 searching an (A) available and regularly updated government public
13 record database that in the aggregate provides national coverage for

14 searching an individual's history of criminal convictions; or (B) a
15 regularly updated database maintained by a private vendor that
16 provides national coverage for searching an individual's history of
17 criminal convictions and sexual offender registries;

18 (3) "Criminal conviction" means a conviction for a crime in this state,
19 another state, or under federal law;

20 (4) "Online dating" means the act of using a digital service to initiate
21 relationships with other individuals for the purpose of romance, sex or
22 marriage;

23 (5) "Online dating operator" means a person who operates a software
24 application designed to facilitate online dating;

25 (6) "Online dating platform" means a digital service designed to allow
26 users to interact through the Internet to participate in online dating; and

27 (7) "User" means an individual who uses the online dating services of
28 an online dating operator.

29 Sec. 2. (NEW) (*Effective October 1, 2022*) (a) An online dating operator
30 that does not conduct a criminal background screening on each user
31 shall, before permitting a Connecticut user to communicate through the
32 online dating platform with another user, provide the Connecticut user
33 with a clear and conspicuous notification that the online dating operator
34 does not conduct a criminal background screening on each user.

35 (b) An online dating operator that offers services to residents of this
36 state and conducts a criminal background screening on each user shall,
37 before permitting a Connecticut user to communicate through the
38 platform with another user: (1) Provide to the Connecticut user with a
39 clear and conspicuous notification indicating that the online dating
40 operator conducts a criminal background screening on each user, which
41 notification shall include a statement of whether the platform excludes
42 an individual who is identified as having a criminal conviction and a
43 statement that a criminal background screening may: (A) Be inaccurate

44 or incomplete; (B) give a user a false sense of security; and (C) be
45 circumvented by an individual who has a criminal history; and (2)
46 include on the online dating platform a notification containing the
47 information described in subdivision (1) of this subsection.

48 Sec. 3. (NEW) (*Effective October 1, 2022*) (a) An online dating operator
49 that offers services to residents of this state shall clearly and
50 conspicuously provide a safety awareness notification on the online
51 dating platform to all Connecticut users that includes a list of safety
52 measures reasonably designed to increase awareness of safer online
53 dating practices.

54 (b) A safety awareness notification described in subsection (a) of this
55 section shall include the following statements in substantially similar
56 form:

57 (1) "Use caution when communicating with a stranger who wants to
58 meet you.";

59 (2) "You should not include your last name, electronic mail address,
60 home address, phone number or any other identifying information in
61 your online dating profile or electronic mail messages or
62 communications until you feel comfortable with the other user. Stop
63 communicating with anyone who pressures you for personal or
64 financial information or attempts in any way to coerce you into
65 revealing such information.";

66 (3) "If you choose to have a face-to-face meeting with another user
67 who you met on the online dating platform, tell a family member or
68 friend where you will be meeting and when you will return. You should
69 not agree to be picked up at your home. Always provide your own
70 transportation to and from your date and meet in a public place with
71 many people around."; and

72 (4) "Anyone who is able to commit identity theft can also falsify a
73 dating profile."

74 Sec. 4. (NEW) (*Effective October 1, 2022*) An online dating operator
75 providing the notifications required under sections 2 and 3 of this act
76 shall provide such notification at the time a Connecticut user registers
77 with the online dating operator by way of a communication, which may
78 be in the form of electronic mail, text message, push notification, inbox
79 message or in-product message. Such notifications may be provided in
80 the same communication. The communication shall not address matters
81 other than the criminal background screening notification and the safety
82 awareness notification. In the event that the means of communication is
83 character limited, the online dating operator may include the full
84 content of the information by means of a link to a separate Internet web
85 site, provided such Internet web site does not address matters other than
86 the notifications required under sections 2 and 3 of this act.

87 Sec. 5. (NEW) (*Effective October 1, 2022*) (a) The Department of
88 Consumer Protection may issue fines of not more than twenty-five
89 thousand dollars per violation, accept an offer in compromise, or take
90 other actions permitted by the general statutes or the regulations of
91 Connecticut state agencies if an online dating operator fails to comply
92 with the provisions of sections 1 to 4, inclusive, of this act.

93 (b) The Commissioner of Consumer Protection, or the commissioner's
94 designee, may conduct investigations and hold hearings on any matter
95 under the provisions of this section and sections 1 to 4, inclusive, of this
96 act. The commissioner, or the commissioner's designee, may issue
97 subpoenas, administer oaths, compel testimony and order the
98 production of books, records and documents. If any person refuses to
99 appear, to testify or to produce any book, record or document when so
100 ordered, upon application of the commissioner or the commissioner's
101 designee, a judge of the Superior Court may make such order as may be
102 appropriate to aid in the enforcement of this section.

103 (c) The Attorney General, at the request of the commissioner or the
104 commissioner's designee, may apply in the name of the state to the
105 Superior Court for an order temporarily or permanently restraining and
106 enjoining any person from violating any provision of this section and

107 sections 1 to 4, inclusive, of this act.

108 Sec. 6. (*Effective from passage*) (a) There is established a working group
109 to examine and develop recommendations regarding potential
110 legislation to criminalize child grooming, including acts to persuade,
111 coerce, induce or entice a minor for the purposes of: (1) Sexually
112 exploiting the minor; (2) the creation of child pornography; (3) engaging
113 the minor in prostitution; or (4) trafficking the minor.

114 (b) The working group shall be comprised of: (1) An individual
115 appointed by the president pro tempore of the Senate, who shall serve
116 as the chairperson of the working group, (2) an individual appointed by
117 the speaker of the House of Representatives, (3) an individual appointed
118 by the minority leader of the Senate, (4) an individual appointed by the
119 minority leader of the House of Representatives, (5) an individual
120 appointed by the Senate chairperson of the joint standing committee of
121 the General Assembly having cognizance of matters relating to the
122 judiciary, (6) an individual appointed by the House chairperson of the
123 joint standing committee of the General Assembly having cognizance of
124 matters relating to the judiciary, (7) an individual appointed by the
125 Senate ranking member of the joint standing committee of the General
126 Assembly having cognizance of matters relating to the judiciary, (8) an
127 individual appointed by the House ranking member of the joint
128 standing committee of the General Assembly having cognizance of
129 matters relating to the judiciary, (9) the Chief Public Defender, or the
130 Chief Public Defender's designee, and (10) the Chief State's Attorney, or
131 the Chief State's Attorney's designee. Any member of the working
132 group appointed under subdivisions (1) to (8), inclusive, of this
133 subsection may be a member of the General Assembly.

134 (c) All appointments to the working group shall be made not later
135 than sixty days after the effective date of this section. The appointing
136 authority shall provide a copy of such appointment to the administrator
137 of the joint standing committee of the General Assembly having
138 cognizance of matters relating to the judiciary not later than seven days
139 after the date of the appointment.

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

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

149 Sec. 7. (NEW) (*Effective July 1, 2022*) (a) As used in this section:

150 (1) "Eligible entity" means any of the following located in this state:
151 (A) A local or regional school district, (B) a historical society, (C) a tax-
152 exempt entity registered with the office of the Secretary of the State, (D)
153 a government agency, (E) a constituent unit of the state system of higher
154 education, (F) a public library, or (G) any other entity operating under
155 another entity described in this subdivision; and

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

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

169 (c) Not later than three months after receiving funds from the state
170 for any fiscal year, the administrator of the grant program shall issue a

171 request for proposals from any eligible entity. Each response to the
172 request for proposals shall: Specify the types of online abuse that the
173 entity proposes to address in accordance with the purposes of the
174 program under subsection (b) of this section; the methods used to
175 achieve the goals of the program; other specific goals of the eligible
176 entity; the target audience of the training and information that the entity
177 would provide; whether the eligible entity is replicating a program
178 found to have a high likelihood of success as determined by a cost-
179 benefit analysis appearing in a peer reviewed academic journal; and the
180 amount, if any, of matching funds the eligible entity will contribute.

181 (d) The department may award grants for any programming or
182 service that prevents online abuse or furthers the other goals of the
183 program under subsection (b) of this section, including training teachers
184 or professionals within schools, archiving, public murals, curriculum
185 development and marketing. Eligible entities may use the funds
186 awarded under this subsection collectively, including regionally,
187 through coordinated efforts and conferences that achieve the goals of
188 the program.

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

191 Sec. 8. Section 46a-51 of the 2022 supplement to the general statutes
192 is repealed and the following is substituted in lieu thereof (*Effective*
193 *October 1, 2022*):

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

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

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

202 (3) "Commission legal counsel" means a member of the legal staff
203 employed by the commission pursuant to section 46a-54, as amended
204 by this act;

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

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

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

208 (7) "Discriminatory employment practice" means any discriminatory
209 practice specified in section 46a-60, as amended by this act, or 46a-81c;

210 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-
211 60a, 4a-60g, 31-40y, as amended by this act, subparagraph (C) of
212 subdivision (15) of section 46a-54, as amended by this act, subdivisions
213 (16) and (17) of section 46a-54, as amended by this act, section 46a-58, as
214 amended by this act, 46a-59, as amended by this act, 46a-60, as amended
215 by this act, 46a-64, as amended by this act, 46a-64c, 46a-66, as amended
216 by this act, 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-70 to 46a-78,
217 inclusive, as amended by this act, subsection (a) of section 46a-80 or
218 sections 46a-81b to 46a-81o, inclusive;

219 (9) "Employee" means any person employed by an employer but shall
220 not include any individual employed by such individual's parents,
221 spouse or child. "Employee" includes any elected or appointed official
222 of a municipality, board, commission, counsel or other governmental
223 body;

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

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

229 (12) "Labor organization" means any organization which exists for the
230 purpose, in whole or in part, of collective bargaining or of dealing with

231 employers concerning grievances, terms or conditions of employment,
232 or of other mutual aid or protection in connection with employment;

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

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

239 (15) "Physically disabled" refers to any individual who has any
240 chronic physical handicap, infirmity or impairment, whether congenital
241 or resulting from bodily injury, organic processes or changes or from
242 illness, including, but not limited to, epilepsy, deafness or being hard of
243 hearing or reliance on a wheelchair or other remedial appliance or
244 device;

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

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

250 (18) "Discrimination on the basis of religious creed" includes but is
251 not limited to discrimination related to all aspects of religious
252 observances and practice as well as belief, unless an employer
253 demonstrates that the employer is unable to reasonably accommodate
254 to an employee's or prospective employee's religious observance or
255 practice without undue hardship on the conduct of the employer's
256 business;

257 (19) "Learning disability" refers to an individual who exhibits a severe
258 discrepancy between educational performance and measured
259 intellectual ability and who exhibits a disorder in one or more of the
260 basic psychological processes involved in understanding or in using

261 language, spoken or written, which may manifest itself in a diminished
262 ability to listen, speak, read, write, spell or to do mathematical
263 calculations;

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

268 (21) "Gender identity or expression" means a person's gender-related
269 identity, appearance or behavior, whether or not that gender-related
270 identity, appearance or behavior is different from that traditionally
271 associated with the person's physiology or assigned sex at birth, which
272 gender-related identity can be shown by providing evidence including,
273 but not limited to, medical history, care or treatment of the gender-
274 related identity, consistent and uniform assertion of the gender-related
275 identity or any other evidence that the gender-related identity is
276 sincerely held, part of a person's core identity or not being asserted for
277 an improper purpose.

278 (22) "Veteran" means veteran as defined in subsection (a) of section
279 27-103;

280 (23) "Race" is inclusive of ethnic traits historically associated with
281 race, including, but not limited to, hair texture and protective hairstyles;
282 [and]

283 (24) "Protective hairstyles" includes, but is not limited to, wigs,
284 headwraps and hairstyles such as individual braids, cornrows, locs,
285 twists, Bantu knots, afros and afro puffs; and

286 (25) "Domestic Violence" has the same meaning as provided in
287 subsection (b) of section 46b-1.

288 Sec. 9. Section 46a-54 of the 2022 supplement to the general statutes
289 is repealed and the following is substituted in lieu thereof (*Effective from*
290 *passage*):

291 The commission shall have the following powers and duties:

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

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

298 (3) To employ legal staff and commission legal counsel as necessary
299 to perform the duties and responsibilities under section 46a-55, as
300 amended by this act. [One commission legal counsel shall serve as
301 supervising attorney.] Each commission legal counsel shall be admitted
302 to practice law in this state;

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

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

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

310 (7) To recommend policies and make recommendations to agencies
311 and officers of the state and local subdivisions of government to
312 effectuate the policies of this chapter;

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

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

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

323 (11) To require written answers to interrogatories under oath relating
324 to any complaint under investigation pursuant to this chapter alleging
325 any discriminatory practice as defined in subdivision (8) of section 46a-
326 51, as amended by this act, and to adopt regulations, in accordance with
327 the provisions of chapter 54, for the procedure for the issuance of
328 interrogatories and compliance with interrogatory requests;

329 (12) To utilize such voluntary and uncompensated services of private
330 individuals, agencies and organizations as may from time to time be
331 offered and needed and with the cooperation of such agencies, (A) to
332 study the problems of discrimination in all or specific fields of human
333 relationships, and (B) to foster through education and community effort
334 or otherwise good will among the groups and elements of the
335 population of the state;

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

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

343 (15) To require an employer having three or more employees to (A)
344 post in a prominent and accessible location information concerning the
345 illegality of sexual harassment and remedies available to victims of
346 sexual harassment; [] (B) provide, not later than three months after the
347 employee's start date with the employer, a copy of the information
348 concerning the illegality of sexual harassment and remedies available to
349 victims of sexual harassment to each employee by electronic mail with
350 a subject line that includes the words "Sexual Harassment Policy" or
351 words of similar import, if (i) the employer has provided an electronic

352 mail account to the employee, or (ii) the employee has provided the
353 employer with an electronic mail address, provided if an employer has
354 not provided an electronic mail account to the employee, the employer
355 shall post the information concerning the illegality of sexual harassment
356 and remedies available to victims of sexual harassment on the
357 employer's Internet web site, if the employer maintains such an Internet
358 web site. An employer may comply with the requirements of this
359 subparagraph, by providing an employee with the link to the
360 commission's Internet web site concerning the illegality of sexual
361 harassment and the remedies available to victims of sexual harassment
362 by electronic mail, text message or in writing; and (C) provide two hours
363 of training and education to employees within one year of October 1,
364 2019, provided any employer who has provided such training and
365 education to any such employees after October 1, 2018, shall not be
366 required to provide such training and education a second time. An
367 employer having (i) three or more employees, shall provide such
368 training and education to an employee hired on or after October 1, 2019,
369 not later than six months after the date of his or her hire, provided the
370 commission has developed and made available such training and
371 education materials in accordance with the provisions of subdivision (8)
372 of subsection (a) of section 46a-56, as amended by this act; or (ii) less
373 than three employees shall provide such training and education to all
374 supervisory employees within one year of October 1, 2019, and to all
375 new supervisory employees within six months of their assumption of a
376 supervisory position, provided any employer who has provided such
377 training and education to any such supervisory employees after October
378 1, 2018, shall not be required to provide such training and education a
379 second time. Any supervisory employee hired on or after October 1,
380 2019, by an employer having less than three employees, shall receive
381 such training and education not later than six months after the date of
382 his or her hire, provided the commission has developed and made
383 available such training and education materials in accordance with the
384 provisions of subdivision (8) of subsection (a) of section 46a-56, as
385 amended by this act. Such training and education shall include
386 information concerning the federal and state statutory provisions

387 concerning sexual harassment and remedies available to victims of
388 sexual harassment. If an employee has received in-person training
389 provided by the commission or has taken the no cost online training
390 provided by the commission on its Internet web site in accordance with
391 the provisions of subdivision (8) of subsection (a) of section 46a-56, as
392 amended by this act, while employed by a different employer within the
393 two years preceding the date of hire, an employer may consider such
394 prior training to satisfy the training requirements of this section. An
395 employer who is required to provide training under this subdivision
396 shall provide periodic supplemental training that updates all
397 supervisory and nonsupervisory employees on the content of such
398 training and education not less than every ten years. As used in this
399 subdivision, "sexual harassment" has the same meaning as provided in
400 subdivision (8) of subsection (b) of section 46a-60, as amended by this
401 act, and "employer" includes the General Assembly and "employee"
402 means any individual employed by an employer, including an
403 individual employed by such individual's parent, spouse or child;

404 (16) To require each state agency that employs one or more
405 employees to (A) provide a minimum of three hours of diversity
406 training and education (i) to all supervisory and nonsupervisory
407 employees, not later than July 1, 2002, with priority for such training to
408 supervisory employees, and (ii) to all newly hired supervisory and
409 nonsupervisory employees, not later than six months after their
410 assumption of a position with a state agency, with priority for such
411 training to supervisory employees. Such training and education shall
412 include information concerning the federal and state statutory
413 provisions concerning discrimination and hate crimes directed at
414 protected classes and remedies available to victims of discrimination
415 and hate crimes, standards for working with and serving persons from
416 diverse populations and strategies for addressing differences that may
417 arise from diverse work environments; and (B) submit an annual report
418 to the Commission on Human Rights and Opportunities concerning the
419 status of the diversity training and education required under
420 subparagraph (A) of this subdivision. The information in such annual

421 reports shall be reviewed by the commission for the purpose of
422 submitting an annual summary report to the General Assembly.
423 Notwithstanding the provisions of this section, if a state agency has
424 provided such diversity training and education to any of its employees
425 prior to October 1, 1999, such state agency shall not be required to
426 provide such training and education a second time to such employees.
427 The requirements of this subdivision shall be accomplished within
428 available appropriations. As used in this subdivision, "employee"
429 includes any part-time employee who works more than twenty hours
430 per week;

431 (17) To require each agency to submit information demonstrating its
432 compliance with subdivision (16) of this section as part of its affirmative
433 action plan and to receive and investigate complaints concerning the
434 failure of a state agency to comply with the requirements of subdivision
435 (16) of this section; [and]

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

439 (19) To require each state agency to provide a minimum of one hour
440 of training and education related to domestic violence and the resources
441 available to victims of domestic violence (A) to all employees hired prior
442 to January 1, 2023, not later than July 1, 2023, and (B) to all employees
443 hired on or after January 1, 2023, not later than six months after their
444 assumption of a position with a state agency. Such training and
445 education shall include information concerning (i) domestic violence,
446 abuser and victim behaviors; (ii) how domestic violence may impact the
447 workplace; and (iii) the resources available to victims of domestic
448 violence. The requirements of this subdivision shall be accomplished
449 within available appropriations using the training and education
450 materials made available by the commission in accordance with the
451 provisions of subdivision (10) of subsection (a) of section 46a-56, as
452 amended by this act; and

453 (20) To require an employer having three or more employees to post
454 in a prominent and accessible location information concerning domestic
455 violence and the resources available to victims of domestic violence in
456 Connecticut.

457 Sec. 10. Subsection (a) of section 46a-56 of the general statutes is
458 repealed and the following is substituted in lieu thereof (*Effective October*
459 *1, 2022*):

460 (a) The commission shall:

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

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

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

469 (4) From time to time, but not less than once a year, report to the
470 Governor as provided in section 4-60, making recommendations for the
471 removal of such injustices as it may find to exist and such other
472 recommendations as it deems advisable and describing the
473 investigations, proceedings and hearings it has conducted and their
474 outcome, the decisions it has rendered and the other work it has
475 performed;

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

479 (6) Compile data concerning state contracts with female and minority
480 business enterprises and submit a report annually to the General
481 Assembly concerning the employment of such business enterprises as
482 contractors and subcontractors;

483 (7) Develop and include on the commission's Internet web site a link
484 concerning the illegality of sexual harassment, as defined in section 46a-
485 60, as amended by this act, and the remedies available to victims of
486 sexual harassment; [and]

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

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

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

501 Sec. 11. Section 46a-60 of the 2022 supplement to the general statutes
502 is repealed and the following is substituted in lieu thereof (*Effective*
503 *October 1, 2022*):

504 (a) As used in this section:

505 (1) "Pregnancy" means pregnancy, childbirth or a related condition,
506 including, but not limited to, lactation;

507 (2) "Reasonable accommodation" means, but is not limited to, being
508 permitted to sit while working, more frequent or longer breaks, periodic
509 rest, assistance with manual labor, job restructuring, light duty
510 assignments, modified work schedules, temporary transfers to less
511 strenuous or hazardous work, time off to recover from childbirth or
512 break time and appropriate facilities for expressing breast milk; and

513 (3) "Undue hardship" means an action requiring significant difficulty
514 or expense when considered in light of factors such as (A) the nature
515 and cost of the accommodation; (B) the overall financial resources of the
516 employer; (C) the overall size of the business of the employer with
517 respect to the number of employees, and the number, type and location
518 of its facilities; and (D) the effect on expenses and resources or the
519 impact otherwise of such accommodation upon the operation of the
520 employer.

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

522 (1) For an employer, by the employer or the employer's agent, except
523 in the case of a bona fide occupational qualification or need, to refuse to
524 hire or employ or to bar or to discharge from employment any
525 individual or to discriminate against any individual in compensation or
526 in terms, conditions or privileges of employment because of the
527 individual's race, color, religious creed, age, sex, gender identity or
528 expression, marital status, national origin, ancestry, present or past
529 history of mental disability, intellectual disability, learning disability,
530 physical disability, including, but not limited to, blindness, [or] status
531 as a veteran or status as a victim of domestic violence;

532 (2) For any employment agency, except in the case of a bona fide
533 occupational qualification or need, to fail or refuse to classify properly
534 or refer for employment or otherwise to discriminate against any
535 individual because of such individual's race, color, religious creed, age,
536 sex, gender identity or expression, marital status, national origin,
537 ancestry, present or past history of mental disability, intellectual
538 disability, learning disability, physical disability, including, but not
539 limited to, blindness, [or] status as a veteran or status as a victim of
540 domestic violence;

541 (3) For a labor organization, because of the race, color, religious creed,
542 age, sex, gender identity or expression, marital status, national origin,
543 ancestry, present or past history of mental disability, intellectual
544 disability, learning disability, physical disability, including, but not

545 limited to, blindness, [or] status as a veteran or status as a victim of
546 domestic violence of any individual to exclude from full membership
547 rights or to expel from its membership such individual or to
548 discriminate in any way against any of its members or against any
549 employer or any individual employed by an employer, unless such
550 action is based on a bona fide occupational qualification;

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

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

559 (6) For any person, employer, employment agency or labor
560 organization, except in the case of a bona fide occupational qualification
561 or need, to advertise employment opportunities in such a manner as to
562 restrict such employment so as to discriminate against individuals
563 because of their race, color, religious creed, age, sex, gender identity or
564 expression, marital status, national origin, ancestry, present or past
565 history of mental disability, intellectual disability, learning disability,
566 physical disability, including, but not limited to, blindness, [or] status
567 as a veteran or status as a victim of domestic violence;

568 (7) For an employer, by the employer or the employer's agent: (A) To
569 terminate a woman's employment because of her pregnancy; (B) to
570 refuse to grant to that employee a reasonable leave of absence for
571 disability resulting from her pregnancy; (C) to deny to that employee,
572 who is disabled as a result of pregnancy, any compensation to which
573 she is entitled as a result of the accumulation of disability or leave
574 benefits accrued pursuant to plans maintained by the employer; (D) to
575 fail or refuse to reinstate the employee to her original job or to an
576 equivalent position with equivalent pay and accumulated seniority,

577 retirement, fringe benefits and other service credits upon her signifying
578 her intent to return unless, in the case of a private employer, the
579 employer's circumstances have so changed as to make it impossible or
580 unreasonable to do so; (E) to limit, segregate or classify the employee in
581 a way that would deprive her of employment opportunities due to her
582 pregnancy; (F) to discriminate against an employee or person seeking
583 employment on the basis of her pregnancy in the terms or conditions of
584 her employment; (G) to fail or refuse to make a reasonable
585 accommodation for an employee or person seeking employment due to
586 her pregnancy, unless the employer can demonstrate that such
587 accommodation would impose an undue hardship on such employer;
588 (H) to deny employment opportunities to an employee or person
589 seeking employment if such denial is due to the employee's request for
590 a reasonable accommodation due to her pregnancy; (I) to force an
591 employee or person seeking employment affected by pregnancy to
592 accept a reasonable accommodation if such employee or person seeking
593 employment (i) does not have a known limitation related to her
594 pregnancy, or (ii) does not require a reasonable accommodation to
595 perform the essential duties related to her employment; (J) to require an
596 employee to take a leave of absence if a reasonable accommodation can
597 be provided in lieu of such leave; and (K) to retaliate against an
598 employee in the terms, conditions or privileges of her employment
599 based upon such employee's request for a reasonable accommodation;

600 (8) For an employer, by the employer or the employer's agent, for an
601 employment agency, by itself or its agent, or for any labor organization,
602 by itself or its agent, to harass any employee, person seeking
603 employment or member on the basis of sex or gender identity or
604 expression. If an employer takes immediate corrective action in
605 response to an employee's claim of sexual harassment, such corrective
606 action shall not modify the conditions of employment of the employee
607 making the claim of sexual harassment unless such employee agrees, in
608 writing, to any modification in the conditions of employment.
609 "Corrective action" taken by an employer, includes, but is not limited to,
610 employee relocation, assigning an employee to a different work

611 schedule or other substantive changes to an employee's terms and
612 conditions of employment. Notwithstanding an employer's failure to
613 obtain a written agreement from an employee concerning a modification
614 in the conditions of employment, the commission may find that
615 corrective action taken by an employer was reasonable and not of
616 detriment to the complainant based on the evidence presented to the
617 commission by the complainant and respondent. As used in this
618 subdivision, "sexual harassment" means any unwelcome sexual
619 advances or requests for sexual favors or any conduct of a sexual nature
620 when (A) submission to such conduct is made either explicitly or
621 implicitly a term or condition of an individual's employment, (B)
622 submission to or rejection of such conduct by an individual is used as
623 the basis for employment decisions affecting such individual, or (C)
624 such conduct has the purpose or effect of [substantially] interfering with
625 an individual's work performance or creating an intimidating, hostile or
626 offensive working environment;

627 (9) For an employer, by the employer or the employer's agent, for an
628 employment agency, by itself or its agent, or for any labor organization,
629 by itself or its agent, to request or require information from an
630 employee, person seeking employment or member relating to the
631 individual's child-bearing age or plans, pregnancy, function of the
632 individual's reproductive system, use of birth control methods, or the
633 individual's familial responsibilities, unless such information is directly
634 related to a bona fide occupational qualification or need, provided an
635 employer, through a physician may request from an employee any such
636 information which is directly related to workplace exposure to
637 substances which may cause birth defects or constitute a hazard to an
638 individual's reproductive system or to a fetus if the employer first
639 informs the employee of the hazards involved in exposure to such
640 substances;

641 (10) For an employer, by the employer or the employer's agent, after
642 informing an employee, pursuant to subdivision (9) of this subsection,
643 of a workplace exposure to substances which may cause birth defects or
644 constitute a hazard to an employee's reproductive system or to a fetus,

645 to fail or refuse, upon the employee's request, to take reasonable
646 measures to protect the employee from the exposure or hazard
647 identified, or to fail or refuse to inform the employee that the measures
648 taken may be the subject of a complaint filed under the provisions of
649 this chapter. Nothing in this subdivision is intended to prohibit an
650 employer from taking reasonable measures to protect an employee from
651 exposure to such substances. For the purpose of this subdivision,
652 "reasonable measures" shall be those measures which are consistent
653 with business necessity and are least disruptive of the terms and
654 conditions of the employee's employment;

655 (11) For an employer, by the employer or the employer's agent, for an
656 employment agency, by itself or its agent, or for any labor organization,
657 by itself or its agent: (A) To request or require genetic information from
658 an employee, person seeking employment or member, or (B) to
659 discharge, expel or otherwise discriminate against any person on the
660 basis of genetic information. For the purpose of this subdivision,
661 "genetic information" means the information about genes, gene
662 products or inherited characteristics that may derive from an individual
663 or a family member;

664 (12) For an employer, by the employer or the employer's agent, to
665 request or require a prospective employee's age, date of birth, dates of
666 attendance at or date of graduation from an educational institution on
667 an initial employment application, provided the provisions of this
668 subdivision shall not apply to any employer requesting or requiring
669 such information (A) based on a bona fide occupational qualification or
670 need, or (B) when such information is required to comply with any
671 provision of state or federal law; [.] and

672 (13) (A) For an employer or the employer's agent to deny an employee
673 a reasonable leave of absence in order to: (i) Seek attention for injuries
674 caused by domestic violence including for a child who is a victim of
675 domestic violence, provided the employee is not the perpetrator of the
676 domestic violence against the child; (ii) obtain services including safety
677 planning from a domestic violence agency or rape crisis center, as those

678 terms are defined in section 52-146k, as a result of domestic violence;
679 (iii) obtain psychological counseling related to an incident or incidents
680 of domestic violence, including for a child who is a victim of domestic
681 violence, provided the employee is not the perpetrator of the domestic
682 violence against the child; (iv) take other actions to increase safety from
683 future incidents of domestic violence, including temporary or
684 permanent relocation; or (v) obtain legal services, assisting in the
685 prosecution of the offense, or otherwise participate in legal proceedings
686 in relation to the incident or incidents of domestic violence.

687 (B) An employee who is absent from work in accordance with the
688 provisions of subparagraph (A) of this subdivision shall, within a
689 reasonable time after the absence, provide a certification to the employer
690 when requested by the employer. Such certification shall be in the form
691 of: (i) A police report indicating that the employee or the employee's
692 child was a victim of domestic violence; (ii) a court order protecting or
693 separating the employee or employee's child from the perpetrator of an
694 act of domestic violence; (iii) other evidence from the court or
695 prosecuting attorney that the employee appeared in court; or (iv)
696 documentation from a medical professional, domestic violence
697 counselor, as defined in section 52-146k, or other health care provider,
698 that the employee or the employee's child was receiving services,
699 counseling or treatment for physical or mental injuries or abuse
700 resulting in victimization from an act of domestic violence.

701 (C) Where an employee has a physical or mental disability resulting
702 from an incident or series of incidents of domestic violence, such
703 employee shall be treated in the same manner as an employee with any
704 other disability.

705 (D) To the extent permitted by law, employers shall maintain the
706 confidentiality of any information regarding an employee's status as a
707 victim of domestic violence.

708 (c) (1) The provisions of this section concerning age shall not apply
709 to: (A) The termination of employment of any person with a contract of

710 unlimited tenure at an independent institution of higher education who
711 is mandatorily retired, on or before July 1, 1993, after having attained
712 the age of seventy; (B) the termination of employment of any person
713 who has attained the age of sixty-five and who, for the two years
714 immediately preceding such termination, is employed in a bona fide
715 executive or a high policy-making position, if such person is entitled to
716 an immediate nonforfeitable annual retirement benefit under a pension,
717 profit-sharing, savings or deferred compensation plan, or any
718 combination of such plans, from such person's employer, which equals,
719 in aggregate, at least forty-four thousand dollars; (C) the termination of
720 employment of persons in occupations, including police work and fire-
721 fighting, in which age is a bona fide occupational qualification; (D) the
722 operation of any bona fide apprenticeship system or plan; or (E) the
723 observance of the terms of a bona fide seniority system or any bona fide
724 employee benefit plan for retirement, pensions or insurance which is not
725 adopted for the purpose of evading said provisions, except that no such
726 plan may excuse the failure to hire any individual and no such system
727 or plan may require or permit the termination of employment on the
728 basis of age. No such plan which covers less than twenty employees may
729 reduce the group hospital, surgical or medical insurance coverage
730 provided under the plan to any employee who has reached the age of
731 sixty-five and is eligible for Medicare benefits or any employee's spouse
732 who has reached age sixty-five and is eligible for Medicare benefits
733 except to the extent such coverage is provided by Medicare. The terms
734 of any such plan which covers twenty or more employees shall entitle
735 any employee who has attained the age of sixty-five and any employee's
736 spouse who has attained the age of sixty-five to group hospital, surgical
737 or medical insurance coverage under the same conditions as any
738 covered employee or spouse who is under the age of sixty-five.

739 (2) No employee retirement or pension plan may exclude any
740 employee from membership in such plan or cease or reduce the
741 employee's benefit accruals or allocations under such plan on the basis
742 of age. The provisions of this subdivision shall be applicable to plan
743 years beginning on or after January 1, 1988, except that for any

744 collectively bargained plan this subdivision shall be applicable on the
745 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date of
746 the collective bargaining agreement, or (ii) January 1, 1988.

747 (3) The provisions of this section concerning age shall not prohibit an
748 employer from requiring medical examinations for employees for the
749 purpose of determining such employees' physical qualification for
750 continued employment.

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

755 (d) (1) An employer shall provide written notice of the right to be free
756 from discrimination in relation to pregnancy, childbirth and related
757 conditions, including the right to a reasonable accommodation to the
758 known limitations related to pregnancy pursuant to subdivision (7) of
759 subsection (b) of this section to: (A) New employees at the
760 commencement of employment; (B) existing employees within one
761 hundred twenty days after the effective date of this section; and (C) any
762 employee who notifies the employer of her pregnancy within ten days
763 of such notification. An employer may comply with the provisions of
764 this section by displaying a poster in a conspicuous place, accessible to
765 employees, at the employer's place of business that contains the
766 information required by this section in both English and Spanish. The
767 Labor Commissioner may adopt regulations, in accordance with
768 chapter 54, to establish additional requirements concerning the means
769 by which employers shall provide such notice.

770 (2) The Commission on Human Rights and Opportunities shall
771 develop courses of instruction and conduct ongoing public education
772 efforts as necessary to inform employers, employees, employment
773 agencies and persons seeking employment about their rights and
774 responsibilities under this section.

775 (e) It shall not be a defense to a complaint of discrimination under

776 this section, filed in accordance with section 46a-82, that the conduct was
777 not severe or pervasive. Conduct constitutes an unlawful
778 discriminatory practice when the conduct subjects an individual to
779 inferior terms, conditions or privileges of employment because of the
780 individual's protected characteristic or characteristics and rises above
781 the level of what a reasonable person with the same protected
782 characteristic or characteristics would consider petty slights or trivial
783 inconveniences. The fact that such individual did not make a complaint
784 about the discrimination to an employer, licensing agency, employment
785 agency or labor organization shall not be determinative of whether such
786 employer, licensing agency, employment agency or labor organization
787 shall be liable.

788 Sec. 12. Subsection (c) of section 10a-55c of the general statutes is
789 repealed and the following is substituted in lieu thereof (*Effective October*
790 *1, 2022*):

791 (c) For purposes of this section "sexual harassment" means with
792 respect to an individual enrolled at an institution of higher education,
793 any unwelcome sexual advances or requests for sexual favors or any
794 conduct of a sexual nature by an agent or employee of an institution of
795 higher education when (1) submission to such conduct is made either
796 explicitly or implicitly a term or condition of an individual's academic
797 success, (2) submission to or rejection of such conduct by an individual
798 is used as the basis for educational decisions affecting such individual,
799 or (3) such conduct has the purpose or effect of [substantially]
800 interfering with an individual's academic performance or creating an
801 intimidating or hostile educational environment.

802 Sec. 13. Subdivision (5) of subsection (a) of section 31-40y of the
803 general statutes is repealed and the following is substituted in lieu
804 thereof (*Effective October 1, 2022*):

805 (5) "Sexual harassment" means any unwelcome sexual advances,
806 requests for sexual favors or any other conduct of a sexual nature when
807 (A) submission to such conduct is made either explicitly or implicitly a

808 term or condition of an intern's internship; (B) submission to or rejection
809 of such conduct by an intern or an individual seeking an internship is
810 used as the basis for workplace decisions affecting such intern or
811 individual; or (C) such conduct has the purpose or effect of
812 [substantially] interfering with an intern's work performance or creating
813 an intimidating, hostile or offensive working environment.

814 Sec. 14. Section 46a-58 of the general statutes is repealed and the
815 following is substituted in lieu thereof (*Effective October 1, 2022*):

816 (a) It shall be a discriminatory practice in violation of this section for
817 any person to subject, or cause to be subjected, any other person to the
818 deprivation of any rights, privileges or immunities, secured or protected
819 by the Constitution or laws of this state or of the United States, on
820 account of religion, national origin, alienage, color, race, sex, gender
821 identity or expression, sexual orientation, blindness, mental disability,
822 physical disability, [or] status as a veteran or status as a victim of
823 domestic violence.

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

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

835 (d) Any person who places a noose or a simulation thereof on any
836 public property, or on any private property without the written consent
837 of the owner, and with intent to intimidate or harass any other person
838 on account of religion, national origin, alienage, color, race, sex, gender
839 identity or expression, sexual orientation, blindness, mental disability,

840 physical disability, [or] status as a veteran or status as a victim of
841 domestic violence, shall be in violation of subsection (a) of this section.

842 (e) (1) Except as provided in subdivision (2) of this subsection, any
843 person who violates any provision of this section shall be guilty of a
844 class A misdemeanor and shall be fined not less than one thousand
845 dollars, except that if property is damaged as a consequence of such
846 violation in an amount in excess of one thousand dollars, such person
847 shall be guilty of a class D felony and shall be fined not less than one
848 thousand dollars.

849 (2) Any person who violates the provisions of this section by
850 intentionally desecrating a house of religious worship (A) shall be guilty
851 of a class D felony and shall be fined not less than one thousand dollars
852 if property is damaged as a consequence of such violation in an amount
853 up to and including ten thousand dollars, and (B) shall be guilty of a
854 class C felony and shall be fined not less than three thousand dollars if
855 the property damaged as a consequence of such violation is in an
856 amount in excess of ten thousand dollars.

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

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

862 Sec. 15. Subsection (a) of section 46a-59 of the general statutes is
863 repealed and the following is substituted in lieu thereof (*Effective October*
864 *1, 2022*):

865 (a) It shall be a discriminatory practice in violation of this section for
866 any association, board or other organization the principal purpose of
867 which is the furtherance of the professional or occupational interests of
868 its members, whose profession, trade or occupation requires a state
869 license, to refuse to accept a person as a member of such association,
870 board or organization because of his race, national origin, creed, sex,

871 gender identity or expression, color, [or] status as a veteran or status as
872 a victim of domestic violence.

873 Sec. 16. Subsection (a) of section 46a-64 of the general statutes is
874 repealed and the following is substituted in lieu thereof (*Effective October*
875 *1, 2022*):

876 (a) It shall be a discriminatory practice in violation of this section: (1)
877 To deny any person within the jurisdiction of this state full and equal
878 accommodations in any place of public accommodation, resort or
879 amusement because of race, creed, color, national origin, ancestry, sex,
880 gender identity or expression, marital status, age, lawful source of
881 income, intellectual disability, mental disability, physical disability,
882 including, but not limited to, blindness or deafness, [or] status as a
883 veteran or status as a victim of domestic violence, of the applicant,
884 subject only to the conditions and limitations established by law and
885 applicable alike to all persons; (2) to discriminate, segregate or separate
886 on account of race, creed, color, national origin, ancestry, sex, gender
887 identity or expression, marital status, age, lawful source of income,
888 intellectual disability, mental disability, learning disability, physical
889 disability, including, but not limited to, blindness or deafness, [or] status
890 as a veteran or status as a victim of domestic violence; (3) for a place of
891 public accommodation, resort or amusement to restrict or limit the right
892 of a mother to breast-feed her child; (4) for a place of public
893 accommodation, resort or amusement to fail or refuse to post a notice,
894 in a conspicuous place, that any blind, deaf or mobility impaired person,
895 accompanied by his guide dog wearing a harness or an orange-colored
896 leash and collar, may enter such premises or facilities; or (5) to deny any
897 blind, deaf or mobility impaired person or any person training a dog as
898 a guide dog for a blind person or a dog to assist a deaf or mobility
899 impaired person, accompanied by his guide dog or assistance dog, full
900 and equal access to any place of public accommodation, resort or
901 amusement. Any blind, deaf or mobility impaired person or any person
902 training a dog as a guide dog for a blind person or a dog to assist a deaf
903 or mobility impaired person may keep his guide dog or assistance dog
904 with him at all times in such place of public accommodation, resort or

905 amusement at no extra charge, provided the dog wears a harness or an
906 orange-colored leash and collar and is in the direct custody of such
907 person. The blind, deaf or mobility impaired person or person training
908 a dog as a guide dog for a blind person or a dog to assist a deaf or
909 mobility impaired person shall be liable for any damage done to the
910 premises or facilities by his dog. For purposes of this subdivision, "guide
911 dog" or "assistance dog" includes a dog being trained as a guide dog or
912 assistance dog and "person training a dog as a guide dog for a blind
913 person or a dog to assist a deaf or mobility impaired person" means a
914 person who is employed by and authorized to engage in designated
915 training activities by a guide dog organization or assistance dog
916 organization that complies with the criteria for membership in a
917 professional association of guide dog or assistance dog schools and who
918 carries photographic identification indicating such employment and
919 authorization.

920 Sec. 17. Subdivision (1) of subsection (a) of section 46a-64c of the
921 general statutes is repealed and the following is substituted in lieu
922 thereof (*Effective October 1, 2022*)

923 (1) To refuse to sell or rent after the making of a bona fide offer, or to
924 refuse to negotiate for the sale or rental of, or otherwise make
925 unavailable or deny, a dwelling to any person because of race, creed,
926 color, national origin, ancestry, sex, gender identity or expression,
927 marital status, age, lawful source of income, familial status, [or] status
928 as a veteran or status as a victim of domestic violence.

929 Sec. 18. Subsection (a) of section 46a-66 of the general statutes is
930 repealed and the following is substituted in lieu thereof (*Effective October*
931 *1, 2022*):

932 (a) It shall be a discriminatory practice in violation of this section for
933 any creditor to discriminate on the basis of sex, gender identity or
934 expression, age, race, color, religious creed, national origin, ancestry,
935 marital status, intellectual disability, learning disability, blindness,
936 physical disability, [or] status as a veteran or status as a victim of

937 domestic violence against any person eighteen years of age or over in
938 any credit transaction.

939 Sec. 19. Subsection (a) of section 46a-70 of the general statutes is
940 repealed and the following is substituted in lieu thereof (*Effective October*
941 *1, 2022*):

942 (a) State officials and supervisory personnel shall recruit, appoint,
943 assign, train, evaluate and promote state personnel on the basis of merit
944 and qualifications, without regard for race, color, religious creed, sex,
945 gender identity or expression, marital status, age, national origin,
946 ancestry, status as a veteran, status as a victim of domestic violence,
947 intellectual disability, mental disability, learning disability or physical
948 disability, including, but not limited to, blindness, unless it is shown by
949 such state officials or supervisory personnel that such disability
950 prevents performance of the work involved.

951 Sec. 20. Subsection (a) of section 46a-71 of the general statutes is
952 repealed and the following is substituted in lieu thereof (*Effective October*
953 *1, 2022*):

954 (a) All services of every state agency shall be performed without
955 discrimination based upon race, color, religious creed, sex, gender
956 identity or expression, marital status, age, national origin, ancestry,
957 intellectual disability, mental disability, learning disability, physical
958 disability, including, but not limited to, blindness, [or] status as a
959 veteran or status as a victim of domestic violence.

960 Sec. 21. Subsection (b) of section 46a-72 of the general statutes is
961 repealed and the following is substituted in lieu thereof (*Effective October*
962 *1, 2022*):

963 (b) Any job request indicating an intention to exclude any person
964 because of race, color, religious creed, sex, gender identity or expression,
965 marital status, age, national origin, ancestry, status as a veteran, status
966 as a victim of domestic violence, intellectual disability, mental disability,
967 learning disability or physical disability, including, but not limited to,

968 blindness, shall be rejected, unless it is shown by such public or private
969 employers that such disability prevents performance of the work
970 involved.

971 Sec. 22. Subsection (a) of section 46a-73 of the general statutes is
972 repealed and the following is substituted in lieu thereof (*Effective October*
973 *1, 2022*):

974 (a) No state department, board or agency may grant, deny or revoke
975 the license or charter of any person on the grounds of race, color,
976 religious creed, sex, gender identity or expression, marital status, age,
977 national origin, ancestry, status as a veteran, status as a victim of
978 domestic violence, intellectual disability, mental disability, learning
979 disability or physical disability, including, but not limited to, blindness,
980 unless it is shown by such state department, board or agency that such
981 disability prevents performance of the work involved.

982 Sec. 23. Subsection (a) of section 46a-75 of the general statutes is
983 repealed and the following is substituted in lieu thereof (*Effective October*
984 *1, 2022*):

985 (a) All educational, counseling, and vocational guidance programs
986 and all apprenticeship and on-the-job training programs of state
987 agencies, or in which state agencies participate, shall be open to all
988 qualified persons, without regard to race, color, religious creed, sex,
989 gender identity or expression, marital status, age, national origin,
990 ancestry, intellectual disability, mental disability, learning disability,
991 physical disability, including, but not limited to, blindness, [or] status
992 as a veteran or status as a victim of domestic violence.

993 Sec. 24. Subsection (a) of section 46a-76 of the general statutes is
994 repealed and the following is substituted in lieu thereof (*Effective October*
995 *1, 2022*):

996 (a) Race, color, religious creed, sex, gender identity or expression,
997 marital status, age, national origin, ancestry, intellectual disability,
998 mental disability, learning disability, physical disability, including, but

999 not limited to, blindness, [or] status as a veteran or status as a victim of
1000 domestic violence, shall not be considered as limiting factors in state-
1001 administered programs involving the distribution of funds to qualify
1002 applicants for benefits authorized by law.

1003 Sec. 25. Section 46a-55 of the general statutes is repealed and the
1004 following is substituted in lieu thereof (*Effective from passage*):

1005 (a) The executive director [, through the supervising attorney,] shall
1006 assign a commission legal counsel to represent the commission in any
1007 proceeding wherein any state agency or state officer is an adversary
1008 party and in such other matters as the commission and the Attorney
1009 General may jointly prescribe.

1010 (b) The executive director [, through the supervising attorney,] may
1011 assign a commission legal counsel to represent the commission in any
1012 hearing or appeal under subparagraph (A) of subdivision (2) of
1013 subsection (e) of section 4-61dd. Commission legal counsel may
1014 intervene as a matter of right in any such hearing or appeal without
1015 permission of the parties, a hearing officer or the court.

1016 (c) The executive director [, through the supervising attorney,] may,
1017 within available appropriations, assign a commission legal counsel to
1018 bring a civil action concerning an alleged discriminatory practice, in
1019 accordance with this subsection, in lieu of an administrative hearing
1020 pursuant to section 46a-84, when the executive director determines that
1021 a civil action is in the public interest and if the parties to the
1022 administrative hearing mutually agree, in writing, to the bringing of
1023 such civil action by commission legal counsel. The commission legal
1024 counsel shall bring such a civil action in the Superior Court not later
1025 than ninety days following the date the commission legal counsel
1026 notifies the parties of the executive director's determination. Such civil
1027 action may be served by certified mail and shall not be subject to the
1028 provisions of section 46a-100, 46a-101 or 46a-102. The jurisdiction of the
1029 Superior Court in an action brought under this subsection shall be
1030 limited to such claims, counterclaims, defenses or the like that could be

1031 presented at an administrative hearing before the commission, had the
 1032 complaint remained with the commission for disposition. A
 1033 complainant may intervene as a matter of right without permission of
 1034 the court or the parties. The civil action shall be tried to the court without
 1035 a jury. If the commission legal counsel determines that the interests of
 1036 the state will not be adversely affected, the complainant or attorney for
 1037 the complainant shall present all or part of the case in support of the
 1038 complaint. The court may grant any relief available under section 46a-
 1039 104. Where the Superior Court finds that a respondent has committed a
 1040 discriminatory practice, the court shall grant the commission its fees and
 1041 costs and award the commission a civil penalty, not exceeding ten
 1042 thousand dollars, provided such discriminatory practice has been
 1043 established by clear and convincing evidence, which shall be payable to
 1044 the commission and used by the commission to advance the public
 1045 interest in eliminating discrimination.

1046 Sec. 26. (*Effective July 1, 2022*) For the fiscal year ending June 30, 2023,
 1047 the Department of Social Services shall make the sum of one million four
 1048 hundred forty thousand dollars available for domestic violence child
 1049 and family advocates at domestic violence agencies, as defined in
 1050 section 52-146k of the general statutes, whose purpose shall be to
 1051 provide trauma-informed services to children and families experiencing
 1052 domestic violence. For purposes of this section, "trauma-informed
 1053 services" means services directed by a thorough understanding of the
 1054 neurological, biological, psychological and social effects of trauma and
 1055 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>from passage</i>	New section
Sec. 7	<i>July 1, 2022</i>	New section

Sec. 8	<i>October 1, 2022</i>	46a-51
Sec. 9	<i>from passage</i>	46a-54
Sec. 10	<i>October 1, 2022</i>	46a-56(a)
Sec. 11	<i>October 1, 2022</i>	46a-60
Sec. 12	<i>October 1, 2022</i>	10a-55c(c)
Sec. 13	<i>October 1, 2022</i>	31-40y(a)(5)
Sec. 14	<i>October 1, 2022</i>	46a-58
Sec. 15	<i>October 1, 2022</i>	46a-59(a)
Sec. 16	<i>October 1, 2022</i>	46a-64(a)
Sec. 17	<i>October 1, 2022</i>	46a-64c(a)(1)
Sec. 18	<i>October 1, 2022</i>	46a-66(a)
Sec. 19	<i>October 1, 2022</i>	46a-70(a)
Sec. 20	<i>October 1, 2022</i>	46a-71(a)
Sec. 21	<i>October 1, 2022</i>	46a-72(b)
Sec. 22	<i>October 1, 2022</i>	46a-73(a)
Sec. 23	<i>October 1, 2022</i>	46a-75(a)
Sec. 24	<i>October 1, 2022</i>	46a-76(a)
Sec. 25	<i>from passage</i>	46a-55
Sec. 26	<i>July 1, 2022</i>	New section