
OLR Bill Analysis

sHB 5355 (as amended by House “A”)*

AN ACT CONCERNING DOMESTIC VIOLENCE POSTING IN THE WORKPLACE.

SUMMARY

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

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

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

*House Amendment “A” requires CHRO to work in conjunction with domestic violence victim advocacy organizations generally instead of with the Connecticut Coalition Against Domestic Violence specifically as required in the underlying bill.

EFFECTIVE DATE: October 1, 2022

TRAINING AND EDUCATION ABOUT DOMESTIC VIOLENCE

The bill requires agencies to provide the training to current employees by July 1, 2023, and to any employees hired after that date within six months after they are hired. The training must be accomplished within available appropriations, using the training and education materials CHRO develops as required under the bill.

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

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 12 Nay 0 (03/22/2022)

Government Administration and Elections Committee

Joint Favorable

Yea 17 Nay 0 (04/20/2022)