



General Assembly

January Session, 2025

**Raised Bill No. 1442**

LCO No. 5785



Referred to Committee on JUDICIARY

Introduced by:  
(JUD)

***AN ACT CONCERNING LEGAL PROCEEDINGS CONDUCTED BY THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES.***

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

1 Section 1. Section 46a-51 of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective July 1, 2025*):

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

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

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

11 (3) "Commission legal counsel" means a member of the legal staff  
12 employed by the commission pursuant to section 46a-54;

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

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

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

16 (7) "Discriminatory employment practice" means any discriminatory  
17 practice specified in subsection (b), (d), (e) or (f) of section 31-51i or  
18 section 46a-60 or 46a-81c, as amended by this act;

19 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-  
20 60a, 4a-60g, 31-40y, subsection (b), (d), (e) or (f) of section 31-51i,  
21 subparagraph (C) of subdivision (15) of section 46a-54, subdivisions (16)  
22 and (17) of section 46a-54, section 46a-58, 46a-59, 46a-60, 46a-64, 46a-64c,  
23 as amended by this act, 46a-66 or 46a-68, sections 46a-68c to 46a-68f,  
24 inclusive, sections 46a-70 to 46a-78, inclusive, subsection (a) of section  
25 46a-80, sections 46a-81b to 46a-81o, inclusive, sections 46a-80b to 46a-  
26 80e, inclusive, sections 46a-80k to 46a-80m, inclusive, or section 19a-  
27 498c;

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

33 (10) "Employer" includes the state and all political subdivisions  
34 thereof and means any person or employer with one or more persons in  
35 such person's or employer's employ;

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

38 (12) "Labor organization" means any organization which exists for the  
39 purpose, in whole or in part, of collective bargaining or of dealing with  
40 employers concerning grievances, terms or conditions of employment,  
41 or of other mutual aid or protection in connection with employment;

42 (13) "Intellectual disability" means intellectual disability as defined in

43 section 1-1g;

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

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

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

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

59 (18) "Discrimination on the basis of religious creed" includes but is  
60 not limited to discrimination related to all aspects of religious  
61 observances and practice as well as belief, unless an employer  
62 demonstrates that the employer is unable to reasonably accommodate  
63 to an employee's or prospective employee's religious observance or  
64 practice without undue hardship on the conduct of the employer's  
65 business;

66 (19) "Learning disability" refers to an individual who exhibits a severe  
67 discrepancy between educational performance and measured  
68 intellectual ability and who exhibits a disorder in one or more of the  
69 basic psychological processes involved in understanding or in using  
70 language, spoken or written, which may manifest itself in a diminished  
71 ability to listen, speak, read, write, spell or to do mathematical  
72 calculations;

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

77 (21) "Gender identity or expression" means a person's gender-related  
78 identity, appearance or behavior, whether or not that gender-related  
79 identity, appearance or behavior is different from that traditionally  
80 associated with the person's physiology or assigned sex at birth, which  
81 gender-related identity can be shown by providing evidence including,  
82 but not limited to, medical history, care or treatment of the gender-  
83 related identity, consistent and uniform assertion of the gender-related  
84 identity or any other evidence that the gender-related identity is  
85 sincerely held, part of a person's core identity or not being asserted for  
86 an improper purpose;

87 (22) "Veteran" means veteran as defined in subsection (a) of section  
88 27-103;

89 (23) "Race" is inclusive of ethnic traits historically associated with  
90 race, including, but not limited to, hair texture and protective hairstyles;

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

94 (25) "Domestic violence" has the same meaning as provided in  
95 subsection (b) of section 46b-1; [and]

96 (26) "Sexual orientation" means a person's identity in relation to the  
97 gender or genders to which they are romantically, emotionally or  
98 sexually attracted, inclusive of any identity that a person (A) may have  
99 previously expressed, or (B) is perceived by another person to hold; and

100 (27) "Employer's agent" means an individual who is authorized by an  
101 employer to (A) undertake or recommend tangible employment

102 decisions affecting the employee, or (B) direct the employee's daily work  
103 activities.

104 Sec. 2. Section 46a-81c of the general statutes is repealed and the  
105 following is substituted in lieu thereof (*Effective July 1, 2025*):

106 It shall be a discriminatory practice in violation of this section: (1) For  
107 an employer [, by himself or his] or the employer's agent, except in the  
108 case of a bona fide occupational qualification or need, to refuse to hire  
109 or employ or to bar or to discharge from employment any individual or  
110 to discriminate against [him] any individual in compensation or in  
111 terms, conditions or privileges of employment because of the  
112 individual's sexual orientation or civil union status, (2) for any  
113 employment agency, except in the case of a bona fide occupational  
114 qualification or need, to fail or refuse to classify properly or refer for  
115 employment or otherwise to discriminate against any individual  
116 because of the individual's sexual orientation or civil union status, (3)  
117 for a labor organization, because of the sexual orientation or civil union  
118 status of any individual to exclude from full membership rights or to  
119 expel from its membership such individual or to discriminate in any  
120 way against any of its members or against any employer or any  
121 individual employed by an employer, unless such action is based on a  
122 bona fide occupational qualification, or (4) for any person, employer,  
123 employment agency or labor organization, except in the case of a bona  
124 fide occupational qualification or need, to advertise employment  
125 opportunities in such a manner as to restrict such employment so as to  
126 discriminate against individuals because of their sexual orientation or  
127 civil union status.

128 Sec. 3. Section 46a-64c of the general statutes is repealed and the  
129 following is substituted in lieu thereof (*Effective July 1, 2025*):

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

131 (1) To refuse to sell or rent after the making of a bona fide offer, or to  
132 refuse to negotiate for the sale or rental of, or otherwise make

133 unavailable or deny, a dwelling to any person because of race, creed,  
134 color, national origin, ancestry, sex, gender identity or expression,  
135 marital status, age, lawful source of income, familial status, status as a  
136 veteran or status as a victim of domestic violence.

137 (2) To discriminate against any person in the terms, conditions, or  
138 privileges of sale or rental of a dwelling, or in the provision of services  
139 or facilities in connection therewith, because of race, creed, color,  
140 national origin, ancestry, sex, gender identity or expression, marital  
141 status, age, lawful source of income, familial status, [or] status as a  
142 veteran or status as a victim of domestic violence.

143 (3) To make, print or publish, or cause to be made, printed or  
144 published any notice, statement, or advertisement, with respect to the  
145 sale or rental of a dwelling that indicates any preference, limitation, or  
146 discrimination based on race, creed, color, national origin, ancestry, sex,  
147 gender identity or expression, marital status, age, lawful source of  
148 income, familial status, learning disability, physical or mental disability,  
149 [or] status as a veteran or status as a victim of domestic violence, or an  
150 intention to make any such preference, limitation or discrimination.

151 (4) (A) To represent to any person because of race, creed, color,  
152 national origin, ancestry, sex, gender identity or expression, marital  
153 status, age, lawful source of income, familial status, learning disability,  
154 physical or mental disability, [or] status as a veteran or status as a victim  
155 of domestic violence, that any dwelling is not available for inspection,  
156 sale or rental when such dwelling is in fact so available.

157 (B) It shall be a violation of this subdivision for any person to restrict  
158 or attempt to restrict the choices of any buyer or renter to purchase or  
159 rent a dwelling (i) to an area which is substantially populated, even if  
160 less than a majority, by persons of the same protected class as the buyer  
161 or renter, (ii) while such person is authorized to offer for sale or rent  
162 another dwelling which meets the housing criteria as expressed by the  
163 buyer or renter to such person, and (iii) such other dwelling is in an area

164 which is not substantially populated by persons of the same protected  
165 class as the buyer or renter. As used in this subdivision, "area" means  
166 municipality, neighborhood or other geographic subdivision which  
167 may include an apartment or condominium complex; and "protected  
168 class" means race, creed, color, national origin, ancestry, sex, gender  
169 identity or expression, marital status, age, lawful source of income,  
170 familial status, learning disability, physical or mental disability, [or]  
171 status as a veteran or status as a victim of domestic violence.

172 (5) For profit, to induce or attempt to induce any person to sell or rent  
173 any dwelling by representations regarding the entry or prospective  
174 entry into the neighborhood of a person or persons of a particular race,  
175 creed, color, national origin, ancestry, sex, gender identity or expression,  
176 marital status, age, lawful source of income, familial status, learning  
177 disability, physical or mental disability, [or] status as a veteran or status  
178 as a victim of domestic violence.

179 (6) (A) To discriminate in the sale or rental, or to otherwise make  
180 unavailable or deny, a dwelling to any buyer or renter because of a  
181 learning disability or physical or mental disability of: (i) Such buyer or  
182 renter; (ii) a person residing in or intending to reside in such dwelling  
183 after it is so sold, rented, or made available; or (iii) any person associated  
184 with such buyer or renter.

185 (B) To discriminate against any person in the terms, conditions or  
186 privileges of sale or rental of a dwelling, or in the provision of services  
187 or facilities in connection with such dwelling, because of a learning  
188 disability or physical or mental disability of: (i) Such person; or (ii) a  
189 person residing in or intending to reside in such dwelling after it is so  
190 sold, rented, or made available; or (iii) any person associated with such  
191 person.

192 (C) For purposes of this subdivision, discrimination includes: (i) A  
193 refusal to permit, at the expense of a person with a physical or mental  
194 disability, reasonable modifications of existing premises occupied or to

195 be occupied by such person if such modifications may be necessary to  
196 afford such person full enjoyment of the premises; except that, in the  
197 case of a rental, the landlord may, where it is reasonable to do so,  
198 condition permission for a modification on the renter agreeing to restore  
199 the interior of the premises to the condition that existed before the  
200 modification, reasonable wear and tear excepted; (ii) a refusal to make  
201 reasonable accommodations in rules, policies, practices or services,  
202 when such accommodations may be necessary to afford such person  
203 equal opportunity to use and enjoy a dwelling; (iii) in connection with  
204 the design and construction of covered multifamily dwellings for the  
205 first occupancy after March 13, 1991, a failure to design and construct  
206 those dwellings in such manner that they comply with the requirements  
207 of Section 804(f) of the Fair Housing Act or the provisions of the state  
208 building code as adopted pursuant to the provisions of sections 29-269  
209 and 29-273, whichever requires greater accommodation. "Covered  
210 multifamily dwellings" means buildings consisting of four or more units  
211 if such buildings have one or more elevators, and ground floor units in  
212 other buildings consisting of four or more units.

213 (7) For any person or other entity engaging in residential real-estate-  
214 related transactions to discriminate against any person in making  
215 available such a transaction, or in the terms or conditions of such a  
216 transaction, because of race, creed, color, national origin, ancestry, sex,  
217 gender identity or expression, marital status, age, lawful source of  
218 income, familial status, learning disability, physical or mental disability,  
219 [or] status as a veteran or status as a victim of domestic violence.

220 (8) To deny any person access to or membership or participation in  
221 any multiple-listing service, real estate brokers' organization or other  
222 service, organization, or facility relating to the business of selling or  
223 renting dwellings, or to discriminate against him in the terms or  
224 conditions of such access, membership or participation, on account of  
225 race, creed, color, national origin, ancestry, sex, gender identity or  
226 expression, marital status, age, lawful source of income, familial status,  
227 learning disability, physical or mental disability, [or] status as a veteran



228 or status as a victim of domestic violence.

229 (9) To coerce, intimidate, threaten, or interfere with any person in the  
230 exercise or enjoyment of, or on account of his having exercised or  
231 enjoyed, or on account of his having aided or encouraged any other  
232 person in the exercise or enjoyment of, any right granted or protected  
233 by this section.

234 (b) (1) The provisions of this section shall not apply to (A) the rental  
235 of a room or rooms in a single-family dwelling unit if the owner actually  
236 maintains and occupies part of such living quarters as his residence or  
237 (B) a unit in a dwelling containing living quarters occupied or intended  
238 to be occupied by no more than two families living independently of  
239 each other, if the owner actually maintains and occupies the other such  
240 living quarters as his residence. (2) The provisions of this section with  
241 respect to the prohibition of discrimination on the basis of marital status  
242 shall not be construed to prohibit the denial of a dwelling to a man or a  
243 woman who are both unrelated by blood and not married to each other.  
244 (3) The provisions of this section with respect to the prohibition of  
245 discrimination on the basis of age shall not apply to minors, to special  
246 discount or other public or private programs to assist persons sixty  
247 years of age and older or to housing for older persons as defined in  
248 section 46a-64b, provided there is no discrimination on the basis of age  
249 among older persons eligible for such housing. (4) The provisions of this  
250 section with respect to the prohibition of discrimination on the basis of  
251 familial status shall not apply to housing for older persons as defined in  
252 section 46a-64b or to a unit in a dwelling containing units for no more  
253 than four families living independently of each other, if the owner of  
254 such dwelling resides in one of the units. (5) The provisions of this  
255 section with respect to the prohibition of discrimination on the basis of  
256 lawful source of income shall not prohibit the denial of full and equal  
257 accommodations solely on the basis of insufficient income. (6) The  
258 provisions of this section with respect to the prohibition of  
259 discrimination on the basis of sex shall not apply to the rental of sleeping  
260 accommodations to the extent they utilize shared bathroom facilities

261 when such sleeping accommodations are provided by associations and  
262 organizations which rent such sleeping accommodations on a  
263 temporary or permanent basis for the exclusive use of persons of the  
264 same sex based on considerations of privacy and modesty.

265 (c) Nothing in this section limits the applicability of any reasonable  
266 state statute or municipal ordinance restricting the maximum number  
267 of persons permitted to occupy a dwelling.

268 (d) Nothing in this section or section 46a-64b shall be construed to  
269 invalidate or limit any state statute or municipal ordinance that requires  
270 dwellings to be designed and constructed in a manner that affords  
271 persons with physical or mental disabilities greater access than is  
272 required by this section or section 46a-64b.

273 (e) Nothing in this section prohibits a person engaged in the business  
274 of furnishing appraisals of real property to take into consideration  
275 factors other than race, creed, color, national origin, ancestry, sex,  
276 gender identity or expression, marital status, age, lawful source of  
277 income, familial status, learning disability, physical or mental disability,  
278 [or] status as a veteran or status as a victim of domestic violence.

279 (f) Notwithstanding any other provision of this chapter, complaints  
280 alleging a violation of this section shall be investigated within one  
281 hundred days of filing and a final administrative disposition shall be  
282 made within one year of filing unless it is impracticable to do so. If the  
283 Commission on Human Rights and Opportunities is unable to complete  
284 its investigation or make a final administrative determination within  
285 such time frames, it shall notify the complainant and the respondent in  
286 writing of the reasons for not doing so.

287 (g) Any person who violates any provision of this section shall be  
288 guilty of a class D misdemeanor.

289 Sec. 4. Subsection (e) of section 46a-83 of the general statutes is  
290 repealed and the following is substituted in lieu thereof (*Effective July 1,*

291 2025):

292 (e) If the complaint is not resolved after the mandatory mediation  
293 conference, the complainant, the respondent or the commission may at  
294 any time after such conference and before a draft investigative report is  
295 issued request early legal intervention. If a request for early legal  
296 intervention is made, a commission legal counsel shall determine not  
297 later than ninety days after the date of the request whether the  
298 complaint should be (1) heard pursuant to section 46a-84, (2) processed  
299 pursuant to subsection (f) of this section, or (3) released from the  
300 jurisdiction of the commission. In making such determination,  
301 commission legal counsel may hold additional proceedings and may  
302 utilize and direct commission staff. If a commission legal counsel  
303 determines that the complaint should be processed pursuant to  
304 subsection (f) of this section, the commission legal counsel may  
305 recommend that the investigator make a finding of no reasonable cause.  
306 The investigator shall make such a finding unless the investigator  
307 believes the commission legal counsel made a mistake of fact. If the  
308 investigator intends to make a finding of reasonable cause after the  
309 commission legal counsel recommends otherwise, the investigator shall  
310 consult with the commission legal counsel.

311 Sec. 5. Subsection (c) of section 46a-94a of the general statutes is  
312 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
313 *2025*):

314 (c) The commission on its own motion may, whenever justice so  
315 requires, reopen any matter previously closed, provided such matter  
316 has not been appealed to the Superior Court pursuant to subsection (a)  
317 of this section. Notice of such reopening shall be given to all parties. A  
318 complainant or respondent may, for good cause shown, in the interest  
319 of justice, apply in writing for the reopening of a [previously closed  
320 proceeding] matter that was closed prior to the commencement of a  
321 contested case proceeding, provided such application is filed with the  
322 executive director of the commission within two years of the

323 commission's final decision and the complainant has (1) not been issued  
324 a release of jurisdiction pursuant to section 46a-83a, as amended by this  
325 act, and filed a civil action, or (2) requested and received a release of  
326 jurisdiction from the commission pursuant to section 46a-101.

327       Sec. 6. Subsection (c) of section 46a-55 of the general statutes is  
328 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
329 *2025*):

330       (c) The executive director may, within available appropriations,  
331 assign a commission legal counsel to bring a civil action concerning an  
332 alleged discriminatory practice, in accordance with this subsection, in  
333 lieu of an administrative hearing pursuant to section 46a-84, when the  
334 executive director determines that a civil action is in the public interest  
335 and if the parties to the administrative hearing mutually agree, in  
336 writing, to the bringing of such civil action by commission legal counsel.  
337 The commission legal counsel shall bring such a civil action in the  
338 Superior Court not later than ninety days following the date the  
339 commission legal counsel notifies the parties of the executive director's  
340 determination. Such civil action may be served by certified mail and  
341 shall not be subject to the provisions of section 46a-100 [,] or 46a-101. [or  
342 46a-102.] The jurisdiction of the Superior Court in an action brought  
343 under this subsection shall be limited to such claims, counterclaims,  
344 defenses or the like that could be presented at an administrative hearing  
345 before the commission, had the complaint remained with the  
346 commission for disposition. A complainant may intervene as a matter  
347 of right without permission of the court or the parties. The civil action  
348 shall be tried to the court without a jury. If the commission legal counsel  
349 determines that the interests of the state will not be adversely affected,  
350 the complainant or attorney for the complainant shall present all or part  
351 of the case in support of the complaint. The court may grant any relief  
352 available under section 46a-104. Where the Superior Court finds that a  
353 respondent has committed a discriminatory practice, the court shall  
354 grant the commission its fees and costs and award the commission a  
355 civil penalty, not exceeding ten thousand dollars, provided such

356 discriminatory practice has been established by clear and convincing  
357 evidence, which shall be payable to the commission and used by the  
358 commission to advance the public interest in eliminating discrimination.

359 Sec. 7. Subsection (b) of section 46a-82b of the general statutes is  
360 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
361 *2025*):

362 (b) If the commission fails to issue a determination of reasonable  
363 cause or no reasonable cause on any such complaint not later than  
364 January 1, 1997, the executive director of the commission shall issue  
365 forthwith a release of the complaint from the commission, allowing the  
366 complainant to bring a civil action. Upon receipt of a release pursuant  
367 to this section, the complainant may bring a civil action in accordance  
368 with the provisions of sections 46a-100, 46a-101, 46a-103 and 46a-104. [,  
369 notwithstanding the statute of limitations pursuant to section 46a-102.]

370 Sec. 8. Section 46a-83a of the general statutes is repealed and the  
371 following is substituted in lieu thereof (*Effective July 1, 2025*):

372 If a complaint is dismissed for failure to accept full relief pursuant to  
373 subsection (m) of section 46a-83, and the complainant does not request  
374 reconsideration of such dismissal as provided in subsection (h) of  
375 section 46a-83, the executive director shall issue a release of jurisdiction  
376 and the complainant may, within ninety days of receipt of the release  
377 from the commission, bring an action in accordance with sections 46a-  
378 100, [and 46a-102 to 46a-104, inclusive] 46a-103 and 46a-104.

379 Sec. 9. Section 46a-102 of the general statutes is repealed. (*Effective July*  
380 *1, 2025*)

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2025</i>	46a-51
Sec. 2	<i>July 1, 2025</i>	46a-81c
Sec. 3	<i>July 1, 2025</i>	46a-64c

Sec. 4	<i>July 1, 2025</i>	46a-83(e)
Sec. 5	<i>July 1, 2025</i>	46a-94a(c)
Sec. 6	<i>July 1, 2025</i>	46a-55(c)
Sec. 7	<i>July 1, 2025</i>	46a-82b(b)
Sec. 8	<i>July 1, 2025</i>	46a-83a
Sec. 9	<i>July 1, 2025</i>	Repealer section

**Statement of Purpose:**

To (1) define "employer's agent" for purposes of the state's discrimination laws, (2) make conforming statutory changes relating to an individual's status as a victim of domestic violence, (3) clarify when requests for early legal intervention can be made, (4) clarify when commission proceedings may be reopened or appealed, and (5) align state law with federal law concerning a complainant's ability to pursue a matter in state court.

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