



General Assembly

February Session, 2020

Raised Bill No. 5388

LCO No. 2236



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT CREATING A RESPECTFUL AND OPEN WORLD FOR
NATURAL HAIR.***

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

1 Section 1. Section 46a-51 of the 2020 supplement to the general
2 statutes is repealed and the following is substituted in lieu thereof
3 (*Effective from passage*):

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

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

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

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

- 14 (4) "Commissioner" means a member of the commission;
- 15 (5) "Court" means the Superior Court or any judge of said court;
- 16 (6) "Discrimination" includes segregation and separation;
- 17 (7) "Discriminatory employment practice" means any discriminatory
18 practice specified in section 46a-60 or 46a-81c;
- 19 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-
20 60a, 4a-60g, 31-40y, subparagraph (C) of subdivision (15) of section 46a-
21 54, subdivisions (16) and (17) of section 46a-54, section 46a-58, 46a-59,
22 46a-60, 46a-64, 46a-64c, 46a-66, 46a-68, 46a-68c to 46a-68f, inclusive, or
23 46a-70 to 46a-78, inclusive, subsection (a) of section 46a-80 or sections
24 46a-81b to 46a-81o, inclusive;
- 25 (9) "Employee" means any person employed by an employer but shall
26 not include any individual employed by such individual's parents,
27 spouse or child;
- 28 (10) "Employer" includes the state and all political subdivisions
29 thereof and means any person or employer with three or more persons
30 in such person's or employer's employ;
- 31 (11) "Employment agency" means any person undertaking with or
32 without compensation to procure employees or opportunities to work;
- 33 (12) "Labor organization" means any organization which exists for the
34 purpose, in whole or in part, of collective bargaining or of dealing with
35 employers concerning grievances, terms or conditions of employment,
36 or of other mutual aid or protection in connection with employment;
- 37 (13) "Intellectual disability" means intellectual disability as defined in
38 section 1-1g;
- 39 (14) "Person" means one or more individuals, partnerships,
40 associations, corporations, limited liability companies, legal
41 representatives, trustees, trustees in bankruptcy, receivers and the state

42 and all political subdivisions and agencies thereof;

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

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

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

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

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

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

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

82 (22) "Veteran" means veteran as defined in subsection (a) of section
83 27-103; [.]

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

86 (24) "Protective hairstyles" includes, but is not limited to, hairstyles
87 such as braids, locks and twists.

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>from passage</i>	46a-51
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Statement of Purpose:

To prohibit discrimination on the basis of ethnic hairstyles historically associated with race, by adopting what is commonly referred to as the CROWN Act.

[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.]