



General Assembly

January Session, 2019

Raised Bill No. 1099

LCO No. 6391



Referred to Committee on JUDICIARY

Introduced by:
(JUD)

***AN ACT CONCERNING DISCRIMINATION BASED ON A PERSON'S
CRIMINAL RECORD.***

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

1 Section 1. Subsection (c) of section 8-169s of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2019*):

4 (c) The legislative body may, by resolution, vote to transfer the
5 urban homesteading property with or without compensation to the
6 applicant selected pursuant to subsection (b) of this section. Such
7 transfer shall be made pursuant to a contract of sale and rehabilitation
8 or construction which shall provide among other things that (1) the
9 property transferred be rehabilitated or constructed predominantly for
10 residential use and be brought into and maintained in conformity with
11 applicable health, housing and building code standard; (2) the
12 rehabilitation or construction shall commence and be completed
13 within a period of time as determined by the urban homesteading
14 agency; (3) prior to the issuance of a certificate of occupancy by the
15 building official no transfer of the property or any interest therein,

16 except a transfer to a bona fide mortgagee or similar lien holder, may
17 be made by the homesteader without the approval of the urban
18 homesteading agency, provided any such transfer may only be made
19 for a consideration not in excess of the cost of the property to the
20 homesteader together with the costs of any improvements made or
21 construction thereon by the homesteader; (4) in the sale or rental of the
22 property, or any portion of such property, no person shall be
23 discriminated against because of such person's race, color, religion,
24 sex, gender identity or expression, [or] national origin or criminal
25 matters of public record, as defined in section 31-51i; and (5)
26 representatives of the urban homesteading agency, the municipality,
27 and where state or federal assistance is involved, representatives of the
28 federal and state governments, shall have access to the property
29 during normal business hours for the purpose of inspecting
30 compliance with the provisions of this subsection.

31 Sec. 2. Section 8-265c of the general statutes is repealed and the
32 following is substituted in lieu thereof (*Effective October 1, 2019*):

33 The authority shall require that occupancy of all housing financed
34 or otherwise assisted under this chapter be open to all persons
35 regardless of race, creed, color, national origin or ancestry, sex or
36 gender identity or expression and that the contractors and
37 subcontractors engaged in the construction or rehabilitation of such
38 housing shall take affirmative action to provide equal opportunity for
39 employment without discrimination as to race, creed, color, national
40 origin or ancestry, sex, [or] gender identity or expression or criminal
41 matters of public record, as defined in section 31-51i.

42 Sec. 3. Subsection (c) of section 8-294 of the general statutes is
43 repealed and the following is substituted in lieu thereof (*Effective*
44 *October 1, 2019*):

45 (c) The legislative body may, by resolution, vote to transfer the
46 urban rehabilitation property with or without compensation to the
47 person selected pursuant to subsection (b) of this section. Such transfer
48 shall be made pursuant to a contract of sale and rehabilitation which

49 shall provide among other things that (1) the property transferred be
50 rehabilitated predominantly for industrial or commercial use and be
51 brought into and maintained in conformity with applicable health,
52 housing and building code standards; (2) that the rehabilitation shall
53 commence and be completed within a period of time as determined by
54 the urban rehabilitation agency; (3) prior to the issuance of a certificate
55 of occupancy by the building official, no transfer of the property or any
56 interest therein, except a transfer to a bona fide mortgagee or similar
57 lien holder, may be made by the rehabilitator without the approval of
58 the urban rehabilitation agency, provided any such transfer may only
59 be made for a consideration not in excess of the cost of the property to
60 the rehabilitator together with the costs of any improvements made
61 thereon by the rehabilitator; (4) in the sale or rental of the property, or
62 any portion of such property, no person shall be discriminated against
63 because of such person's race, color, religion, sex, gender identity or
64 expression, [or] national origin or criminal matters of public record, as
65 defined in section 31-51j; (5) representatives of the urban rehabilitation
66 agency, representatives of the municipality, and if state or federal
67 assistance is involved, representatives of the federal and state
68 governments shall be allowed access to the property during normal
69 business hours for the purpose of inspecting compliance with the
70 provisions of this subsection.

71 Sec. 4. Section 8-315 of the general statutes is repealed and the
72 following is substituted in lieu thereof (*Effective October 1, 2019*):

73 The municipality shall take all necessary steps to insure that
74 occupancy of all housing financed or otherwise assisted pursuant to
75 this chapter be open to all persons regardless of race, creed, color,
76 national origin or ancestry, sex, gender identity or expression, age, [or]
77 physical disability or criminal matters of public record, as defined in
78 section 31-51i.

79 Sec. 5. Subsection (b) of section 10a-6 of the general statutes is
80 repealed and the following is substituted in lieu thereof (*Effective*
81 *October 1, 2019*):

82 (b) Within the limits of authorized expenditures, the policies of the
83 state system of higher education shall be consistent with (1) the
84 following goals: (A) To ensure that no qualified person be denied the
85 opportunity for higher education on the basis of age, sex, gender
86 identity or expression, ethnic background, [or] social, physical or
87 economic condition or criminal matters of public record, as defined in
88 section 31-51i, (B) to protect academic freedom, (C) to provide
89 opportunities for education and training related to the economic,
90 cultural and educational development of the state, (D) to assure the
91 fullest possible use of available resources in public and private
92 institutions of higher education, (E) to maintain standards of quality
93 ensuring a position of national leadership for state institutions of
94 higher education, (F) to apply the resources of higher education to the
95 problems of society, and (G) to foster flexibility in the policies and
96 institutions of higher education to enable the system to respond to
97 changes in the economy, society, technology and student interests; and
98 (2) the goals for higher education in the state identified in section 10a-
99 11c. Said board shall review recent studies of the need for higher
100 education services, with special attention to those completed pursuant
101 to legislative action, and to meet such needs shall initiate additional
102 programs or services through one or more of the constituent units.

103 Sec. 6. Subsection (a) of section 11-24b of the general statutes is
104 repealed and the following is substituted in lieu thereof (*Effective*
105 *October 1, 2019*):

106 (a) Each principal public library, as defined in section 11-24a, shall
107 be eligible to receive a state grant in accordance with the provisions of
108 subsections (b), (c) and (d) of this section provided the following
109 requirements are met:

110 (1) An annual statistical report which includes certification that the
111 grant, when received, shall be used for library purposes is filed with
112 the State Library Board in such manner as the board may require. The
113 report shall include information concerning local library governance,
114 hours of service, type of facilities, library policies, resources, programs

115 and services available, measurement of levels of services provided,
116 personnel and fiscal information concerning library receipts and
117 expenditures;

118 (2) Documents certifying the legal establishment of the principal
119 public library in accordance with the provisions of section 11-20 are
120 filed with the board;

121 (3) The library is a participating library in the Connecticard program
122 established pursuant to section 11-31b;

123 (4) Except for the fiscal years ending June 30, 2010, to June 30, 2015,
124 inclusive, the principal public library shall not have had the amount of
125 its annual tax levy or appropriation reduced to an amount which is
126 less than the average amount levied or appropriated for the library for
127 the three fiscal years immediately preceding the year of the grant,
128 except that if the expenditures of the library in any one year in such
129 three-year period are unusually high as compared with expenditures
130 in the other two years, the library may request an exception to this
131 requirement and the board, upon review of the expenditures for that
132 year, may grant an exception;

133 (5) State grant funds shall be expended within two years of the date
134 of receipt of such funds. If the funds are not expended in that period,
135 the library shall submit a plan to the State Librarian for the
136 expenditure of any unspent balance;

137 (6) Principal public libraries shall not charge individuals residing in
138 the town in which the library is located or the town in which the
139 contract library is located for borrowing and lending library materials,
140 accessing information, advice and assistance and programs and
141 services which promote literacy; and

142 (7) Principal public libraries shall provide equal access to library
143 service for all individuals and shall not discriminate upon the basis of
144 age, race, sex, gender identity or expression, religion, national origin,
145 handicap, criminal matters of public record, as defined in section 31-

146 51i, or place of residency in the town in which the library is located or
147 the town in which the contract library is located.

148 Sec. 7. Section 16-245r of the general statutes is repealed and the
149 following is substituted in lieu thereof (*Effective October 1, 2019*):

150 No electric supplier, as defined in section 16-1, shall refuse to
151 provide electric generation services to, or refuse to negotiate to provide
152 such services to any customer because of age, race, creed, color,
153 national origin, ancestry, sex, gender identity or expression, marital
154 status, sexual orientation, lawful source of income, disability, [or]
155 familial status or criminal matters of public record, as defined in
156 section 31-51i. No electric supplier shall decline to provide electric
157 generation services to a customer for the sole reason that the customer
158 is located in an economically distressed geographic area or the
159 customer qualifies for hardship status under section 16-262c. No
160 electric supplier shall terminate or refuse to reinstate electric
161 generation services except in accordance with the provisions of this
162 title.

163 Sec. 8. Section 16-247r of the general statutes is repealed and the
164 following is substituted in lieu thereof (*Effective October 1, 2019*):

165 No telephone company or certified telecommunications provider, as
166 defined in section 16-1, shall refuse to provide telecommunications
167 services to, or refuse to negotiate to provide such services to any
168 customer because of age, race, creed, color, national origin, ancestry,
169 sex, gender identity or expression, marital status, sexual orientation,
170 lawful source of income, disability, [or] familial status or criminal
171 matters of public record, as defined in section 31-51i. No telephone
172 company or certified telecommunications provider shall decline to
173 provide telecommunications services to a customer for the sole reason
174 that the customer is located in an economically distressed geographic
175 area or the customer qualifies for hardship status under section
176 16-262c. No telephone company or certified telecommunications
177 provider shall terminate or refuse to reinstate telecommunications
178 services except in accordance with the provisions of this title.

179 Sec. 9. Subsection (b) of section 28-15 of the general statutes is
180 repealed and the following is substituted in lieu thereof (*Effective*
181 *October 1, 2019*):

182 (b) No person shall discriminate on the basis of race, color, religious
183 creed, sex, gender identity or expression, age, national origin, ancestry,
184 [or] economic status or criminal matters of public record, as defined in
185 section 31-51i, in carrying out any provision of this chapter or any
186 federal major disaster or emergency assistance function in this state.

187 Sec. 10. Section 31-22p of the general statutes is repealed and the
188 following is substituted in lieu thereof (*Effective October 1, 2019*):

189 The Labor Commissioner, with the advice and guidance of the
190 council, shall formulate work training standards which will ensure
191 necessary safeguards for the welfare of apprentices and a full craft
192 experience in any skill, in order to provide equal opportunities to all,
193 without regard to their race, color, religion, sex, gender identity or
194 expression, age, [or] national origin or criminal matters of public
195 record, as defined in section 31-51i, and to provide training,
196 employment and upgrading opportunities for disadvantaged workers
197 to acquire a comprehensive skilled work experience and to extend the
198 application of such standards of skill training by inclusion thereof in
199 apprenticeship agreements, and shall bring together representatives of
200 management and labor for the development of training programs and
201 terms of apprenticeship incidental thereto and cooperate with state
202 and federal agencies similarly interested in furtherance of training
203 requirements in keeping with established and new processes of
204 Connecticut industries. The Labor Commissioner shall publish
205 information relating to existing and proposed work standards of
206 apprenticeship, hold area conferences throughout the state for the
207 purpose of promoting interest in skilled trades training and appoint
208 such advisory committees as may be deemed necessary to evaluate the
209 skilled manpower requirements of Connecticut in order to cope with
210 any new technological changes in industry.

211 Sec. 11. Subsection (e) of section 31-57e of the general statutes is

212 repealed and the following is substituted in lieu thereof (*Effective*
213 *October 1, 2019*):

214 (e) The Employment Rights Code referred to under this section shall
215 include the following provisions:

216 (1) A commercial enterprise subject to tribal jurisdiction shall not,
217 except in the case of a bona fide occupational qualification or need,
218 refuse to hire or employ or bar or discharge from employment any
219 individual or discriminate against him or her in compensation or in
220 terms, conditions or privileges of employment because of the
221 individual's race, color, religious creed, sex, gender identity or
222 expression, marital status, national origin, ancestry, age, present or
223 past history of mental disorder, intellectual disability, sexual
224 orientation, learning or physical disability, political activity, union
225 activity, criminal matters of public record, as defined in section 31-51i,
226 or the exercise of rights protected by the United States Constitution.
227 This subdivision shall not be construed to restrict the right of a tribe to
228 give preference in hiring to members of the tribe.

229 (2) A commercial enterprise subject to tribal jurisdiction shall not
230 deny any individual, including a representative of a labor
231 organization, seeking to ensure compliance with this section, access to
232 employees of the tribe's commercial enterprise during nonwork time in
233 nonwork areas. The tribe shall not permit any supervisor, manager or
234 other agent of the tribe to restrict or otherwise interfere with such
235 access.

236 (3) When a labor organization claims that it has been designated or
237 selected for the purposes of collective bargaining by the majority of the
238 employees in a unit appropriate for such purposes, the labor
239 organization may apply to an arbitrator to verify the claim pursuant to
240 subdivision (4) of this subsection. If the arbitrator verifies that the labor
241 organization has been designated or selected as the bargaining
242 representative by a majority of the employees in an appropriate unit,
243 the tribe shall, upon request, recognize the labor organization as the
244 exclusive bargaining agent and bargain in good faith with the labor

245 organization in an effort to reach a collective bargaining agreement.
246 However, the arbitrator shall disallow any claim by a labor
247 organization that is dominated or controlled by the tribe.

248 (4) (A) Any individual or organization claiming to be injured by a
249 violation of any provision of this subsection shall have the right to seek
250 binding arbitration under the rules of the American Arbitration
251 Association. Such individual or organization shall file a demand for
252 arbitration with the tribe not later than one hundred eighty days after
253 the employee or labor organization knows or should know of the
254 tribe's violation of any provision of this subsection. The demand shall
255 state, in plain language, the facts giving rise to the demand.

256 (B) The demand for arbitration shall also be served upon the
257 Connecticut office of the American Arbitration Association. Absent
258 settlement, a hearing shall be held in accordance with the rules and
259 procedures of the American Arbitration Association. The costs and fees
260 of the arbitrator shall be shared equally by the tribe and the labor
261 organization.

262 (C) The decision of the arbitrator shall be final and binding on both
263 parties and shall be subject to judicial review and enforcement against
264 all parties in the manner prescribed by chapter 909.

265 (5) A tribe shall not retaliate against any individual who exercises
266 any right under the Employment Rights Code. Any individual or
267 organization claiming to be injured by a violation of the provisions of
268 this section shall have the right to seek binding arbitration pursuant to
269 subdivision (4) of this subsection.

270 Sec. 12. Section 32-277 of the general statutes is repealed and the
271 following is substituted in lieu thereof (*Effective October 1, 2019*):

272 A regional corporation shall not provide any financial assistance
273 authorized by sections 32-271 to 32-284, inclusive, unless the following
274 conditions are met:

275 (1) The applicant has demonstrated that there is little prospect of

276 obtaining the conventional project financing requested from either
277 private or public sources of funding within the region, and that there is
278 little prospect of obtaining adequate project financing from private
279 sources of capital, or in the case of a loan guarantee, that there is little
280 prospect of obtaining project financing without the guarantee;

281 (2) There is a reasonable prospect of repayment;

282 (3) The project is located in the region represented by the regional
283 corporation;

284 (4) The project will comply with any applicable environmental rules
285 or regulations;

286 (5) The applicant has certified that it will not discriminate against
287 any employee or any applicant for employment because of race,
288 religion, color, national origin, sex, gender identity or expression, [or]
289 age or criminal matters of public record, as defined in section 31-51i;

290 (6) A staff member or a representative of the regional corporation
291 acting in an official capacity has personally visited the project site and
292 the applicant's place of business; and

293 (7) Financial commitments or contingent financial commitments for
294 the project have been obtained from other public and private sources.

295 Sec. 13. Section 38a-358 of the general statutes is repealed and the
296 following is substituted in lieu thereof (*Effective October 1, 2019*):

297 The declination, cancellation or nonrenewal of a policy for private
298 passenger nonfleet automobile insurance is prohibited if the
299 declination, cancellation or nonrenewal is based: (1) On the race,
300 religion, nationality or ethnicity of the applicant or named insured; (2)
301 solely on the lawful occupation or profession of the applicant or
302 named insured, except that this provision shall not apply to any
303 insurer which limits its market to one lawful occupation or profession
304 or to several related lawful occupations or professions; (3) on the
305 principal location of the insured motor vehicle unless such decision is

306 for a business purpose which is not a mere pretext for unfair
307 discrimination; (4) solely on the age, sex, gender identity or expression,
308 [or] marital status or criminal matters of public record, as defined in
309 section 31-51i, of an applicant or an insured, except that this
310 subdivision shall not apply to an insurer in an insurer group if one or
311 more other insurers in the group would not decline an application for
312 essentially similar coverage based upon such reasons; (5) on the fact
313 that the applicant or named insured previously obtained insurance
314 coverage through a residual market; (6) on the fact that another insurer
315 previously declined to insure the applicant or terminated an existing
316 policy in which the applicant was the named insured; (7) the first or
317 second accident within the current experience period in relation to
318 which the applicant or insured was not convicted of a moving traffic
319 violation and was not at fault; or (8) solely on information contained in
320 an insured's or applicant's credit history or credit rating or solely on an
321 applicant's lack of credit history. For the purposes of subdivision (8) of
322 this section, an insurer shall not be deemed to have declined, cancelled
323 or nonrenewed a policy if coverage is available through an affiliated
324 insurer.

325 Sec. 14. Section 42-125a of the general statutes is repealed and the
326 following is substituted in lieu thereof (*Effective October 1, 2019*):

327 It is the policy of the state of Connecticut to oppose restraints of
328 trade and unfair trade practices in the form of discriminatory boycotts
329 which are not specifically authorized by the law of the United States
330 and which are fostered or imposed by foreign persons, foreign
331 governments or international organizations against any domestic
332 individual on the basis of race, color, creed, religion, sex, gender
333 identity or expression, nationality, [or] national origin or criminal
334 matters of public record, as defined in section 31-51i. It is also the
335 policy of the state to oppose any actions, including the formation or
336 continuance of agreements, understandings or contractual
337 arrangements, expressed or implied, which have the effect of
338 furthering such discriminatory boycotts, in order that the peace,
339 health, safety, prosperity and general welfare of all the inhabitants of

340 the state may be protected and ensured. This chapter shall be deemed
341 an exercise of the police power of the state for the protection of the
342 people of this state and shall be administered and principally enforced
343 by the Attorney General. The provisions of this chapter shall be
344 construed liberally so as to effectuate this declaration of policy and the
345 laws and Constitution of the United States, but nothing in this chapter
346 shall be construed to infringe upon the right of the United States
347 government to regulate interstate and foreign commerce.

348 Sec. 15. Subsection (c) of section 42-125b of the general statutes is
349 repealed and the following is substituted in lieu thereof (*Effective*
350 *October 1, 2019*):

351 (c) "Participating in a discriminatory boycott" means the entering
352 into or performing of any agreement, understanding or contractual
353 arrangement for economic benefit by any person with any foreign
354 government, foreign person or international organization, which is not
355 specifically authorized by the laws of the United States and which is
356 required or imposed, either directly or indirectly, overtly or covertly,
357 by the foreign government, foreign person or international
358 organization in order to restrict, condition, prohibit or interfere with
359 any business relationship in this state on the basis of a domestic
360 individual's race, color, creed, religion, sex, gender identity or
361 expression, nationality, [or] national origin or criminal matters of
362 public record, as defined in section 31-51j; provided, handling, altering
363 or shipping goods or complying with the commercial laws of a foreign
364 country, unless such laws require discrimination against a domestic
365 individual on the basis of race, color, creed, religion, sex, gender
366 identity or expression, nationality, [or] national origin or criminal
367 matters of public record, shall not constitute a discriminatory boycott;

368 Sec. 16. Section 46a-51 of the general statutes is repealed and the
369 following is substituted in lieu thereof (*Effective October 1, 2019*):

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

371 (1) "Blind" refers to an individual whose central visual acuity does

372 not exceed 20/200 in the better eye with correcting lenses, or whose
373 visual acuity is greater than 20/200 but is accompanied by a limitation
374 in the fields of vision such that the widest diameter of the visual field
375 subtends an angle no greater than twenty degrees;

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

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

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

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

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

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

385 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-
386 60a, 4a-60g, 31-40y, 46a-58, 46a-59, as amended by this act, 46a-60, as
387 amended by this act, 46a-64, as amended by this act, 46a-64c, as
388 amended by this act, 46a-66, as amended by this act, 46a-68, 46a-68c to
389 46a-68f, inclusive, or 46a-70 to 46a-78, inclusive, as amended by this
390 act, subsection (a) of section 46a-80 or sections 46a-81b to 46a-81o,
391 inclusive;

392 (9) "Employee" means any person employed by an employer but
393 shall not include any individual employed by such individual's
394 parents, spouse or child;

395 (10) "Employer" includes the state and all political subdivisions
396 thereof and means any person or employer with three or more persons
397 in such person's or employer's employ;

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

400 (12) "Labor organization" means any organization which exists for
401 the purpose, in whole or in part, of collective bargaining or of dealing
402 with employers concerning grievances, terms or conditions of
403 employment, or of other mutual aid or protection in connection with
404 employment;

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

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

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

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

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

423 (18) "Discrimination on the basis of religious creed" includes but is
424 not limited to discrimination related to all aspects of religious
425 observances and practice as well as belief, unless an employer
426 demonstrates that the employer is unable to reasonably accommodate
427 to an employee's or prospective employee's religious observance or
428 practice without undue hardship on the conduct of the employer's
429 business;

430 (19) "Learning disability" refers to an individual who exhibits a

431 severe discrepancy between educational performance and measured
432 intellectual ability and who exhibits a disorder in one or more of the
433 basic psychological processes involved in understanding or in using
434 language, spoken or written, which may manifest itself in a diminished
435 ability to listen, speak, read, write, spell or to do mathematical
436 calculations;

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

441 (21) "Gender identity or expression" means a person's gender-
442 related identity, appearance or behavior, whether or not that gender-
443 related identity, appearance or behavior is different from that
444 traditionally associated with the person's physiology or assigned sex at
445 birth, which gender-related identity can be shown by providing
446 evidence including, but not limited to, medical history, care or
447 treatment of the gender-related identity, consistent and uniform
448 assertion of the gender-related identity or any other evidence that the
449 gender-related identity is sincerely held, part of a person's core
450 identity or not being asserted for an improper purpose; [.]

451 (22) "Veteran" means veteran as defined in subsection (a) of section
452 27-103; [.] and

453 (23) "Criminal matters of public record" means criminal matters of
454 public record, as defined in section 31-51i.

455 Sec. 17. Subsection (a) of section 46a-59 of the general statutes is
456 repealed and the following is substituted in lieu thereof (*Effective*
457 *October 1, 2019*):

458 (a) It shall be a discriminatory practice in violation of this section for
459 any association, board or other organization the principal purpose of
460 which is the furtherance of the professional or occupational interests of
461 its members, whose profession, trade or occupation requires a state

462 license, to refuse to accept a person as a member of such association,
463 board or organization because of his race, national origin, creed, sex,
464 gender identity or expression, color, [or] status as a veteran or criminal
465 matters of public record.

466 Sec. 18. Subsection (b) of section 46a-60 of the general statutes is
467 repealed and the following is substituted in lieu thereof (*Effective*
468 *October 1, 2019*):

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

470 (1) For an employer, by the employer or the employer's agent,
471 except in the case of a bona fide occupational qualification or need, to
472 refuse to hire or employ or to bar or to discharge from employment
473 any individual or to discriminate against such individual in
474 compensation or in terms, conditions or privileges of employment
475 because of the individual's race, color, religious creed, age, sex, gender
476 identity or expression, marital status, national origin, ancestry, present
477 or past history of mental disability, intellectual disability, learning
478 disability, physical disability, including, but not limited to, blindness,
479 [or] status as a veteran or criminal matters of public record;

480 (2) For any employment agency, except in the case of a bona fide
481 occupational qualification or need, to fail or refuse to classify properly
482 or refer for employment or otherwise to discriminate against any
483 individual because of such individual's race, color, religious creed, age,
484 sex, gender identity or expression, marital status, national origin,
485 ancestry, present or past history of mental disability, intellectual
486 disability, learning disability, physical disability, including, but not
487 limited to, blindness, [or] status as a veteran or criminal matters of
488 public record;

489 (3) For a labor organization, because of the race, color, religious
490 creed, age, sex, gender identity or expression, marital status, national
491 origin, ancestry, present or past history of mental disability,
492 intellectual disability, learning disability, physical disability, including,
493 but not limited to, blindness, [or] status as a veteran or criminal

494 matters of public record of any individual to exclude from full
495 membership rights or to expel from its membership such individual or
496 to discriminate in any way against any of its members or against any
497 employer or any individual employed by an employer, unless such
498 action is based on a bona fide occupational qualification;

499 (4) For any person, employer, labor organization or employment
500 agency to discharge, expel or otherwise discriminate against any
501 person because such person has opposed any discriminatory
502 employment practice or because such person has filed a complaint or
503 testified or assisted in any proceeding under section 46a-82, 46a-83 or
504 46a-84;

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

508 (6) For any person, employer, employment agency or labor
509 organization, except in the case of a bona fide occupational
510 qualification or need, to advertise employment opportunities in such a
511 manner as to restrict such employment so as to discriminate against
512 individuals because of their race, color, religious creed, age, sex,
513 gender identity or expression, marital status, national origin, ancestry,
514 present or past history of mental disability, intellectual disability,
515 learning disability, physical disability, including, but not limited to,
516 blindness, [or] status as a veteran or criminal matters of public record;

517 (7) For an employer, by the employer or the employer's agent: (A)
518 To terminate a woman's employment because of her pregnancy; (B) to
519 refuse to grant to that employee a reasonable leave of absence for
520 disability resulting from her pregnancy; (C) to deny to that employee,
521 who is disabled as a result of pregnancy, any compensation to which
522 she is entitled as a result of the accumulation of disability or leave
523 benefits accrued pursuant to plans maintained by the employer; (D) to
524 fail or refuse to reinstate the employee to her original job or to an
525 equivalent position with equivalent pay and accumulated seniority,
526 retirement, fringe benefits and other service credits upon her

527 signifying her intent to return unless, in the case of a private employer,
528 the employer's circumstances have so changed as to make it impossible
529 or unreasonable to do so; (E) to limit, segregate or classify the
530 employee in a way that would deprive her of employment
531 opportunities due to her pregnancy; (F) to discriminate against an
532 employee or person seeking employment on the basis of her
533 pregnancy in the terms or conditions of her employment; (G) to fail or
534 refuse to make a reasonable accommodation for an employee or person
535 seeking employment due to her pregnancy, unless the employer can
536 demonstrate that such accommodation would impose an undue
537 hardship on such employer; (H) to deny employment opportunities to
538 an employee or person seeking employment if such denial is due to the
539 employee's request for a reasonable accommodation due to her
540 pregnancy; (I) to force an employee or person seeking employment
541 affected by pregnancy to accept a reasonable accommodation if such
542 employee or person seeking employment (i) does not have a known
543 limitation related to her pregnancy, or (ii) does not require a
544 reasonable accommodation to perform the essential duties related to
545 her employment; (J) to require an employee to take a leave of absence
546 if a reasonable accommodation can be provided in lieu of such leave;
547 and (K) to retaliate against an employee in the terms, conditions or
548 privileges of her employment based upon such employee's request for
549 a reasonable accommodation;

550 (8) For an employer, by the employer or the employer's agent, for an
551 employment agency, by itself or its agent, or for any labor
552 organization, by itself or its agent, to harass any employee, person
553 seeking employment or member on the basis of sex or gender identity
554 or expression. "Sexual harassment" shall, for the purposes of this
555 subdivision, be defined as any unwelcome sexual advances or requests
556 for sexual favors or any conduct of a sexual nature when (A)
557 submission to such conduct is made either explicitly or implicitly a
558 term or condition of an individual's employment, (B) submission to or
559 rejection of such conduct by an individual is used as the basis for
560 employment decisions affecting such individual, or (C) such conduct
561 has the purpose or effect of substantially interfering with an

562 individual's work performance or creating an intimidating, hostile or
563 offensive working environment;

564 (9) For an employer, by the employer or the employer's agent, for an
565 employment agency, by itself or its agent, or for any labor
566 organization, by itself or its agent, to request or require information
567 from an employee, person seeking employment or member relating to
568 the individual's child-bearing age or plans, pregnancy, function of the
569 individual's reproductive system, use of birth control methods, or the
570 individual's familial responsibilities, unless such information is
571 directly related to a bona fide occupational qualification or need,
572 provided an employer, through a physician may request from an
573 employee any such information which is directly related to workplace
574 exposure to substances which may cause birth defects or constitute a
575 hazard to an individual's reproductive system or to a fetus if the
576 employer first informs the employee of the hazards involved in
577 exposure to such substances;

578 (10) For an employer, by the employer or the employer's agent, after
579 informing an employee, pursuant to subdivision (9) of this subsection,
580 of a workplace exposure to substances which may cause birth defects
581 or constitute a hazard to an employee's reproductive system or to a
582 fetus, to fail or refuse, upon the employee's request, to take reasonable
583 measures to protect the employee from the exposure or hazard
584 identified, or to fail or refuse to inform the employee that the measures
585 taken may be the subject of a complaint filed under the provisions of
586 this chapter. Nothing in this subdivision is intended to prohibit an
587 employer from taking reasonable measures to protect an employee
588 from exposure to such substances. For the purpose of this subdivision,
589 "reasonable measures" shall be those measures which are consistent
590 with business necessity and are least disruptive of the terms and
591 conditions of the employee's employment;

592 (11) For an employer, by the employer or the employer's agent, for
593 an employment agency, by itself or its agent, or for any labor
594 organization, by itself or its agent: (A) To request or require genetic

595 information from an employee, person seeking employment or
596 member, or (B) to discharge, expel or otherwise discriminate against
597 any person on the basis of genetic information. For the purpose of this
598 subdivision, "genetic information" means the information about genes,
599 gene products or inherited characteristics that may derive from an
600 individual or a family member.

601 Sec. 19. Subsection (a) of section 46a-64 of the general statutes is
602 repealed and the following is substituted in lieu thereof (*Effective*
603 *October 1, 2019*):

604 (a) It shall be a discriminatory practice in violation of this section: (1)
605 To deny any person within the jurisdiction of this state full and equal
606 accommodations in any place of public accommodation, resort or
607 amusement because of race, creed, color, national origin, ancestry, sex,
608 gender identity or expression, marital status, age, lawful source of
609 income, criminal matters of public record, intellectual disability,
610 mental disability, physical disability, including, but not limited to,
611 blindness or deafness, or status as a veteran, of the applicant, subject
612 only to the conditions and limitations established by law and
613 applicable alike to all persons; (2) to discriminate, segregate or separate
614 on account of race, creed, color, national origin, ancestry, sex, gender
615 identity or expression, marital status, age, lawful source of income,
616 criminal matters of public record, intellectual disability, mental
617 disability, learning disability, physical disability, including, but not
618 limited to, blindness or deafness, or status as a veteran; (3) for a place
619 of public accommodation, resort or amusement to restrict or limit the
620 right of a mother to breast-feed her child; (4) for a place of public
621 accommodation, resort or amusement to fail or refuse to post a notice,
622 in a conspicuous place, that any blind, deaf or mobility impaired
623 person, accompanied by his guide dog wearing a harness or an
624 orange-colored leash and collar, may enter such premises or facilities;
625 or (5) to deny any blind, deaf or mobility impaired person or any
626 person training a dog as a guide dog for a blind person or a dog to
627 assist a deaf or mobility impaired person, accompanied by his guide
628 dog or assistance dog, full and equal access to any place of public

629 accommodation, resort or amusement. Any blind, deaf or mobility
630 impaired person or any person training a dog as a guide dog for a
631 blind person or a dog to assist a deaf or mobility impaired person may
632 keep his guide dog or assistance dog with him at all times in such
633 place of public accommodation, resort or amusement at no extra
634 charge, provided the dog wears a harness or an orange-colored leash
635 and collar and is in the direct custody of such person. The blind, deaf
636 or mobility impaired person or person training a dog as a guide dog
637 for a blind person or a dog to assist a deaf or mobility impaired person
638 shall be liable for any damage done to the premises or facilities by his
639 dog. For purposes of this subdivision, "guide dog" or "assistance dog"
640 includes a dog being trained as a guide dog or assistance dog and
641 "person training a dog as a guide dog for a blind person or a dog to
642 assist a deaf or mobility impaired person" means a person who is
643 employed by and authorized to engage in designated training
644 activities by a guide dog organization or assistance dog organization
645 that complies with the criteria for membership in a professional
646 association of guide dog or assistance dog schools and who carries
647 photographic identification indicating such employment and
648 authorization.

649 Sec. 20. Subsection (a) of section 46a-64c of the general statutes is
650 repealed and the following is substituted in lieu thereof (*Effective*
651 *October 1, 2019*):

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

653 (1) To refuse to sell or rent after the making of a bona fide offer, or
654 to refuse to negotiate for the sale or rental of, or otherwise make
655 unavailable or deny, a dwelling to any person because of race, creed,
656 color, national origin, ancestry, sex, gender identity or expression,
657 marital status, age, lawful source of income, familial status, [or] status
658 as a veteran or criminal matters of public record.

659 (2) To discriminate against any person in the terms, conditions, or
660 privileges of sale or rental of a dwelling, or in the provision of services
661 or facilities in connection therewith, because of race, creed, color,

662 national origin, ancestry, sex, gender identity or expression, marital
663 status, age, lawful source of income, familial status, [or] status as a
664 veteran or criminal matters of public record.

665 (3) To make, print or publish, or cause to be made, printed or
666 published any notice, statement, or advertisement, with respect to the
667 sale or rental of a dwelling that indicates any preference, limitation, or
668 discrimination based on race, creed, color, national origin, ancestry,
669 sex, gender identity or expression, marital status, age, lawful source of
670 income, familial status, learning disability, physical or mental
671 disability, [or] status as a veteran or criminal matters of public record,
672 or an intention to make any such preference, limitation or
673 discrimination.

674 (4) (A) To represent to any person because of race, creed, color,
675 national origin, ancestry, sex, gender identity or expression, marital
676 status, age, lawful source of income, familial status, learning disability,
677 physical or mental disability, [or] status as a veteran or criminal
678 matters of public record that any dwelling is not available for
679 inspection, sale or rental when such dwelling is in fact so available.

680 (B) It shall be a violation of this subdivision for any person to
681 restrict or attempt to restrict the choices of any buyer or renter to
682 purchase or rent a dwelling (i) to an area which is substantially
683 populated, even if less than a majority, by persons of the same
684 protected class as the buyer or renter, (ii) while such person is
685 authorized to offer for sale or rent another dwelling which meets the
686 housing criteria as expressed by the buyer or renter to such person,
687 and (iii) such other dwelling is in an area which is not substantially
688 populated by persons of the same protected class as the buyer or
689 renter. As used in this subdivision, "area" means municipality,
690 neighborhood or other geographic subdivision which may include an
691 apartment or condominium complex; and "protected class" means race,
692 creed, color, national origin, ancestry, sex, gender identity or
693 expression, marital status, age, lawful source of income, familial status,
694 learning disability, physical or mental disability or status as a veteran.

695 (5) For profit, to induce or attempt to induce any person to sell or
696 rent any dwelling by representations regarding the entry or
697 prospective entry into the neighborhood of a person or persons of a
698 particular race, creed, color, national origin, ancestry, sex, gender
699 identity or expression, marital status, age, lawful source of income,
700 familial status, learning disability, physical or mental disability, [or]
701 status as a veteran or criminal matters of public record.

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

708 (B) To discriminate against any person in the terms, conditions or
709 privileges of sale or rental of a dwelling, or in the provision of services
710 or facilities in connection with such dwelling, because of a learning
711 disability or physical or mental disability of: (i) Such person; or (ii) a
712 person residing in or intending to reside in such dwelling after it is so
713 sold, rented, or made available; or (iii) any person associated with such
714 person.

715 (C) For purposes of this subdivision, discrimination includes: (i) A
716 refusal to permit, at the expense of a person with a physical or mental
717 disability, reasonable modifications of existing premises occupied or to
718 be occupied by such person if such modifications may be necessary to
719 afford such person full enjoyment of the premises; except that, in the
720 case of a rental, the landlord may, where it is reasonable to do so,
721 condition permission for a modification on the renter agreeing to
722 restore the interior of the premises to the condition that existed before
723 the modification, reasonable wear and tear excepted; (ii) a refusal to
724 make reasonable accommodations in rules, policies, practices or
725 services, when such accommodations may be necessary to afford such
726 person equal opportunity to use and enjoy a dwelling; (iii) in
727 connection with the design and construction of covered multifamily

728 dwellings for the first occupancy after March 13, 1991, a failure to
729 design and construct those dwellings in such manner that they comply
730 with the requirements of Section 804(f) of the Fair Housing Act or the
731 provisions of the state building code as adopted pursuant to the
732 provisions of sections 29-269 and 29-273, whichever requires greater
733 accommodation. "Covered multifamily dwellings" means buildings
734 consisting of four or more units if such buildings have one or more
735 elevators, and ground floor units in other buildings consisting of four
736 or more units.

737 (7) For any person or other entity engaging in residential real-estate-
738 related transactions to discriminate against any person in making
739 available such a transaction, or in the terms or conditions of such a
740 transaction, because of race, creed, color, national origin, ancestry, sex,
741 gender identity or expression, marital status, age, lawful source of
742 income, familial status, learning disability, physical or mental
743 disability, [or] status as a veteran or criminal matters of public record.

744 (8) To deny any person access to or membership or participation in
745 any multiple-listing service, real estate brokers' organization or other
746 service, organization, or facility relating to the business of selling or
747 renting dwellings, or to discriminate against him in the terms or
748 conditions of such access, membership or participation, on account of
749 race, creed, color, national origin, ancestry, sex, gender identity or
750 expression, marital status, age, lawful source of income, familial status,
751 learning disability, physical or mental disability, [or] status as a
752 veteran or criminal matters of public record.

753 (9) To coerce, intimidate, threaten, or interfere with any person in
754 the exercise or enjoyment of, or on account of his having exercised or
755 enjoyed, or on account of his having aided or encouraged any other
756 person in the exercise or enjoyment of, any right granted or protected
757 by this section.

758 Sec. 21. Subsection (e) of section 46a-64c of the general statutes is
759 repealed and the following is substituted in lieu thereof (*Effective*
760 *October 1, 2019*):

761 (e) Nothing in this section prohibits a person engaged in the
762 business of furnishing appraisals of real property to take into
763 consideration factors other than race, creed, color, national origin,
764 ancestry, sex, gender identity or expression, marital status, age, lawful
765 source of income, familial status, learning disability, physical or mental
766 disability, [or] status as a veteran or criminal matters of public record.

767 Sec. 22. Subsection (a) of section 46a-66 of the general statutes is
768 repealed and the following is substituted in lieu thereof (*Effective*
769 *October 1, 2019*):

770 (a) It shall be a discriminatory practice in violation of this section for
771 any creditor to discriminate on the basis of sex, gender identity or
772 expression, age, race, color, religious creed, national origin, ancestry,
773 marital status, intellectual disability, learning disability, blindness,
774 physical disability, [or] status as a veteran or criminal matters of public
775 record against any person eighteen years of age or over in any credit
776 transaction.

777 Sec. 23. Subsection (a) of section 46a-70 of the general statutes is
778 repealed and the following is substituted in lieu thereof (*Effective*
779 *October 1, 2019*):

780 (a) State officials and supervisory personnel shall recruit, appoint,
781 assign, train, evaluate and promote state personnel on the basis of
782 merit and qualifications, without regard for race, color, religious creed,
783 sex, gender identity or expression, marital status, age, national origin,
784 ancestry, status as a veteran, criminal matters of public record,
785 intellectual disability, mental disability, learning disability or physical
786 disability, including, but not limited to, blindness, unless it is shown
787 by such state officials or supervisory personnel that such disability
788 prevents performance of the work involved.

789 Sec. 24. Subsection (a) of section 46a-71 of the general statutes is
790 repealed and the following is substituted in lieu thereof (*Effective*
791 *October 1, 2019*):

792 (a) All services of every state agency shall be performed without
793 discrimination based upon race, color, religious creed, sex, gender
794 identity or expression, marital status, age, national origin, ancestry,
795 intellectual disability, mental disability, learning disability, physical
796 disability, including, but not limited to, blindness, [or] status as a
797 veteran or criminal matters of public record.

798 Sec. 25. Subsection (b) of section 46a-72 of the general statutes is
799 repealed and the following is substituted in lieu thereof (*Effective*
800 *October 1, 2019*):

801 (b) Any job request indicating an intention to exclude any person
802 because of race, color, religious creed, sex, gender identity or
803 expression, marital status, age, national origin, ancestry, status as a
804 veteran, criminal matters of public record, intellectual disability,
805 mental disability, learning disability or physical disability, including,
806 but not limited to, blindness, shall be rejected, unless it is shown by
807 such public or private employers that such disability prevents
808 performance of the work involved.

809 Sec. 26. Subsection (a) of section 46a-73 of the general statutes is
810 repealed and the following is substituted in lieu thereof (*Effective*
811 *October 1, 2019*):

812 (a) No state department, board or agency may grant, deny or revoke
813 the license or charter of any person on the grounds of race, color,
814 religious creed, sex, gender identity or expression, marital status, age,
815 national origin, ancestry, status as a veteran, criminal matters of public
816 record, intellectual disability, mental disability, learning disability or
817 physical disability, including, but not limited to, blindness, unless it is
818 shown by such state department, board or agency that such disability
819 prevents performance of the work involved.

820 Sec. 27. Subsection (a) of section 46a-75 of the general statutes is
821 repealed and the following is substituted in lieu thereof (*Effective*
822 *October 1, 2019*):

823 (a) All educational, counseling, and vocational guidance programs
 824 and all apprenticeship and on-the-job training programs of state
 825 agencies, or in which state agencies participate, shall be open to all
 826 qualified persons, without regard to race, color, religious creed, sex,
 827 gender identity or expression, marital status, age, national origin,
 828 ancestry, intellectual disability, mental disability, learning disability,
 829 physical disability, including, but not limited to, blindness, [or] status
 830 as a veteran or criminal matters of public record.

831 Sec. 28. Subsection (a) of section 46a-76 of the general statutes is
 832 repealed and the following is substituted in lieu thereof (*Effective*
 833 *October 1, 2019*):

834 (a) Race, color, religious creed, sex, gender identity or expression,
 835 marital status, age, national origin, ancestry, intellectual disability,
 836 mental disability, learning disability, physical disability, including, but
 837 not limited to, blindness, [or] status as a veteran or criminal matters of
 838 public record, shall not be considered as limiting factors in state-
 839 administered programs involving the distribution of funds to qualify
 840 applicants for benefits authorized by law.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2019</i>	8-169s(c)
Sec. 2	<i>October 1, 2019</i>	8-265c
Sec. 3	<i>October 1, 2019</i>	8-294(c)
Sec. 4	<i>October 1, 2019</i>	8-315
Sec. 5	<i>October 1, 2019</i>	10a-6(b)
Sec. 6	<i>October 1, 2019</i>	11-24b(a)
Sec. 7	<i>October 1, 2019</i>	16-245r
Sec. 8	<i>October 1, 2019</i>	16-247r
Sec. 9	<i>October 1, 2019</i>	28-15(b)
Sec. 10	<i>October 1, 2019</i>	31-22p
Sec. 11	<i>October 1, 2019</i>	31-57e(e)
Sec. 12	<i>October 1, 2019</i>	32-277
Sec. 13	<i>October 1, 2019</i>	38a-358
Sec. 14	<i>October 1, 2019</i>	42-125a
Sec. 15	<i>October 1, 2019</i>	42-125b(c)

Sec. 16	<i>October 1, 2019</i>	46a-51
Sec. 17	<i>October 1, 2019</i>	46a-59(a)
Sec. 18	<i>October 1, 2019</i>	46a-60(b)
Sec. 19	<i>October 1, 2019</i>	46a-64(a)
Sec. 20	<i>October 1, 2019</i>	46a-64c(a)
Sec. 21	<i>October 1, 2019</i>	46a-64c(e)
Sec. 22	<i>October 1, 2019</i>	46a-66(a)
Sec. 23	<i>October 1, 2019</i>	46a-70(a)
Sec. 24	<i>October 1, 2019</i>	46a-71(a)
Sec. 25	<i>October 1, 2019</i>	46a-72(b)
Sec. 26	<i>October 1, 2019</i>	46a-73(a)
Sec. 27	<i>October 1, 2019</i>	46a-75(a)
Sec. 28	<i>October 1, 2019</i>	46a-76(a)

Statement of Purpose:

To prohibit discrimination based on a person's criminal record.

[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.]