



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

450 Columbus Boulevard, Suite 2, Hartford, CT 06103

Promoting Equality and Justice for all People

Ageing Committee Public Hearing – February 9, 2021

CHRO Testimony Regarding:

SB 56 – AA Deterring Age Discrimination in Employment Applications

Good afternoon Senator Slap, Representative Phipps, Senator Kelly, Representative Wilson, and members of the Aging Committee. Thank you for the opportunity to testify in support of SB 56, An Act Deterring Age Discrimination in Employment Applications.

Under existing statute CGS §46a-60(b)(1) employers are prohibited from discriminating against job applicants and employees on the basis of age. While it is illegal under current state law to discriminate on the basis of age, many employers continue to ask applicants for information regarding their date of birth or graduation. The agency joins the proponents of this bill in their concern that this information can be and often is used to discriminate against applicants and employees because of age.

Asking for an applicant's date of birth or graduation may also have the adverse consequence of discouraging older applicants from applying for a position out of a concern that the employer will draw discriminatory conclusions based on stereotypes about older workers.

For these reasons, the Commission on Human Rights and Opportunities supports SB 56 and looks forward to working with the Aging Committee on this issue.