



# House of Representatives

General Assembly

**File No. 538**

February Session, 2024

Substitute House Bill No. 5414

*House of Representatives, April 17, 2024*

The Committee on Judiciary reported through REP. STAFSTROM of the 129th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

***AN ACT CONCERNING ADDITIONAL LEGAL PROTECTIONS UNDER THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES STATUTES FOR VICTIMS OF SEXUAL ASSAULT, TRAFFICKING IN PERSONS AND STALKING.***

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

1 Section 1. Section 46a-51 of the 2024 supplement to the general  
2 statutes is repealed and the following is substituted in lieu thereof  
3 (*Effective October 1, 2024*):

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, as amended  
14 by this act;

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

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

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

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

21 (8) "Discriminatory practice" means a violation of section 4a-60, as  
22 amended by this act, 4a-60a, 4a-60g, 31-40y, subsection (b), (d), (e) or (f)  
23 of section 31-51i, subparagraph (C) of subdivision (15) of section 46a-54,  
24 subdivisions (16) and (17) of section 46a-54, section 46a-58, as amended  
25 by this act, 46a-59, as amended by this act, 46a-60, as amended by this  
26 act, 46a-64, as amended by this act, 46a-64c, as amended by this act, 46a-  
27 66, as amended by this act, 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-  
28 70 to 46a-78, inclusive, as amended by this act, subsection (a) of section  
29 46a-80 or sections 46a-81b to 46a-81o, inclusive, and sections 46a-80b to  
30 46a-80e, inclusive, and sections 46a-80k to 46a-80m, inclusive;

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

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

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

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

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

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

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

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

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

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

69 (19) "Learning disability" refers to an individual who exhibits a severe  
70 discrepancy between educational performance and measured  
71 intellectual ability and who exhibits a disorder in one or more of the

72 basic psychological processes involved in understanding or in using  
73 language, spoken or written, which may manifest itself in a diminished  
74 ability to listen, speak, read, write, spell or to do mathematical  
75 calculations;

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

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

90 (22) "Veteran" means veteran as defined in subsection (a) of section  
91 27-103;

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

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

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

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

103 (27) "Victim of sexual assault" means a victim of sexual assault under  
104 section 53a-70, 53a-70a, 53a-70b, revision of 1958, revised to January 1,  
105 2019, 53a-70c, 53a-71, 53a-72, revision of 1958, revised to January 1, 1975,  
106 53a-72a, 53a-72b, 53a-73, revision of 1958, revised to the 1969  
107 supplement of the general statutes or 53a-73a;

108 (28) "Victim of trafficking in persons" means a victim of trafficking in  
109 persons under section 53a-192a; and

110 (29) "Victim of stalking" means a victim of stalking under section 53a-  
111 181c, 53a-181d, 53a-181e or 53a-181f.

112 Sec. 2. Subdivisions (19) and (20) of section 46a-54 of the general  
113 statutes are repealed and the following is substituted in lieu thereof  
114 (*Effective October 1, 2024*):

115 (19) To require each state agency to provide a minimum of one hour  
116 of training and education related to domestic violence, sexual assault,  
117 trafficking in persons and stalking and the resources available to victims  
118 of domestic violence, sexual assault, trafficking in persons and stalking  
119 (A) to all employees hired prior to January 1, [2023] 2025, not later than  
120 July 1, [2023] 2025, and (B) to all employees hired on or after January 1,  
121 [2023] 2025, not later than six months after their assumption of a position  
122 with a state agency. Such training and education shall include  
123 information concerning (i) domestic violence, [abuser] sexual assault,  
124 trafficking in persons and stalking perpetrator and victim behaviors; (ii)  
125 how domestic violence, sexual assault, trafficking in persons and  
126 stalking may impact the workplace; and (iii) the resources available to  
127 victims of domestic violence, sexual assault, trafficking in persons and  
128 stalking. The requirements of this subdivision shall be accomplished  
129 within available appropriations using the training and education  
130 materials made available by the commission in accordance with the  
131 provisions of subdivision (10) of subsection (a) of section 46a-56, as  
132 amended by this act; and

133 (20) To require an employer having three or more employees to post  
134 in a prominent and accessible location information concerning domestic

135 violence, sexual assault, trafficking in persons and stalking and the  
136 resources available to victims of domestic violence, sexual assault,  
137 trafficking in persons and stalking in Connecticut.

138 Sec. 3. Subdivisions (9) and (10) of subsection (a) of section 46a-56 of  
139 the 2024 supplement to the general statutes are repealed and the  
140 following is substituted in lieu thereof (*Effective October 1, 2024*):

141 (9) Develop, in conjunction with organizations that advocate on  
142 behalf of victims of domestic violence, sexual assault, trafficking in  
143 persons and stalking, and include on the commission's Internet web site  
144 a link concerning domestic violence, sexual assault, trafficking in  
145 persons and stalking and the resources available to victims of domestic  
146 violence, sexual assault, trafficking in persons and stalking; and

147 (10) Develop, in conjunction with organizations that advocate on  
148 behalf of victims of domestic violence, sexual assault, trafficking in  
149 persons and stalking, and make available at no cost to each state agency  
150 an online training and education video or other interactive method of  
151 training and education that fulfills the requirements prescribed in  
152 subdivision (19) of section 46a-54, as amended by this act.

153 Sec. 4. Section 46a-58 of the 2024 supplement to the general statutes  
154 is repealed and the following is substituted in lieu thereof (*Effective*  
155 *October 1, 2024*):

156 (a) It shall be a discriminatory practice in violation of this section for  
157 any person to subject, or cause to be subjected, any other person to the  
158 deprivation of any rights, privileges or immunities, secured or protected  
159 by the Constitution or laws of this state or of the United States, on  
160 account of religion, national origin, alienage, color, race, sex, gender  
161 identity or expression, sexual orientation, blindness, mental disability,  
162 physical disability, age, status as a veteran, [or] status as a victim of  
163 domestic violence, status as a victim of sexual assault, status as a victim  
164 of trafficking in persons or status as a victim of stalking.

165 (b) Any person who intentionally desecrates any public property,

166 monument or structure, or any religious object, symbol or house of  
167 religious worship, or any cemetery, or any private structure not owned  
168 by such person, shall be in violation of subsection (a) of this section. For  
169 the purposes of this subsection, "desecrate" means to mar, deface or  
170 damage as a demonstration of irreverence or contempt.

171 (c) Any person who places a burning cross or a simulation thereof on  
172 any public property, or on any private property without the written  
173 consent of the owner, and with intent to intimidate or harass any other  
174 person or group of persons, shall be in violation of subsection (a) of this  
175 section.

176 (d) Any person who places a noose or a simulation thereof on any  
177 public property, or on any private property without the written consent  
178 of the owner, and with intent to intimidate or harass any other person  
179 on account of religion, national origin, alienage, color, race, sex, gender  
180 identity or expression, sexual orientation, blindness, mental disability,  
181 physical disability, age, status as a veteran, [or] status as a victim of  
182 domestic violence, status as a victim of sexual assault, status as a victim  
183 of trafficking in persons or status as a victim of stalking, shall be in  
184 violation of subsection (a) of this section.

185 (e) (1) Except as provided in subdivision (2) of this subsection, any  
186 person who violates any provision of this section shall be guilty of a  
187 class A misdemeanor and shall be fined not less than one thousand  
188 dollars, except that if property is damaged as a consequence of such  
189 violation in an amount in excess of one thousand dollars, such person  
190 shall be guilty of a class D felony and shall be fined not less than one  
191 thousand dollars.

192 (2) Any person who violates the provisions of this section by  
193 intentionally desecrating a house of religious worship (A) shall be guilty  
194 of a class D felony and shall be fined not less than one thousand dollars  
195 if property is damaged as a consequence of such violation in an amount  
196 up to and including ten thousand dollars, and (B) shall be guilty of a  
197 class C felony and shall be fined not less than three thousand dollars if  
198 the property damaged as a consequence of such violation is in an

199 amount in excess of ten thousand dollars.

200 (3) The minimum amount of any fine imposed by the provisions of  
201 this section may not be remitted or reduced by the court unless the court  
202 states on the record its reasons for remitting or reducing such fine.

203 (4) The court may order restitution for any victim of a violation of this  
204 section pursuant to subsection (c) of section 53a-28.

205 Sec. 5. Section 46a-59 of the general statutes is repealed and the  
206 following is substituted in lieu thereof (*Effective October 1, 2024*):

207 (a) It shall be a discriminatory practice in violation of this section for  
208 any association, board or other organization the principal purpose of  
209 which is the furtherance of the professional or occupational interests of  
210 its members, whose profession, trade or occupation requires a state  
211 license, to refuse to accept a person as a member of such association,  
212 board or organization because of his race, national origin, creed, sex,  
213 gender identity or expression, color, status as a veteran, [or] status as a  
214 victim of domestic violence, status as a victim of sexual assault, status  
215 as a victim of trafficking in persons or status as a victim of stalking.

216 (b) Any association, board or other organization which violates the  
217 provisions of this section shall be fined not less than one hundred  
218 dollars nor more than five hundred dollars.

219 Sec. 6. Subsection (b) of section 46a-60 of the general statutes is  
220 repealed and the following is substituted in lieu thereof (*Effective October*  
221 *1, 2024*):

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

223 (1) For an employer, by the employer or the employer's agent, except  
224 in the case of a bona fide occupational qualification or need, to refuse to  
225 hire or employ or to bar or to discharge from employment any  
226 individual or to discriminate against any individual in compensation or  
227 in terms, conditions or privileges of employment because of the  
228 individual's race, color, religious creed, age, sex, gender identity or



229 expression, marital status, national origin, ancestry, present or past  
230 history of mental disability, intellectual disability, learning disability,  
231 physical disability, including, but not limited to, blindness, status as a  
232 veteran, [or] status as a victim of domestic violence, status as a victim of  
233 sexual assault, status as a victim of trafficking in persons or status as a  
234 victim of stalking;

235 (2) For any employment agency, except in the case of a bona fide  
236 occupational qualification or need, to fail or refuse to classify properly  
237 or refer for employment or otherwise to discriminate against any  
238 individual because of such individual's race, color, religious creed, age,  
239 sex, gender identity or expression, marital status, national origin,  
240 ancestry, present or past history of mental disability, intellectual  
241 disability, learning disability, physical disability, including, but not  
242 limited to, blindness, status as a veteran, [or] status as a victim of  
243 domestic violence, status as a victim of sexual assault, status as a victim  
244 of trafficking in persons or status as a victim of stalking;

245 (3) For a labor organization, because of the race, color, religious creed,  
246 age, sex, gender identity or expression, marital status, national origin,  
247 ancestry, present or past history of mental disability, intellectual  
248 disability, learning disability, physical disability, including, but not  
249 limited to, blindness, status as a veteran, [or] status as a victim of  
250 domestic violence, status as a victim of sexual assault, status as a victim  
251 of trafficking in persons or status as a victim of stalking of any  
252 individual to exclude from full membership rights or to expel from its  
253 membership such individual or to discriminate in any way against any  
254 of its members or against any employer or any individual employed by  
255 an employer, unless such action is based on a bona fide occupational  
256 qualification;

257 (4) For any person, employer, labor organization or employment  
258 agency to discharge, expel or otherwise discriminate against any person  
259 because such person has opposed any discriminatory employment  
260 practice or because such person has filed a complaint or testified or  
261 assisted in any proceeding under section 46a-82, 46a-83 or 46a-84;

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

265 (6) For any person, employer, employment agency or labor  
266 organization, except in the case of a bona fide occupational qualification  
267 or need, to advertise employment opportunities in such a manner as to  
268 restrict such employment so as to discriminate against individuals  
269 because of their race, color, religious creed, age, sex, gender identity or  
270 expression, marital status, national origin, ancestry, present or past  
271 history of mental disability, intellectual disability, learning disability,  
272 physical disability, including, but not limited to, blindness, status as a  
273 veteran, [or] status as a victim of domestic violence, status as a victim of  
274 sexual assault, status as a victim of trafficking in persons or status as a  
275 victim of stalking;

276 (7) For an employer, by the employer or the employer's agent: (A) To  
277 terminate a woman's employment because of her pregnancy; (B) to  
278 refuse to grant to that employee a reasonable leave of absence for  
279 disability resulting from her pregnancy; (C) to deny to that employee,  
280 who is disabled as a result of pregnancy, any compensation to which  
281 she is entitled as a result of the accumulation of disability or leave  
282 benefits accrued pursuant to plans maintained by the employer; (D) to  
283 fail or refuse to reinstate the employee to her original job or to an  
284 equivalent position with equivalent pay and accumulated seniority,  
285 retirement, fringe benefits and other service credits upon her signifying  
286 her intent to return unless, in the case of a private employer, the  
287 employer's circumstances have so changed as to make it impossible or  
288 unreasonable to do so; (E) to limit, segregate or classify the employee in  
289 a way that would deprive her of employment opportunities due to her  
290 pregnancy; (F) to discriminate against an employee or person seeking  
291 employment on the basis of her pregnancy in the terms or conditions of  
292 her employment; (G) to fail or refuse to make a reasonable  
293 accommodation for an employee or person seeking employment due to  
294 her pregnancy, unless the employer can demonstrate that such  
295 accommodation would impose an undue hardship on such employer;

296 (H) to deny employment opportunities to an employee or person  
297 seeking employment if such denial is due to the employee's request for  
298 a reasonable accommodation due to her pregnancy; (I) to force an  
299 employee or person seeking employment affected by pregnancy to  
300 accept a reasonable accommodation if such employee or person seeking  
301 employment (i) does not have a known limitation related to her  
302 pregnancy, or (ii) does not require a reasonable accommodation to  
303 perform the essential duties related to her employment; (J) to require an  
304 employee to take a leave of absence if a reasonable accommodation can  
305 be provided in lieu of such leave; and (K) to retaliate against an  
306 employee in the terms, conditions or privileges of her employment  
307 based upon such employee's request for a reasonable accommodation;

308 (8) For an employer, by the employer or the employer's agent, for an  
309 employment agency, by itself or its agent, or for any labor organization,  
310 by itself or its agent, to harass any employee, person seeking  
311 employment or member on the basis of sex or gender identity or  
312 expression. If an employer takes immediate corrective action in  
313 response to an employee's claim of sexual harassment, such corrective  
314 action shall not modify the conditions of employment of the employee  
315 making the claim of sexual harassment unless such employee agrees, in  
316 writing, to any modification in the conditions of employment.  
317 "Corrective action" taken by an employer, includes, but is not limited to,  
318 employee relocation, assigning an employee to a different work  
319 schedule or other substantive changes to an employee's terms and  
320 conditions of employment. Notwithstanding an employer's failure to  
321 obtain a written agreement from an employee concerning a modification  
322 in the conditions of employment, the commission may find that  
323 corrective action taken by an employer was reasonable and not of  
324 detriment to the complainant based on the evidence presented to the  
325 commission by the complainant and respondent. As used in this  
326 subdivision, "sexual harassment" means any unwelcome sexual  
327 advances or requests for sexual favors or any conduct of a sexual nature  
328 when (A) submission to such conduct is made either explicitly or  
329 implicitly a term or condition of an individual's employment, (B)  
330 submission to or rejection of such conduct by an individual is used as

331 the basis for employment decisions affecting such individual, or (C)  
332 such conduct has the purpose or effect of substantially interfering with  
333 an individual's work performance or creating an intimidating, hostile or  
334 offensive working environment;

335 (9) For an employer, by the employer or the employer's agent, for an  
336 employment agency, by itself or its agent, or for any labor organization,  
337 by itself or its agent, to request or require information from an  
338 employee, person seeking employment or member relating to the  
339 individual's child-bearing age or plans, pregnancy, function of the  
340 individual's reproductive system, use of birth control methods, or the  
341 individual's familial responsibilities, unless such information is directly  
342 related to a bona fide occupational qualification or need, provided an  
343 employer, through a physician may request from an employee any such  
344 information which is directly related to workplace exposure to  
345 substances which may cause birth defects or constitute a hazard to an  
346 individual's reproductive system or to a fetus if the employer first  
347 informs the employee of the hazards involved in exposure to such  
348 substances;

349 (10) For an employer, by the employer or the employer's agent, after  
350 informing an employee, pursuant to subdivision (9) of this subsection,  
351 of a workplace exposure to substances which may cause birth defects or  
352 constitute a hazard to an employee's reproductive system or to a fetus,  
353 to fail or refuse, upon the employee's request, to take reasonable  
354 measures to protect the employee from the exposure or hazard  
355 identified, or to fail or refuse to inform the employee that the measures  
356 taken may be the subject of a complaint filed under the provisions of  
357 this chapter. Nothing in this subdivision is intended to prohibit an  
358 employer from taking reasonable measures to protect an employee from  
359 exposure to such substances. For the purpose of this subdivision,  
360 "reasonable measures" are those measures which are consistent with  
361 business necessity and are least disruptive of the terms and conditions  
362 of the employee's employment;

363 (11) For an employer, by the employer or the employer's agent, for an

364 employment agency, by itself or its agent, or for any labor organization,  
365 by itself or its agent: (A) To request or require genetic information from  
366 an employee, person seeking employment or member, or (B) to  
367 discharge, expel or otherwise discriminate against any person on the  
368 basis of genetic information. For the purpose of this subdivision,  
369 "genetic information" means the information about genes, gene  
370 products or inherited characteristics that may derive from an individual  
371 or a family member;

372 (12) For an employer, by the employer or the employer's agent, to  
373 request or require a prospective employee's age, date of birth, dates of  
374 attendance at or date of graduation from an educational institution on  
375 an initial employment application, provided the provisions of this  
376 subdivision shall not apply to any employer requesting or requiring  
377 such information (A) based on a bona fide occupational qualification or  
378 need, or (B) when such information is required to comply with any  
379 provision of state or federal law; and

380 (13) (A) For an employer or the employer's agent to deny an employee  
381 a reasonable leave of absence in order to: (i) Seek attention for injuries  
382 caused by domestic violence, sexual assault, trafficking in persons or  
383 stalking, including for a child who is a victim of domestic violence,  
384 sexual assault, trafficking in persons or stalking, provided the employee  
385 is not the perpetrator of [the] any act of domestic violence, sexual  
386 assault, trafficking in persons or stalking committed against [the] a  
387 child; (ii) obtain services including safety planning from a domestic  
388 violence agency or rape crisis center, as those terms are defined in  
389 section 52-146k, as a result of domestic violence, sexual assault,  
390 trafficking in persons or stalking; (iii) obtain psychological counseling  
391 related to an incident or incidents of domestic violence, sexual assault,  
392 trafficking in persons or stalking, including for a child who is a victim  
393 of domestic violence, sexual assault, trafficking in persons or stalking,  
394 provided the employee is not the perpetrator of [the] any act of domestic  
395 violence, sexual assault, trafficking in persons or stalking committed  
396 against [the] a child; (iv) take other actions to increase safety from future  
397 incidents of domestic violence, sexual assault, trafficking in persons or

398 stalking, including temporary or permanent relocation; or (v) obtain  
399 legal services, assisting in the prosecution of the offense, or otherwise  
400 participate in legal proceedings in relation to the incident or incidents of  
401 domestic violence, sexual assault, trafficking in persons or stalking.

402 (B) An employee who is absent from work in accordance with the  
403 provisions of subparagraph (A) of this subdivision shall, within a  
404 reasonable time after the absence, provide a certification to the employer  
405 when requested by the employer. Such certification shall be in the form  
406 of: (i) A police report indicating that the employee or the employee's  
407 child was a victim of domestic violence, sexual assault, trafficking in  
408 persons or stalking; (ii) a court order protecting or separating the  
409 employee or employee's child from the perpetrator of an act of domestic  
410 violence, sexual assault, trafficking in persons or stalking; (iii) other  
411 evidence from the court or prosecuting attorney that the employee  
412 appeared in court; or (iv) documentation from a medical professional,  
413 including a domestic violence counselor, or sexual assault counselor, as  
414 those terms are defined in section 52-146k, or other health care provider,  
415 that the employee or the employee's child was receiving services,  
416 counseling or treatment for physical or mental injuries or abuse  
417 resulting in victimization from an act of domestic violence, sexual  
418 assault, trafficking in persons or stalking.

419 (C) Where an employee has a physical or mental disability resulting  
420 from an incident or series of incidents of domestic violence, sexual  
421 assault, trafficking in persons or stalking, such employee shall be treated  
422 in the same manner as an employee with any other disability.

423 (D) To the extent permitted by law, employers shall maintain the  
424 confidentiality of any information regarding an employee's status as a  
425 victim of domestic violence, sexual assault, trafficking in persons or  
426 stalking.

427 Sec. 7. Subsection (a) of section 46a-64 of the general statutes is  
428 repealed and the following is substituted in lieu thereof (*Effective October*  
429 *1, 2024*):

430 (a) It shall be a discriminatory practice in violation of this section: (1)  
431 To deny any person within the jurisdiction of this state full and equal  
432 accommodations in any place of public accommodation, resort or  
433 amusement because of race, creed, color, national origin, ancestry, sex,  
434 gender identity or expression, marital status, age, lawful source of  
435 income, intellectual disability, mental disability, physical disability,  
436 including, but not limited to, blindness or deafness, status as a veteran,  
437 [or] status as a victim of domestic violence, status as a victim of sexual  
438 assault, status as a victim of trafficking in persons or status as a victim  
439 of stalking, of the applicant, subject only to the conditions and  
440 limitations established by law and applicable alike to all persons; (2) to  
441 discriminate, segregate or separate on account of race, creed, color,  
442 national origin, ancestry, sex, gender identity or expression, marital  
443 status, age, lawful source of income, intellectual disability, mental  
444 disability, learning disability, physical disability, including, but not  
445 limited to, blindness or deafness, status as a veteran, [or] status as a  
446 victim of domestic violence, status as a victim of sexual assault, status  
447 as a victim of trafficking in persons or status as a victim of stalking; (3)  
448 for a place of public accommodation, resort or amusement to restrict or  
449 limit the right of a mother to breast-feed her child; (4) for a place of  
450 public accommodation, resort or amusement to fail or refuse to post a  
451 notice, in a conspicuous place, that any blind, deaf or mobility impaired  
452 person, accompanied by his guide dog wearing a harness or an orange-  
453 colored leash and collar, may enter such premises or facilities; or (5) to  
454 deny any blind, deaf or mobility impaired person or any person training  
455 a dog as a guide dog for a blind person or a dog to assist a deaf or  
456 mobility impaired person, accompanied by his guide dog or assistance  
457 dog, full and equal access to any place of public accommodation, resort  
458 or amusement. Any blind, deaf or mobility impaired person or any  
459 person training a dog as a guide dog for a blind person or a dog to assist  
460 a deaf or mobility impaired person may keep his guide dog or assistance  
461 dog with him at all times in such place of public accommodation, resort  
462 or amusement at no extra charge, provided the dog wears a harness or  
463 an orange-colored leash and collar and is in the direct custody of such  
464 person. The blind, deaf or mobility impaired person or person training

465 a dog as a guide dog for a blind person or a dog to assist a deaf or  
466 mobility impaired person shall be liable for any damage done to the  
467 premises or facilities by his dog. For purposes of this subdivision, "guide  
468 dog" or "assistance dog" includes a dog being trained as a guide dog or  
469 assistance dog and "person training a dog as a guide dog for a blind  
470 person or a dog to assist a deaf or mobility impaired person" means a  
471 person who is employed by and authorized to engage in designated  
472 training activities by a guide dog organization or assistance dog  
473 organization that complies with the criteria for membership in a  
474 professional association of guide dog or assistance dog schools and who  
475 carries photographic identification indicating such employment and  
476 authorization.

477 Sec. 8. Subdivision (1) of subsection (a) of section 46a-64c of the  
478 general statutes is repealed and the following is substituted in lieu  
479 thereof (*Effective October 1, 2024*):

480 (1) To refuse to sell or rent after the making of a bona fide offer, or to  
481 refuse to negotiate for the sale or rental of, or otherwise make  
482 unavailable or deny, a dwelling to any person because of race, creed,  
483 color, national origin, ancestry, sex, gender identity or expression,  
484 marital status, age, lawful source of income, familial status, status as a  
485 veteran, [or] status as a victim of domestic violence, status as a victim of  
486 sexual assault, status as a victim of trafficking in persons or status as a  
487 victim of stalking.

488 Sec. 9. Subsection (a) of section 46a-66 of the general statutes is  
489 repealed and the following is substituted in lieu thereof (*Effective October*  
490 *1, 2024*):

491 (a) It shall be a discriminatory practice in violation of this section for  
492 any creditor to discriminate on the basis of sex, gender identity or  
493 expression, age, race, color, religious creed, national origin, ancestry,  
494 marital status, intellectual disability, learning disability, blindness,  
495 physical disability, status as a veteran, [or] status as a victim of domestic  
496 violence, status as a victim of sexual assault, status as a victim of  
497 trafficking in persons or status as a victim of stalking against any person



498 eighteen years of age or over in any credit transaction.

499 Sec. 10. Subsection (a) of section 46a-70 of the general statutes is  
500 repealed and the following is substituted in lieu thereof (*Effective October*  
501 *1, 2024*):

502 (a) State officials and supervisory personnel shall recruit, appoint,  
503 assign, train, evaluate and promote state personnel on the basis of merit  
504 and qualifications, without regard for race, color, religious creed, sex,  
505 gender identity or expression, marital status, age, national origin,  
506 ancestry, status as a veteran, status as a victim of domestic violence,  
507 status as a victim of sexual assault, status as a victim of trafficking in  
508 persons, status as a victim of stalking, intellectual disability, mental  
509 disability, learning disability or physical disability, including, but not  
510 limited to, blindness, unless it is shown by such state officials or  
511 supervisory personnel that such disability prevents performance of the  
512 work involved.

513 Sec. 11. Subsection (a) of section 46a-71 of the general statutes is  
514 repealed and the following is substituted in lieu thereof (*Effective October*  
515 *1, 2024*):

516 (a) All services of every state agency shall be performed without  
517 discrimination based upon race, color, religious creed, sex, gender  
518 identity or expression, marital status, age, national origin, ancestry,  
519 intellectual disability, mental disability, learning disability, physical  
520 disability, including, but not limited to, blindness, status as a veteran,  
521 [or] status as a victim of domestic violence, status as a victim of sexual  
522 assault, status as a victim of trafficking in persons or status as a victim  
523 of stalking.

524 Sec. 12. Subsection (b) of section 46a-72 of the general statutes is  
525 repealed and the following is substituted in lieu thereof (*Effective October*  
526 *1, 2024*):

527 (b) Any job request indicating an intention to exclude any person  
528 because of race, color, religious creed, sex, gender identity or expression,

529 marital status, age, national origin, ancestry, status as a veteran, status  
530 as a victim of domestic violence, status as a victim of sexual assault,  
531 status as a victim of trafficking in persons, status as a victim of stalking,  
532 intellectual disability, mental disability, learning disability or physical  
533 disability, including, but not limited to, blindness, shall be rejected,  
534 unless it is shown by such public or private employers that such  
535 disability prevents performance of the work involved.

536 Sec. 13. Subsection (a) of section 46a-73 of the general statutes is  
537 repealed and the following is substituted in lieu thereof (*Effective October*  
538 *1, 2024*):

539 (a) No state department, board or agency may grant, deny or revoke  
540 the license or charter of any person on the grounds of race, color,  
541 religious creed, sex, gender identity or expression, marital status, age,  
542 national origin, ancestry, status as a veteran, status as a victim of  
543 domestic violence, status as a victim of sexual assault, status as a victim  
544 of trafficking in persons, status as a victim of stalking, intellectual  
545 disability, mental disability, learning disability or physical disability,  
546 including, but not limited to, blindness, unless it is shown by such state  
547 department, board or agency that such disability prevents performance  
548 of the work involved.

549 Sec. 14. Subsection (a) of section 46a-75 of the general statutes is  
550 repealed and the following is substituted in lieu thereof (*Effective October*  
551 *1, 2024*):

552 (a) All educational, counseling, and vocational guidance programs  
553 and all apprenticeship and on-the-job training programs of state  
554 agencies, or in which state agencies participate, shall be open to all  
555 qualified persons, without regard to race, color, religious creed, sex,  
556 gender identity or expression, marital status, age, national origin,  
557 ancestry, intellectual disability, mental disability, learning disability,  
558 physical disability, including, but not limited to, blindness, status as a  
559 veteran, [or] status as a victim of domestic violence, status as a victim of  
560 sexual assault, status as a victim of trafficking in persons or status as a  
561 victim of stalking.

562 Sec. 15. Subsection (a) of section 46a-76 of the general statutes is  
563 repealed and the following is substituted in lieu thereof (*Effective October*  
564 *1, 2024*):

565 (a) Race, color, religious creed, sex, gender identity or expression,  
566 marital status, age, national origin, ancestry, intellectual disability,  
567 mental disability, learning disability, physical disability, including, but  
568 not limited to, blindness, status as a veteran, [or] status as a victim of  
569 domestic violence, status as a victim of sexual assault, status as a victim  
570 of trafficking in persons or status as a victim of stalking, shall not be  
571 considered as limiting factors in state-administered programs involving  
572 the distribution of funds to qualify applicants for benefits authorized by  
573 law.

574 Sec. 16. Subsection (a) of section 4a-60 of the general statutes is  
575 repealed and the following is substituted in lieu thereof (*Effective October*  
576 *1, 2024*):

577 (a) Except as provided in section 10a-151i, every contract to which an  
578 awarding agency is a party, every quasi-public agency project contract  
579 and every municipal public works contract shall contain the following  
580 provisions:

581 (1) The contractor agrees and warrants that in the performance of the  
582 contract such contractor will not discriminate or permit discrimination  
583 against any person or group of persons on the grounds of race, color,  
584 religious creed, age, marital status, national origin, ancestry, sex, gender  
585 identity or expression, status as a veteran, status as a victim of domestic  
586 violence, status as a victim of sexual assault, status as a victim of  
587 trafficking in persons or status as a victim of stalking, intellectual  
588 disability, mental disability or physical disability, including, but not  
589 limited to, blindness, unless it is shown by such contractor that such  
590 disability prevents performance of the work involved, in any manner  
591 prohibited by the laws of the United States or of the state of Connecticut;  
592 and the contractor further agrees to take affirmative action to ensure that  
593 applicants with job-related qualifications are employed and that  
594 employees are treated when employed without regard to their race,

595 color, religious creed, age, marital status, national origin, ancestry, sex,  
596 gender identity or expression, status as a veteran, status as a victim of  
597 domestic violence, status as a victim of sexual assault, status as a victim  
598 of trafficking in persons or status as a victim of stalking, intellectual  
599 disability, mental disability or physical disability, including, but not  
600 limited to, blindness, unless it is shown by such contractor that such  
601 disability prevents performance of the work involved;

602 (2) The contractor agrees, in all solicitations or advertisements for  
603 employees placed by or on behalf of the contractor, to state that it is an  
604 "affirmative action-equal opportunity employer" in accordance with  
605 regulations adopted by the Commission on Human Rights and  
606 Opportunities;

607 (3) The contractor agrees to provide each labor union or  
608 representative of workers with which such contractor has a collective  
609 bargaining agreement or other contract or understanding and each  
610 vendor with which such contractor has a contract or understanding, a  
611 notice to be provided by the Commission on Human Rights and  
612 Opportunities advising the labor union or workers' representative of the  
613 contractor's commitments under this section, and to post copies of the  
614 notice in conspicuous places available to employees and applicants for  
615 employment;

616 (4) The contractor agrees to comply with each provision of this  
617 section and sections 46a-68e and 46a-68f and with each regulation or  
618 relevant order issued by said commission pursuant to sections 46a-56,  
619 as amended by this act, 46a-68e, 46a-68f and 46a-86; and

620 (5) The contractor agrees to provide the Commission on Human  
621 Rights and Opportunities with such information requested by the  
622 commission, and permit access to pertinent books, records and  
623 accounts, concerning the employment practices and procedures of the  
624 contractor as relate to the provisions of this section and section 46a-56,  
625 as amended by this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2024	46a-51
Sec. 2	October 1, 2024	46a-54(19) and (20)
Sec. 3	October 1, 2024	46a-56(a)(9) and (10)
Sec. 4	October 1, 2024	46a-58
Sec. 5	October 1, 2024	46a-59
Sec. 6	October 1, 2024	46a-60(b)
Sec. 7	October 1, 2024	46a-64(a)
Sec. 8	October 1, 2024	46a-64c(a)(1)
Sec. 9	October 1, 2024	46a-66(a)
Sec. 10	October 1, 2024	46a-70(a)
Sec. 11	October 1, 2024	46a-71(a)
Sec. 12	October 1, 2024	46a-72(b)
Sec. 13	October 1, 2024	46a-73(a)
Sec. 14	October 1, 2024	46a-75(a)
Sec. 15	October 1, 2024	46a-76(a)
Sec. 16	October 1, 2024	4a-60(a)

**Statement of Legislative Commissioners:**

In Section 1(27), references to "53a-70b", "53a-72" and "53a-73" were changed to "53a-70b, revision of 1958, revised to January 1, 2019", "53a-72, revision of 1958, revised to January 1, 1975" and "53a-73, revision of 1958, revised to the 1969 supplement of the general statutes" for accuracy.

**JUD**      *Joint Favorable Subst.*

---

*The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*

---

### **OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

### **Explanation**

The bill extends discrimination protection to someone's status as a victim of sexual assault, trafficking in persons, or stalking and does not result in a fiscal impact to the state or municipalities. While this applies to areas under the jurisdiction of the Commission on Human Rights and Opportunities (CHRO), this change is not anticipated to result in a material change to the CHRO caseload and CHRO will be able to process additional complaints with current staff.

### **The Out Years**

**State Impact:** None

**Municipal Impact:** None

**OLR Bill Analysis****sHB 5414****AN ACT CONCERNING ADDITIONAL LEGAL PROTECTIONS UNDER THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES STATUTES FOR VICTIMS OF SEXUAL ASSAULT, TRAFFICKING IN PERSONS AND STALKING.****SUMMARY**

This bill prohibits various forms of discrimination based on someone's status as a victim of sexual assault, trafficking in persons, or stalking. This applies to employment, public accommodations, housing, credit, state services, certain public contracts, and other areas under the jurisdiction of the Commission on Human Rights and Opportunities (CHRO). In doing so, the bill allows individuals aggrieved by these violations, or CHRO itself, to file a complaint with CHRO alleging discrimination.

The bill adds sexual assault, trafficking in persons, and stalking to existing laws under which CHRO may require (1) state agencies, within available appropriations, to provide training and education to employees on domestic violence and the resources available to victims and (2) employers with three or more employees to post similar information in an accessible workplace location.

It also prohibits discrimination in certain public contracts based on someone's status as a victim of domestic violence. (Existing law already prohibits discrimination based on this status in the other contexts covered by this bill.)

The bill also makes technical and conforming changes.

EFFECTIVE DATE: October 1, 2024

**§§ 1 & 4-16 — PROTECTED CLASSES UNDER ANTI-DISCRIMINATION LAWS**

The bill prohibits various forms of discrimination based on

someone's status as a victim of sexual assault, trafficking in persons, or stalking. This specifically applies to someone who was a victim of any of the following under the state's penal code:

1. 1st, 2nd, 3rd, or 4th degree sexual assault;
2. aggravated 1st degree sexual assault;
3. aggravated sexual assault of a minor;
4. 3rd degree sexual assault with a firearm;
5. trafficking in persons;
6. 1st, 2nd, or 3rd degree stalking; or
7. electronic stalking.

The bill also applies to people who were victims of certain sexual assault crimes that have since been repealed; specifically, sexual assault in a spousal or cohabiting relationship or 1st or 2nd degree rape. (These crimes were repealed in 2019, 1975, and 1971, respectively, and generally folded into the other sexual assault crimes listed above.)

The bill's anti-discrimination provisions for all of these victims mirror the existing law regarding victims of domestic violence (except for one provision noted below that adds protections for domestic violence victims as well as these other victims).

***General Anti-Discriminatory Provision and Deprivation of Rights  
(§ 4)***

Under existing law, it is a discriminatory practice to deprive someone of any rights, privileges, or immunities secured or protected by Connecticut or federal laws or constitutions, or cause such a deprivation, because of religion, national origin, alienage, color, race, sex, gender identity or expression, sexual orientation, blindness, mental or physical disability, age, veteran status, or status as a domestic violence victim. The bill adds status as a sexual assault, trafficking in persons, or stalking victim to this list, thus authorizing CHRO to investigate claims of discrimination based on this status.



Under existing law, this provision specifically prohibits placing a noose or simulation of one on public property, or on private property without the owner's written consent, with the intent to harass someone because of any protected class listed above. The bill adds sexual assault, trafficking in persons, or stalking victims to the list of protected classes.

By law, a violation of these provisions is generally a class A misdemeanor, punishable by up to 364 days in prison, a fine of up to \$2,000, or both. If the violation results in more than \$1,000 in property damage, then it is a class D felony, punishable by up to five years in prison, a fine of up to \$5,000, or both. In either case, there is a minimum \$1,000 fine unless the court states on the record its reasons for reducing it.

### ***Employment Discrimination (§ 6)***

The bill generally prohibits an employer or its agent from (1) refusing to hire or employ someone; (2) barring or discharging someone from employment; or (3) discriminating against someone in pay or in employment terms, conditions, or privileges because the person is a sexual assault, trafficking, or stalking victim. The prohibition does not apply if there is a bona fide occupational qualification or need.

The bill also prohibits the following kinds of employment discrimination based on sexual assault, trafficking, or stalking victim status:

1. employers refusing to provide a reasonable leave of absence to an employee whom the employer knows is a victim (see below);
2. employment agencies failing or refusing to classify properly or refer for employment or otherwise discriminating against someone except in the case of a bona fide occupational qualification or need;
3. labor organizations excluding someone from full membership rights, expelling a member, or discriminating in any way against a member, employer, or employee unless the action is due to a bona fide occupational qualification;

4. employers, employment agencies, labor organizations, or anyone else advertising employment opportunities in a way that restricts employment and therefore discriminates except when involving a bona fide occupational qualification or need; or
5. any person aiding, abetting, inciting, compelling, or coercing someone to commit a discriminatory employment practice or attempting to do so.

**Retaliation.** The bill additionally prohibits retaliation against an employee for taking action to address this discrimination. It prohibits employers, employment agencies, labor organizations, or anyone else from firing, expelling, or otherwise discriminating against someone because he or she opposed a discriminatory employment practice, brought a complaint, or testified or assisted someone else in a complaint proceeding.

**Applicability.** These provisions apply to private, state, or municipal employers with at least one employee, and all employees except those employed by their parents, spouse, or children.

**Reasonable Leave of Absence.** Under the bill, it is a discriminatory practice for an employer or the employer's agent to deny an employee a reasonable leave of absence to do the following:

1. seek attention for injuries caused by sexual assault, trafficking, or stalking, or obtain psychological counseling related to these crimes, including for a child who is a victim, so long as the employee did not commit the offense against the child;
2. obtain services, including safety planning, from a domestic violence agency or rape crisis center due to the sexual assault, trafficking, or stalking;
3. take other actions to increase safety from future incidents, including temporary or permanent relocation; or
4. obtain legal services, assist in the offense's prosecution, or otherwise participate in related legal proceedings.

The bill requires an employee who misses work under these circumstances to provide a certification to the employer, upon request, within a reasonable time after the absence. The certification must be one of the following:

1. a police report indicating that the employee or the employee's child was a sexual assault, trafficking, or stalking victim;
2. a court order protecting or separating the employee or employee's child from the perpetrator;
3. other evidence from the court or prosecutor that the employee appeared in court; or
4. documentation from a medical professional, domestic violence or sexual assault counselor, or other health care provider, that the employee or employee's child was receiving services, counseling, or treatment for physical or mental injuries or abuse caused by sexual assault, trafficking, or stalking.

Under the bill, if an employee has a physical or mental disability resulting from the criminal incident, they must be treated the same as employees with other disabilities.

The bill also requires employers, to the extent allowed by law, to keep confidential any information about an employee's status as a victim.

### ***Public Accommodations (§ 7)***

The bill prohibits anyone from denying someone, based on his or her status as a sexual assault, trafficking, or stalking victim, full and equal accommodations in any place of public accommodation (i.e., one that caters to or offers its services, facilities, or goods to the general public), subject to lawful conditions and limitations that apply alike to everyone. It further prohibits discriminating, segregating, or separating people based on their victim status. A violation is a class D misdemeanor, punishable by up to 30 days in prison, a fine of up to \$250, or both.

### ***Housing (§ 8)***

The bill prohibits anyone from refusing to sell or rent after a person

makes a bona fide offer; refusing to negotiate for the sale or rental of a dwelling; or otherwise denying or making a dwelling unavailable to someone based on their status as a sexual assault, trafficking, or stalking victim. A violation is a class D misdemeanor.

This prohibition does not apply to the rental of (1) a room in an owner-occupied single family home or (2) part of an owner-occupied two-family home.

### ***Credit (§ 9)***

The bill prohibits a creditor from discriminating against an adult in a credit transaction based on the person's status as a sexual assault, trafficking, or stalking victim.

### ***Other Areas Subject to CHRO's Jurisdiction (§§ 5 & 10-16)***

The bill prohibits discrimination based on a person's status as a sexual assault, trafficking, or stalking victim in other laws over which CHRO has jurisdiction. Specifically, the bill does the following:

1. prohibits any professional or trade association, board, or other similar organization whose profession, trade, or occupation requires a state license, from denying someone membership because of the person's status as a sexual assault, trafficking, or stalking victim (violators are subject to a \$100 to \$500 fine) (§ 5);
2. requires state officials and supervisory personnel to recruit, appoint (i.e., hire), assign, train, evaluate, and promote state personnel based on merit and qualifications, without regard for their status as victim of these crimes (§ 10);
3. requires state agencies to deliver services without discrimination based on a person's victim status (§ 11);
4. requires any state agency that provides employment referrals or placement services to public or private employers to reject any job request that indicates an intention to exclude anyone based on his or her victim status (§ 12);
5. prohibits state departments, boards, or agencies from granting,

denying, or revoking a person's license or charter on the grounds that he or she is a victim (§ 13);

6. requires all educational, counseling, and vocational guidance programs and all apprenticeship and on-the-job training programs of state agencies, or in which they participate, to be open to all qualified people, without regard for their victim status (§ 14); and
7. prohibits (a) a person's victim status from being a limiting factor in state-administered programs that distribute funds to qualified applicants for benefits authorized by law, and (b) the state from giving financial assistance to public agencies, private institutions, or other organizations that discriminate on this basis (§ 15).

The bill also generally requires state agency, municipal public works, and quasi-public agency project contracts to require the contractors to (1) agree that, in performing the contracts, they will not unlawfully discriminate or permit discrimination on the grounds of someone's status as a domestic violence, sexual assault, trafficking, or stalking victim and (2) agree to take affirmative action to ensure that applicants with job-related qualifications are employed and that employees are treated without regard to their victim status. This law is also under CHRO's jurisdiction.

## **§§ 2 & 3 — TRAINING AND INFORMATION FOR EMPLOYEES**

### ***State Agencies***

Existing law authorizes CHRO to require that all state agencies provide at least one hour of training and education on domestic violence and the resources available to victims. The bill expands this training to include sexual assault, trafficking, and stalking, and makes conforming changes. For employees hired before January 1, 2025, the expanded training must be given by July 1, 2025. Employees hired on or after January 1, 2025, must be given the training within six months after their date of hire.

Under the bill, as under existing law, this training and education must be provided within available appropriations using CHRO's

training and education materials.

Existing law requires CHRO, in conjunction with domestic violence victim advocacy organizations, to develop the following:

1. a link with information on domestic violence and available resources for victims and include it on the commission’s website and
2. an online training and education video or other interactive method of training and education that meets the requirements above and make them available to each state agency at no cost.

The bill requires CHRO to develop these resources in conjunction with sexual assault, trafficking, and stalking victim advocacy organizations as well, and expands the scope of the resources to include those crimes.

**Employers**

Existing law allows CHRO to require employers to post, in a prominent and accessible location, information on domestic violence and the resources available to victims in Connecticut. The bill expands this to include information on sexual assault, trafficking, and stalking. As under existing law, this provision applies to employers with at least three employees.

**BACKGROUND**

**Related Bill**

sHB 5419 (File 455), reported favorably by the Judiciary Committee, extends to the attorney general existing authority to petition the court for relief that is available to CHRO in cases involving violations of housing and public accommodation anti-discrimination laws.

**COMMITTEE ACTION**

Judiciary Committee

Joint Favorable Substitute  
Yea 27 Nay 8 (03/28/2024)