



General Assembly

February Session, 2024

***Raised Bill No. 5414***

LCO No. 2588



Referred to Committee on JUDICIARY

Introduced by:  
(JUD)

***AN ACT CONCERNING LEGAL PROTECTIONS FOR VICTIMS OF  
SEXUAL ASSAULT.***

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2 statutes is repealed and the following is substituted in lieu thereof  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, 4a-  
22 60a, 4a-60g, 31-40y, subsection (b), (d), (e) or (f) of section 31-51i,  
23 subparagraph (C) of subdivision (15) of section 46a-54, subdivisions (16)  
24 and (17) of section 46a-54, section 46a-58, as amended by this act, 46a-  
25 59, as amended by this act, 46a-60, as amended by this act, 46a-64, as  
26 amended by this act, 46a-64c, as amended by this act, 46a-66, as  
27 amended by this act, 46a-68, 46a-68c to 46a-68f, inclusive, or 46a-70 to  
28 46a-78, inclusive, as amended by this act, subsection (a) of section 46a-  
29 80 or sections 46a-81b to 46a-81o, inclusive, and sections 46a-80b to 46a-  
30 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; and

103        (27) "Victim of sexual assault" means a victim of sexual assault under  
104 section 53a-70, 53a-70a, 53a-70b, 53a-70c, 53a-71, 53a-72, 53a-72a, 53a-  
105 72b, 53a-73 or 53a-73a.

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107 statutes are repealed and the following is substituted in lieu thereof  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

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

125        (20) To require an employer having three or more employees to post  
126 in a prominent and accessible location information concerning domestic  
127 violence and sexual assault and the resources available to victims of  
128 domestic violence and sexual assault in Connecticut.

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

132        (9) Develop, in conjunction with organizations that advocate on  
133 behalf of victims of domestic violence and sexual assault, and include  
134 on the commission's Internet web site a link concerning domestic

135 violence and sexual assault and the resources available to victims of  
136 domestic violence and sexual assault; and

137 (10) Develop, in conjunction with organizations that advocate on  
138 behalf of victims of domestic violence and sexual assault, and make  
139 available at no cost to each state agency an online training and education  
140 video or other interactive method of training and education that fulfills  
141 the requirements prescribed in subdivision (19) of section 46a-54, as  
142 amended by this act.

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

146 (a) It shall be a discriminatory practice in violation of this section for  
147 any person to subject, or cause to be subjected, any other person to the  
148 deprivation of any rights, privileges or immunities, secured or protected  
149 by the Constitution or laws of this state or of the United States, on  
150 account of religion, national origin, alienage, color, race, sex, gender  
151 identity or expression, sexual orientation, blindness, mental disability,  
152 physical disability, age, status as a veteran, [or] status as a victim of  
153 domestic violence or status as a victim of sexual assault.

154 (b) Any person who intentionally desecrates any public property,  
155 monument or structure, or any religious object, symbol or house of  
156 religious worship, or any cemetery, or any private structure not owned  
157 by such person, shall be in violation of subsection (a) of this section. For  
158 the purposes of this subsection, "desecrate" means to mar, deface or  
159 damage as a demonstration of irreverence or contempt.

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

165 (d) Any person who places a noose or a simulation thereof on any

166 public property, or on any private property without the written consent  
167 of the owner, and with intent to intimidate or harass any other person  
168 on account of religion, national origin, alienage, color, race, sex, gender  
169 identity or expression, sexual orientation, blindness, mental disability,  
170 physical disability, age, status as a veteran, [or] status as a victim of  
171 domestic violence or status as a victim of sexual assault, shall be in  
172 violation of subsection (a) of this section.

173 (e) (1) Except as provided in subdivision (2) of this subsection, any  
174 person who violates any provision of this section shall be guilty of a  
175 class A misdemeanor and shall be fined not less than one thousand  
176 dollars, except that if property is damaged as a consequence of such  
177 violation in an amount in excess of one thousand dollars, such person  
178 shall be guilty of a class D felony and shall be fined not less than one  
179 thousand dollars.

180 (2) Any person who violates the provisions of this section by  
181 intentionally desecrating a house of religious worship (A) shall be guilty  
182 of a class D felony and shall be fined not less than one thousand dollars  
183 if property is damaged as a consequence of such violation in an amount  
184 up to and including ten thousand dollars, and (B) shall be guilty of a  
185 class C felony and shall be fined not less than three thousand dollars if  
186 the property damaged as a consequence of such violation is in an  
187 amount in excess of ten thousand dollars.

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

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

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

195 (a) It shall be a discriminatory practice in violation of this section for  
196 any association, board or other organization the principal purpose of

197 which is the furtherance of the professional or occupational interests of  
198 its members, whose profession, trade or occupation requires a state  
199 license, to refuse to accept a person as a member of such association,  
200 board or organization because of his race, national origin, creed, sex,  
201 gender identity or expression, color, status as a veteran, [or] status as a  
202 victim of domestic violence or status as a victim of sexual assault.

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

206 Sec. 6. Subsection (b) of section 46a-60 of the general statutes is  
207 repealed and the following is substituted in lieu thereof (*Effective October*  
208 *1, 2024*):

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

210 (1) For an employer, by the employer or the employer's agent, except  
211 in the case of a bona fide occupational qualification or need, to refuse to  
212 hire or employ or to bar or to discharge from employment any  
213 individual or to discriminate against any individual in compensation or  
214 in terms, conditions or privileges of employment because of the  
215 individual's race, color, religious creed, age, sex, gender identity or  
216 expression, marital status, national origin, ancestry, present or past  
217 history of mental disability, intellectual disability, learning disability,  
218 physical disability, including, but not limited to, blindness, status as a  
219 veteran, [or] status as a victim of domestic violence or status as a victim  
220 of sexual assault;

221 (2) For any employment agency, except in the case of a bona fide  
222 occupational qualification or need, to fail or refuse to classify properly  
223 or refer for employment or otherwise to discriminate against any  
224 individual because of such individual's race, color, religious creed, age,  
225 sex, gender identity or expression, marital status, national origin,  
226 ancestry, present or past history of mental disability, intellectual  
227 disability, learning disability, physical disability, including, but not  
228 limited to, blindness, status as a veteran, [or] status as a victim of



229 domestic violence or status as a victim of sexual assault;

230 (3) For a labor organization, because of the race, color, religious creed,  
231 age, sex, gender identity or expression, marital status, national origin,  
232 ancestry, present or past history of mental disability, intellectual  
233 disability, learning disability, physical disability, including, but not  
234 limited to, blindness, status as a veteran, [or] status as a victim of  
235 domestic violence or status as a victim of sexual assault of any  
236 individual to exclude from full membership rights or to expel from its  
237 membership such individual or to discriminate in any way against any  
238 of its members or against any employer or any individual employed by  
239 an employer, unless such action is based on a bona fide occupational  
240 qualification;

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

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

249 (6) For any person, employer, employment agency or labor  
250 organization, except in the case of a bona fide occupational qualification  
251 or need, to advertise employment opportunities in such a manner as to  
252 restrict such employment so as to discriminate against individuals  
253 because of their race, color, religious creed, age, sex, gender identity or  
254 expression, marital status, national origin, ancestry, present or past  
255 history of mental disability, intellectual disability, learning disability,  
256 physical disability, including, but not limited to, blindness, status as a  
257 veteran, [or] status as a victim of domestic violence or status as a victim  
258 of sexual assault;

259 (7) For an employer, by the employer or the employer's agent: (A) To  
260 terminate a woman's employment because of her pregnancy; (B) to

261 refuse to grant to that employee a reasonable leave of absence for  
262 disability resulting from her pregnancy; (C) to deny to that employee,  
263 who is disabled as a result of pregnancy, any compensation to which  
264 she is entitled as a result of the accumulation of disability or leave  
265 benefits accrued pursuant to plans maintained by the employer; (D) to  
266 fail or refuse to reinstate the employee to her original job or to an  
267 equivalent position with equivalent pay and accumulated seniority,  
268 retirement, fringe benefits and other service credits upon her signifying  
269 her intent to return unless, in the case of a private employer, the  
270 employer's circumstances have so changed as to make it impossible or  
271 unreasonable to do so; (E) to limit, segregate or classify the employee in  
272 a way that would deprive her of employment opportunities due to her  
273 pregnancy; (F) to discriminate against an employee or person seeking  
274 employment on the basis of her pregnancy in the terms or conditions of  
275 her employment; (G) to fail or refuse to make a reasonable  
276 accommodation for an employee or person seeking employment due to  
277 her pregnancy, unless the employer can demonstrate that such  
278 accommodation would impose an undue hardship on such employer;  
279 (H) to deny employment opportunities to an employee or person  
280 seeking employment if such denial is due to the employee's request for  
281 a reasonable accommodation due to her pregnancy; (I) to force an  
282 employee or person seeking employment affected by pregnancy to  
283 accept a reasonable accommodation if such employee or person seeking  
284 employment (i) does not have a known limitation related to her  
285 pregnancy, or (ii) does not require a reasonable accommodation to  
286 perform the essential duties related to her employment; (J) to require an  
287 employee to take a leave of absence if a reasonable accommodation can  
288 be provided in lieu of such leave; and (K) to retaliate against an  
289 employee in the terms, conditions or privileges of her employment  
290 based upon such employee's request for a reasonable accommodation;

291 (8) For an employer, by the employer or the employer's agent, for an  
292 employment agency, by itself or its agent, or for any labor organization,  
293 by itself or its agent, to harass any employee, person seeking  
294 employment or member on the basis of sex or gender identity or

295 expression. If an employer takes immediate corrective action in  
296 response to an employee's claim of sexual harassment, such corrective  
297 action shall not modify the conditions of employment of the employee  
298 making the claim of sexual harassment unless such employee agrees, in  
299 writing, to any modification in the conditions of employment.  
300 "Corrective action" taken by an employer, includes, but is not limited to,  
301 employee relocation, assigning an employee to a different work  
302 schedule or other substantive changes to an employee's terms and  
303 conditions of employment. Notwithstanding an employer's failure to  
304 obtain a written agreement from an employee concerning a modification  
305 in the conditions of employment, the commission may find that  
306 corrective action taken by an employer was reasonable and not of  
307 detriment to the complainant based on the evidence presented to the  
308 commission by the complainant and respondent. As used in this  
309 subdivision, "sexual harassment" means any unwelcome sexual  
310 advances or requests for sexual favors or any conduct of a sexual nature  
311 when (A) submission to such conduct is made either explicitly or  
312 implicitly a term or condition of an individual's employment, (B)  
313 submission to or rejection of such conduct by an individual is used as  
314 the basis for employment decisions affecting such individual, or (C)  
315 such conduct has the purpose or effect of substantially interfering with  
316 an individual's work performance or creating an intimidating, hostile or  
317 offensive working environment;

318 (9) For an employer, by the employer or the employer's agent, for an  
319 employment agency, by itself or its agent, or for any labor organization,  
320 by itself or its agent, to request or require information from an  
321 employee, person seeking employment or member relating to the  
322 individual's child-bearing age or plans, pregnancy, function of the  
323 individual's reproductive system, use of birth control methods, or the  
324 individual's familial responsibilities, unless such information is directly  
325 related to a bona fide occupational qualification or need, provided an  
326 employer, through a physician may request from an employee any such  
327 information which is directly related to workplace exposure to  
328 substances which may cause birth defects or constitute a hazard to an

329 individual's reproductive system or to a fetus if the employer first  
330 informs the employee of the hazards involved in exposure to such  
331 substances;

332 (10) For an employer, by the employer or the employer's agent, after  
333 informing an employee, pursuant to subdivision (9) of this subsection,  
334 of a workplace exposure to substances which may cause birth defects or  
335 constitute a hazard to an employee's reproductive system or to a fetus,  
336 to fail or refuse, upon the employee's request, to take reasonable  
337 measures to protect the employee from the exposure or hazard  
338 identified, or to fail or refuse to inform the employee that the measures  
339 taken may be the subject of a complaint filed under the provisions of  
340 this chapter. Nothing in this subdivision is intended to prohibit an  
341 employer from taking reasonable measures to protect an employee from  
342 exposure to such substances. For the purpose of this subdivision,  
343 "reasonable measures" are those measures which are consistent with  
344 business necessity and are least disruptive of the terms and conditions  
345 of the employee's employment;

346 (11) For an employer, by the employer or the employer's agent, for an  
347 employment agency, by itself or its agent, or for any labor organization,  
348 by itself or its agent: (A) To request or require genetic information from  
349 an employee, person seeking employment or member, or (B) to  
350 discharge, expel or otherwise discriminate against any person on the  
351 basis of genetic information. For the purpose of this subdivision,  
352 "genetic information" means the information about genes, gene  
353 products or inherited characteristics that may derive from an individual  
354 or a family member;

355 (12) For an employer, by the employer or the employer's agent, to  
356 request or require a prospective employee's age, date of birth, dates of  
357 attendance at or date of graduation from an educational institution on  
358 an initial employment application, provided the provisions of this  
359 subdivision shall not apply to any employer requesting or requiring  
360 such information (A) based on a bona fide occupational qualification or  
361 need, or (B) when such information is required to comply with any

362 provision of state or federal law; and

363 (13) (A) For an employer or the employer's agent to deny an employee  
364 a reasonable leave of absence in order to: (i) Seek attention for injuries  
365 caused by domestic violence or sexual assault including for a child who  
366 is a victim of domestic violence or sexual assault, provided the  
367 employee is not the perpetrator of the domestic violence or sexual  
368 assault against the child; (ii) obtain services including safety planning  
369 from a domestic violence agency or rape crisis center, as those terms are  
370 defined in section 52-146k, as a result of domestic violence, or sexual  
371 assault; (iii) obtain psychological counseling related to an incident or  
372 incidents of domestic violence or sexual assault, including for a child  
373 who is a victim of domestic violence or sexual assault, provided the  
374 employee is not the perpetrator of the domestic violence or sexual  
375 assault against the child; (iv) take other actions to increase safety from  
376 future incidents of domestic violence or sexual assault, including  
377 temporary or permanent relocation; or (v) obtain legal services, assisting  
378 in the prosecution of the offense, or otherwise participate in legal  
379 proceedings in relation to the incident or incidents of domestic violence  
380 or sexual assault.

381 (B) An employee who is absent from work in accordance with the  
382 provisions of subparagraph (A) of this subdivision shall, within a  
383 reasonable time after the absence, provide a certification to the employer  
384 when requested by the employer. Such certification shall be in the form  
385 of: (i) A police report indicating that the employee or the employee's  
386 child was a victim of domestic violence or sexual assault; (ii) a court  
387 order protecting or separating the employee or employee's child from  
388 the perpetrator of an act of domestic violence or sexual assault; (iii) other  
389 evidence from the court or prosecuting attorney that the employee  
390 appeared in court; or (iv) documentation from a medical professional,  
391 domestic violence or sexual assault counselor, as defined in section 52-  
392 146k, or other health care provider, that the employee or the employee's  
393 child was receiving services, counseling or treatment for physical or  
394 mental injuries or abuse resulting in victimization from an act of  
395 domestic violence or sexual assault.

396 (C) Where an employee has a physical or mental disability resulting  
397 from an incident or series of incidents of domestic violence or sexual  
398 assault, such employee shall be treated in the same manner as an  
399 employee with any other disability.

400 (D) To the extent permitted by law, employers shall maintain the  
401 confidentiality of any information regarding an employee's status as a  
402 victim of domestic violence or sexual assault.

403 Sec. 7. Subsection (a) of section 46a-64 of the general statutes is  
404 repealed and the following is substituted in lieu thereof (*Effective October*  
405 *1, 2024*):

406 (a) It shall be a discriminatory practice in violation of this section: (1)  
407 To deny any person within the jurisdiction of this state full and equal  
408 accommodations in any place of public accommodation, resort or  
409 amusement because of race, creed, color, national origin, ancestry, sex,  
410 gender identity or expression, marital status, age, lawful source of  
411 income, intellectual disability, mental disability, physical disability,  
412 including, but not limited to, blindness or deafness, status as a veteran,  
413 [or] status as a victim of domestic violence or status as a victim of sexual  
414 assault, of the applicant, subject only to the conditions and limitations  
415 established by law and applicable alike to all persons; (2) to  
416 discriminate, segregate or separate on account of race, creed, color,  
417 national origin, ancestry, sex, gender identity or expression, marital  
418 status, age, lawful source of income, intellectual disability, mental  
419 disability, learning disability, physical disability, including, but not  
420 limited to, blindness or deafness, status as a veteran, [or] status as a  
421 victim of domestic violence or status as a victim of sexual assault; (3) for  
422 a place of public accommodation, resort or amusement to restrict or  
423 limit the right of a mother to breast-feed her child; (4) for a place of  
424 public accommodation, resort or amusement to fail or refuse to post a  
425 notice, in a conspicuous place, that any blind, deaf or mobility impaired  
426 person, accompanied by his guide dog wearing a harness or an orange-  
427 colored leash and collar, may enter such premises or facilities; or (5) to  
428 deny any blind, deaf or mobility impaired person or any person training

429 a dog as a guide dog for a blind person or a dog to assist a deaf or  
430 mobility impaired person, accompanied by his guide dog or assistance  
431 dog, full and equal access to any place of public accommodation, resort  
432 or amusement. Any blind, deaf or mobility impaired person or any  
433 person training a dog as a guide dog for a blind person or a dog to assist  
434 a deaf or mobility impaired person may keep his guide dog or assistance  
435 dog with him at all times in such place of public accommodation, resort  
436 or amusement at no extra charge, provided the dog wears a harness or  
437 an orange-colored leash and collar and is in the direct custody of such  
438 person. The blind, deaf or mobility impaired person or person training  
439 a dog as a guide dog for a blind person or a dog to assist a deaf or  
440 mobility impaired person shall be liable for any damage done to the  
441 premises or facilities by his dog. For purposes of this subdivision, "guide  
442 dog" or "assistance dog" includes a dog being trained as a guide dog or  
443 assistance dog and "person training a dog as a guide dog for a blind  
444 person or a dog to assist a deaf or mobility impaired person" means a  
445 person who is employed by and authorized to engage in designated  
446 training activities by a guide dog organization or assistance dog  
447 organization that complies with the criteria for membership in a  
448 professional association of guide dog or assistance dog schools and who  
449 carries photographic identification indicating such employment and  
450 authorization.

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

454 (1) To refuse to sell or rent after the making of a bona fide offer, or to  
455 refuse to negotiate for the sale or rental of, or otherwise make  
456 unavailable or deny, a dwelling to any person because of race, creed,  
457 color, national origin, ancestry, sex, gender identity or expression,  
458 marital status, age, lawful source of income, familial status, status as a  
459 veteran, [or] status as a victim of domestic violence or status as a victim  
460 of sexual assault.

461 Sec. 9. Subsection (a) of section 46a-66 of the general statutes is

462 repealed and the following is substituted in lieu thereof (*Effective October*  
463 *1, 2024*):

464 (a) It shall be a discriminatory practice in violation of this section for  
465 any creditor to discriminate on the basis of sex, gender identity or  
466 expression, age, race, color, religious creed, national origin, ancestry,  
467 marital status, intellectual disability, learning disability, blindness,  
468 physical disability, status as a veteran, [or] status as a victim of domestic  
469 violence or status as a victim of sexual assault against any person  
470 eighteen years of age or over in any credit transaction.

471 Sec. 10. Subsection (a) of section 46a-70 of the general statutes is  
472 repealed and the following is substituted in lieu thereof (*Effective October*  
473 *1, 2024*):

474 (a) State officials and supervisory personnel shall recruit, appoint,  
475 assign, train, evaluate and promote state personnel on the basis of merit  
476 and qualifications, without regard for race, color, religious creed, sex,  
477 gender identity or expression, marital status, age, national origin,  
478 ancestry, status as a veteran, status as a victim of domestic violence,  
479 status as a victim of sexual assault, intellectual disability, mental  
480 disability, learning disability or physical disability, including, but not  
481 limited to, blindness, unless it is shown by such state officials or  
482 supervisory personnel that such disability prevents performance of the  
483 work involved.

484 Sec. 11. Subsection (a) of section 46a-71 of the general statutes is  
485 repealed and the following is substituted in lieu thereof (*Effective October*  
486 *1, 2024*):

487 (a) All services of every state agency shall be performed without  
488 discrimination based upon race, color, religious creed, sex, gender  
489 identity or expression, marital status, age, national origin, ancestry,  
490 intellectual disability, mental disability, learning disability, physical  
491 disability, including, but not limited to, blindness, status as a veteran,  
492 [or] status as a victim of domestic violence or status as a victim of sexual  
493 assault.



494 Sec. 12. Subsection (b) of section 46a-72 of the general statutes is  
495 repealed and the following is substituted in lieu thereof (*Effective October*  
496 *1, 2024*):

497 (b) Any job request indicating an intention to exclude any person  
498 because of race, color, religious creed, sex, gender identity or expression,  
499 marital status, age, national origin, ancestry, status as a veteran, status  
500 as a victim of domestic violence, status as a victim of sexual assault,  
501 intellectual disability, mental disability, learning disability or physical  
502 disability, including, but not limited to, blindness, shall be rejected,  
503 unless it is shown by such public or private employers that such  
504 disability prevents performance of the work involved.

505 Sec. 13. Subsection (a) of section 46a-73 of the general statutes is  
506 repealed and the following is substituted in lieu thereof (*Effective October*  
507 *1, 2024*):

508 (a) No state department, board or agency may grant, deny or revoke  
509 the license or charter of any person on the grounds of race, color,  
510 religious creed, sex, gender identity or expression, marital status, age,  
511 national origin, ancestry, status as a veteran, status as a victim of  
512 domestic violence, status as a victim of sexual assault, intellectual  
513 disability, mental disability, learning disability or physical disability,  
514 including, but not limited to, blindness, unless it is shown by such state  
515 department, board or agency that such disability prevents performance  
516 of the work involved.

517 Sec. 14. Subsection (a) of section 46a-75 of the general statutes is  
518 repealed and the following is substituted in lieu thereof (*Effective October*  
519 *1, 2024*):

520 (a) All educational, counseling, and vocational guidance programs  
521 and all apprenticeship and on-the-job training programs of state  
522 agencies, or in which state agencies participate, shall be open to all  
523 qualified persons, without regard to race, color, religious creed, sex,  
524 gender identity or expression, marital status, age, national origin,  
525 ancestry, intellectual disability, mental disability, learning disability,

526 physical disability, including, but not limited to, blindness, status as a  
 527 veteran, [or] status as a victim of domestic violence or status as a victim  
 528 of sexual assault.

529 Sec. 15. Subsection (a) of section 46a-76 of the general statutes is  
 530 repealed and the following is substituted in lieu thereof (*Effective October*  
 531 *1, 2024*):

532 (a) Race, color, religious creed, sex, gender identity or expression,  
 533 marital status, age, national origin, ancestry, intellectual disability,  
 534 mental disability, learning disability, physical disability, including, but  
 535 not limited to, blindness, status as a veteran, [or] status as a victim of  
 536 domestic violence or status as a victim of sexual assault, shall not be  
 537 considered as limiting factors in state-administered programs involving  
 538 the distribution of funds to qualify applicants for benefits authorized by  
 539 law.

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)

**Statement of Purpose:**

To provide additional legal protections for victims of sexual assault.

*[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.]*