



Senate

General Assembly

File No. 736

January Session, 2025

Substitute Senate Bill No. 1380

Senate, April 23, 2025

The Committee on Judiciary reported through SEN. WINFIELD of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT PROHIBITING DISCRIMINATION BY HEALTH CARE PROVIDERS IN THE PROVISION OF HEALTH CARE SERVICES IN THE STATE.

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

- 1 Section 1. (NEW) (*Effective October 1, 2025*) It shall be a discriminatory
- 2 practice in violation of this section for any health care provider to
- 3 knowingly discriminate in the provision of health care services on
- 4 account of a person's race, color, religious creed, sex, gender identity or
- 5 expression, sexual orientation, marital status, age, national origin,
- 6 ancestry, intellectual disability, mental disability, learning disability,
- 7 physical disability, including, but not limited to, blindness, status as a
- 8 veteran or status as a victim of domestic violence. As used in this section,
- 9 "health care provider" means any person, corporation, facility or
- 10 institution licensed by this state to provide health care services, or an
- 11 officer, employee or agent thereof acting in the course and scope of such
- 12 person's employment. Nothing in this section shall be construed to (1)
- 13 require the delivery of futile health care and services in conflict with a
- 14 health care provider's professional judgment or ethical considerations,

15 (2) affect the professional standard of care, or (3) interfere with public
16 health planning.

17 Sec. 2. Subdivision (8) of section 46a-51 of the general statutes is
18 repealed and the following is substituted in lieu thereof (*Effective October*
19 *1, 2025*):

20 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-
21 60a, 4a-60g, 19a-498c, 31-40y, subsection (b), (d), (e) or (f) of section 31-
22 51i, subparagraph (C) of subdivision (15) of section 46a-54, subdivisions
23 (16) and (17) of section 46a-54, section 46a-58, 46a-59, 46a-60, 46a-64, 46a-
24 64c, 46a-66 or 46a-68, sections 46a-68c to 46a-68f, inclusive, sections 46a-
25 70 to 46a-78, inclusive, subsection (a) of section 46a-80, sections 46a-81b
26 to 46a-81o, inclusive, sections 46a-80b to 46a-80e, inclusive, sections 46a-
27 80k to 46a-80m, inclusive, or section [19a-498c] 1 of this act;

28 Sec. 3. Subsection (f) of section 46a-82 of the general statutes is
29 repealed and the following is substituted in lieu thereof (*Effective October*
30 *1, 2025*):

31 (f) (1) Any complaint filed pursuant to this section for an alleged act
32 of discrimination that occurred prior to October 1, 2021, shall be filed
33 within one hundred and eighty days after the date of the alleged act of
34 discrimination, except that any complaint by a person (A) claiming to
35 be aggrieved by a violation of subsection (a) of section 46a-80 that
36 occurred before October 1, 2019, shall be filed within thirty days of the
37 date of the alleged act of discrimination, and (B) claiming to be
38 aggrieved by a violation of section 46a-60, sections 46a-70 to 46a-78,
39 inclusive, or section 46a-80 or 46a-81c, that occurred on or after October
40 1, 2019, and prior to October 1, 2021, shall be filed not later than three
41 hundred days after the date of the alleged act of discrimination.

42 (2) Any complaint filed pursuant to this section for an alleged act of
43 discrimination that occurred on or after October 1, 2021, shall be filed
44 [within] not later than three hundred days after the date of the alleged
45 act of discrimination, except that any complaint by a person claiming to
46 be aggrieved by a violation of section 1 of this act shall be filed not later

47 than three years after the date of the alleged act of discrimination.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2025</i>	New section
Sec. 2	<i>October 1, 2025</i>	46a-51(8)
Sec. 3	<i>October 1, 2025</i>	46a-82(f)

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:

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Human Rights & Opportunities, Com.	GF - Potential Cost	Minimal	Minimal
Resources of the General Fund	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill expands on what is a "discriminatory practice" under the Commission on Human Rights and Opportunities (CHRO) laws and expands the time to file such a complaint under certain conditions resulting in a potential cost¹ to CHRO and potential revenue to the General Fund.

The exact cost will depend on the number of additional CHRO proceedings brought due to the expanded definition of "discriminatory practice" and extended time to file complaints under certain circumstances.

The exact revenue will depend on the number of additional fines imposed due to the legislation.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of additional proceedings brought, and fines imposed.

¹ This cost is associated with additional staff time, materials and resources required to facilitate additional proceedings.

OLR Bill Analysis**sSB 1380*****AN ACT PROHIBITING DISCRIMINATION BY HEALTH CARE PROVIDERS IN THE PROVISION OF HEALTH CARE SERVICES IN THE STATE.*****SUMMARY**

This bill specifically prohibits health care providers from knowingly discriminating in providing health care services due to someone's race, color, religion, sex, gender identity or expression, sexual orientation, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, physical disability (including blindness), veteran status, or status as a domestic violence victim.

But the bill specifies that it does not (1) require the delivery of futile health care and services that conflict with a provider's professional judgment or ethical considerations, (2) affect the professional standard of care, or (3) interfere with public health planning.

The bill classifies discrimination by health care providers as a discriminatory practice under the Commission on Human Rights and Opportunities (CHRO) laws. By doing so, the bill allows people aggrieved by these violations, or CHRO itself, to file a complaint with CHRO alleging discrimination. It gives people three years after the alleged discriminatory act to file the complaint, rather than 300 days as under current law for other types of discrimination.

Under the bill, a "health care provider" is any person, corporation, facility, or institution licensed by the state to provide health care services, or their officers, employees, or agents acting in the course and scope of their employment.

Under existing law, it is generally a discriminatory practice to deny someone, based on similar protected classes as listed above, equal

accommodations in any place of public accommodation (that is, one that caters to or offers its services, facilities, or goods to the general public), subject to lawful conditions and limitations that apply the same to everyone (CGS § 46a-64).

EFFECTIVE DATE: October 1, 2025

BACKGROUND

Related Federal Law

Federal law prohibits discrimination in federally funded health programs or activities based on race, color, national origin, age, disability, or sex (42 U.S.C. § 18116).

Among other related laws, the Americans with Disabilities Act prohibits discrimination based on disability in public accommodations, specifically including private hospitals or health care provider offices (42 U.S.C. §§ 12181(7)(F) & 12182).

Related Bill

sSB 7, § 11 (File 604), favorably reported by the Public Health Committee, prohibits hospitals from basing the emergency medical services they provide to someone, or discriminating against them, based on several factors (similar to those under this bill), except to the extent that certain circumstances are medically significant to providing appropriate medical care.

COMMITTEE ACTION

Judiciary Committee

Joint Favorable Substitute

Yea 41 Nay 0 (04/04/2025)