



General Assembly

January Session, 2025

Raised Bill No. 7236

LCO No. 6336



Referred to Committee on JUDICIARY

Introduced by:
(JUD)

***AN ACT CONCERNING HUMAN TRAFFICKING AND SEXUAL
ASSAULT VICTIMS.***

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

1 Section 1. Subsection (b) of section 46a-170 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective from*
3 *passage*):

4 (b) The council shall consist of the following members: (1) The Chief
5 State's Attorney, or a designee; (2) the Chief Public Defender, or a
6 designee; (3) the Commissioner of Emergency Services and Public
7 Protection, or the commissioner's designee; (4) the Labor Commissioner,
8 or the commissioner's designee; (5) the Commissioner of Social Services,
9 or the commissioner's designee; (6) the Commissioner of Public Health,
10 or the commissioner's designee; (7) the Commissioner of Mental Health
11 and Addiction Services, or the commissioner's designee; (8) the
12 Commissioner of Children and Families, or the commissioner's
13 designee; (9) the Commissioner of Consumer Protection, or the
14 commissioner's designee; (10) the Commissioner of Developmental
15 Services, or the commissioner's designee; (11) the Commissioner of

16 Transportation, or the commissioner's designee; (12) the director of the
17 Basic Training Division of the Police Officer Standards and Training
18 Council, or the director's designee; [(12)] (13) the Child Advocate, or the
19 Child Advocate's designee; [(13)] (14) the Victim Advocate, or the
20 Victim Advocate's designee; [(14)] (15) a chairperson of the Commission
21 on Women, Children, Seniors, Equity and Opportunity, or the
22 chairperson's designee; [(15)] (16) one representative of the Office of
23 Victim Services of the Judicial Branch appointed by the Chief Court
24 Administrator; [(16)] (17) a municipal police chief appointed by the
25 Connecticut Police Chiefs Association, or a designee; [(17)] (18) the
26 Commissioner of Education, or the commissioner's designee; [(18) an
27 adult victim of trafficking, appointed by the Governor;] (19) a judge of
28 the Superior Court, appointed by the Chief Court Administrator; (20) a
29 state's attorney appointed by the Chief State's Attorney; (21) a public
30 defender appointed by the Chief Public Defender; and (22) [fifteen]
31 sixteen public members appointed as follows: The Governor shall
32 appoint [three] four members, one of whom shall be a resident of this
33 state, one of whom shall represent victims of commercial exploitation of
34 children, one of whom shall represent sex trafficking victims who are
35 children and one of whom shall represent a coalition of children's
36 advocacy centers and multidisciplinary teams that are dedicated to
37 serving child abuse victims and their families, the president pro
38 tempore of the Senate shall appoint two members, one of whom shall
39 represent the Connecticut Alliance to End Sexual Violence and one of
40 whom shall represent an organization that provides civil legal services
41 to low-income individuals, the speaker of the House of Representatives
42 shall appoint two members, one of whom shall represent the
43 Connecticut Coalition Against Domestic Violence and one of whom
44 shall represent the Connecticut Lodging Association, the majority leader
45 of the Senate shall appoint two members, one of whom shall represent
46 an organization that deals with behavioral health needs of women and
47 children and one of whom shall represent the Connecticut Coalition to
48 End Homelessness, the majority leader of the House of Representatives
49 shall appoint two members, one of whom shall represent an

50 organization that advocates on social justice and human rights issues
51 and one of whom shall represent the Connecticut Criminal Defense
52 Lawyers Association, the minority leader of the Senate shall appoint two
53 members, one of whom shall represent the Connecticut Immigrant and
54 Refugee Coalition and one of whom shall represent massage therapists,
55 and the minority leader of the House of Representatives shall appoint
56 two members, one of whom shall represent the Motor Transport
57 Association of Connecticut, Inc. and one of whom shall represent an
58 organization that works with adult victims of trafficking.

59 Sec. 2. Section 46a-51 of the general statutes is repealed and the
60 following is substituted in lieu thereof (*Effective October 1, 2025*):

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

62 (1) "Blind" refers to an individual whose central visual acuity does
63 not exceed 20/200 in the better eye with correcting lenses, or whose
64 visual acuity is greater than 20/200 but is accompanied by a limitation
65 in the fields of vision such that the widest diameter of the visual field
66 subtends an angle no greater than twenty degrees;

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

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

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

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

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

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

77 (8) "Discriminatory practice" means a violation of section 4a-60, as
78 amended by this act, 4a-60a, 4a-60g, 31-40y, subsection (b), (d), (e) or (f)
79 of section 31-51i, subparagraph (C) of subdivision (15) of section 46a-54,
80 subdivisions (16) and (17) of section 46a-54, section 46a-58, as amended
81 by this act, 46a-59, as amended by this act, 46a-60, as amended by this
82 act, 46a-64, 46a-64c, as amended by this act, 46a-66, as amended by this
83 act, or 46a-68, sections 46a-68c to 46a-68f, inclusive, sections 46a-70 to
84 46a-78, inclusive, as amended by this act, subsection (a) of section 46a-
85 80, sections 46a-81b to 46a-81o, inclusive, sections 46a-80b to 46a-80e,
86 inclusive, sections 46a-80k to 46a-80m, inclusive, or section 19a-498c;

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

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

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

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

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

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

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

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

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

118 (18) "Discrimination on the basis of religious creed" includes but is
119 not limited to discrimination related to all aspects of religious
120 observances and practice as well as belief, unless an employer
121 demonstrates that the employer is unable to reasonably accommodate
122 to an employee's or prospective employee's religious observance or
123 practice without undue hardship on the conduct of the employer's
124 business;

125 (19) "Learning disability" refers to an individual who exhibits a severe
126 discrepancy between educational performance and measured
127 intellectual ability and who exhibits a disorder in one or more of the
128 basic psychological processes involved in understanding or in using
129 language, spoken or written, which may manifest itself in a diminished
130 ability to listen, speak, read, write, spell or to do mathematical
131 calculations;

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

136 (21) "Gender identity or expression" means a person's gender-related

137 identity, appearance or behavior, whether or not that gender-related
138 identity, appearance or behavior is different from that traditionally
139 associated with the person's physiology or assigned sex at birth, which
140 gender-related identity can be shown by providing evidence including,
141 but not limited to, medical history, care or treatment of the gender-
142 related identity, consistent and uniform assertion of the gender-related
143 identity or any other evidence that the gender-related identity is
144 sincerely held, part of a person's core identity or not being asserted for
145 an improper purpose;

146 (22) "Veteran" means veteran as defined in subsection (a) of section
147 27-103;

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

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

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

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

159 (27) "Victim of sexual assault" means a victim of sexual assault under
160 section 53a-70, 53a-70a, 53a-70b, revision of 1958, revised to January 1,
161 2019, 53a-70c, 53a-71, 53a-72, revision of 1958, revised to January 1, 1975,
162 53a-72a, 53a-72b, 53a-73, revision of 1958, revised to the 1969
163 supplement of the general statutes or 53a-73a; and

164 (28) "Victim of trafficking in persons" means a victim of trafficking in
165 persons under section 53a-192a.

166 Sec. 3. Section 46a-64c of the general statutes is repealed and the
167 following is substituted in lieu thereof (*Effective October 1, 2025*):

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

169 (1) To refuse to sell or rent after the making of a bona fide offer, or to
170 refuse to negotiate for the sale or rental of, or otherwise make
171 unavailable or deny, a dwelling to any person because of race, creed,
172 color, national origin, ancestry, sex, gender identity or expression,
173 marital status, age, lawful source of income, familial status, status as a
174 veteran, [or] status as a victim of domestic violence, status as a victim of
175 sexual assault or status as a victim of trafficking in persons.

176 (2) To discriminate against any person in the terms, conditions, or
177 privileges of sale or rental of a dwelling, or in the provision of services
178 or facilities in connection therewith, because of race, creed, color,
179 national origin, ancestry, sex, gender identity or expression, marital
180 status, age, lawful source of income, familial status, [or] status as a
181 veteran, status as a victim of sexual assault or status as a victim of
182 trafficking in persons.

183 (3) To make, print or publish, or cause to be made, printed or
184 published any notice, statement, or advertisement, with respect to the
185 sale or rental of a dwelling that indicates any preference, limitation, or
186 discrimination based on race, creed, color, national origin, ancestry, sex,
187 gender identity or expression, marital status, age, lawful source of
188 income, familial status, learning disability, physical or mental disability,
189 [or] status as a veteran, status as a victim of sexual assault or status as a
190 victim of trafficking in persons, or an intention to make any such
191 preference, limitation or discrimination.

192 (4) (A) To represent to any person because of race, creed, color,
193 national origin, ancestry, sex, gender identity or expression, marital
194 status, age, lawful source of income, familial status, learning disability,
195 physical or mental disability, [or] status as a veteran, status as a victim
196 of sexual assault or status as a victim of trafficking in persons, that any

197 dwelling is not available for inspection, sale or rental when such
198 dwelling is in fact so available.

199 (B) It shall be a violation of this subdivision for any person to restrict
200 or attempt to restrict the choices of any buyer or renter to purchase or
201 rent a dwelling (i) to an area which is substantially populated, even if
202 less than a majority, by persons of the same protected class as the buyer
203 or renter, (ii) while such person is authorized to offer for sale or rent
204 another dwelling which meets the housing criteria as expressed by the
205 buyer or renter to such person, and (iii) such other dwelling is in an area
206 which is not substantially populated by persons of the same protected
207 class as the buyer or renter. As used in this subdivision, "area" means
208 municipality, neighborhood or other geographic subdivision which
209 may include an apartment or condominium complex; and "protected
210 class" means race, creed, color, national origin, ancestry, sex, gender
211 identity or expression, marital status, age, lawful source of income,
212 familial status, learning disability, physical or mental disability, [or]
213 status as a veteran, status as a victim of sexual assault or status as a
214 victim of trafficking in persons.

215 (5) For profit, to induce or attempt to induce any person to sell or rent
216 any dwelling by representations regarding the entry or prospective
217 entry into the neighborhood of a person or persons of a particular race,
218 creed, color, national origin, ancestry, sex, gender identity or expression,
219 marital status, age, lawful source of income, familial status, learning
220 disability, physical or mental disability, [or] status as a veteran, status
221 as a victim of sexual assault or status as a victim of trafficking in persons.

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

228 (B) To discriminate against any person in the terms, conditions or
229 privileges of sale or rental of a dwelling, or in the provision of services
230 or facilities in connection with such dwelling, because of a learning
231 disability or physical or mental disability of: (i) Such person; or (ii) a
232 person residing in or intending to reside in such dwelling after it is so
233 sold, rented, or made available; or (iii) any person associated with such
234 person.

235 (C) For purposes of this subdivision, discrimination includes: (i) A
236 refusal to permit, at the expense of a person with a physical or mental
237 disability, reasonable modifications of existing premises occupied or to
238 be occupied by such person if such modifications may be necessary to
239 afford such person full enjoyment of the premises; except that, in the
240 case of a rental, the landlord may, where it is reasonable to do so,
241 condition permission for a modification on the renter agreeing to restore
242 the interior of the premises to the condition that existed before the
243 modification, reasonable wear and tear excepted; (ii) a refusal to make
244 reasonable accommodations in rules, policies, practices or services,
245 when such accommodations may be necessary to afford such person
246 equal opportunity to use and enjoy a dwelling; (iii) in connection with
247 the design and construction of covered multifamily dwellings for the
248 first occupancy after March 13, 1991, a failure to design and construct
249 those dwellings in such manner that they comply with the requirements
250 of Section 804(f) of the Fair Housing Act or the provisions of the state
251 building code as adopted pursuant to the provisions of sections 29-269
252 and 29-273, whichever requires greater accommodation. "Covered
253 multifamily dwellings" means buildings consisting of four or more units
254 if such buildings have one or more elevators, and ground floor units in
255 other buildings consisting of four or more units.

256 (7) For any person or other entity engaging in residential real-estate-
257 related transactions to discriminate against any person in making
258 available such a transaction, or in the terms or conditions of such a
259 transaction, because of race, creed, color, national origin, ancestry, sex,
260 gender identity or expression, marital status, age, lawful source of

261 income, familial status, learning disability, physical or mental disability,
262 [or] status as a veteran, status as a victim of sexual assault or status as a
263 victim of trafficking in persons.

264 (8) To deny any person access to or membership or participation in
265 any multiple-listing service, real estate brokers' organization or other
266 service, organization, or facility relating to the business of selling or
267 renting dwellings, or to discriminate against him in the terms or
268 conditions of such access, membership or participation, on account of
269 race, creed, color, national origin, ancestry, sex, gender identity or
270 expression, marital status, age, lawful source of income, familial status,
271 learning disability, physical or mental disability, [or] status as a veteran,
272 status as a victim of sexual assault or status as a victim of trafficking in
273 persons.

274 (9) To coerce, intimidate, threaten, or interfere with any person in the
275 exercise or enjoyment of, or on account of his having exercised or
276 enjoyed, or on account of his having aided or encouraged any other
277 person in the exercise or enjoyment of, any right granted or protected
278 by this section.

279 (b) (1) The provisions of this section shall not apply to (A) the rental
280 of a room or rooms in a single-family dwelling unit if the owner actually
281 maintains and occupies part of such living quarters as his residence or
282 (B) a unit in a dwelling containing living quarters occupied or intended
283 to be occupied by no more than two families living independently of
284 each other, if the owner actually maintains and occupies the other such
285 living quarters as his residence. (2) The provisions of this section with
286 respect to the prohibition of discrimination on the basis of marital status
287 shall not be construed to prohibit the denial of a dwelling to a man or a
288 woman who are both unrelated by blood and not married to each other.
289 (3) The provisions of this section with respect to the prohibition of
290 discrimination on the basis of age shall not apply to minors, to special
291 discount or other public or private programs to assist persons sixty
292 years of age and older or to housing for older persons as defined in

293 section 46a-64b, provided there is no discrimination on the basis of age
294 among older persons eligible for such housing. (4) The provisions of this
295 section with respect to the prohibition of discrimination on the basis of
296 familial status shall not apply to housing for older persons as defined in
297 section 46a-64b or to a unit in a dwelling containing units for no more
298 than four families living independently of each other, if the owner of
299 such dwelling resides in one of the units. (5) The provisions of this
300 section with respect to the prohibition of discrimination on the basis of
301 lawful source of income shall not prohibit the denial of full and equal
302 accommodations solely on the basis of insufficient income. (6) The
303 provisions of this section with respect to the prohibition of
304 discrimination on the basis of sex shall not apply to the rental of sleeping
305 accommodations to the extent they utilize shared bathroom facilities
306 when such sleeping accommodations are provided by associations and
307 organizations which rent such sleeping accommodations on a
308 temporary or permanent basis for the exclusive use of persons of the
309 same sex based on considerations of privacy and modesty.

310 (c) Nothing in this section limits the applicability of any reasonable
311 state statute or municipal ordinance restricting the maximum number
312 of persons permitted to occupy a dwelling.

313 (d) Nothing in this section or section 46a-64b shall be construed to
314 invalidate or limit any state statute or municipal ordinance that requires
315 dwellings to be designed and constructed in a manner that affords
316 persons with physical or mental disabilities greater access than is
317 required by this section or section 46a-64b.

318 (e) Nothing in this section prohibits a person engaged in the business
319 of furnishing appraisals of real property to take into consideration
320 factors other than race, creed, color, national origin, ancestry, sex,
321 gender identity or expression, marital status, age, lawful source of
322 income, familial status, learning disability, physical or mental disability,
323 [or] status as a veteran, status as a victim of sexual assault or status as a
324 victim of trafficking in persons.

325 (f) Notwithstanding any other provision of this chapter, complaints
326 alleging a violation of this section shall be investigated within one
327 hundred days of filing and a final administrative disposition shall be
328 made within one year of filing unless it is impracticable to do so. If the
329 Commission on Human Rights and Opportunities is unable to complete
330 its investigation or make a final administrative determination within
331 such time frames, it shall notify the complainant and the respondent in
332 writing of the reasons for not doing so.

333 (g) Any person who violates any provision of this section shall be
334 guilty of a class D misdemeanor.

335 Sec. 4. Section 46a-58 of the general statutes is repealed and the
336 following is substituted in lieu thereof (*Effective October 1, 2025*):

337 (a) It shall be a discriminatory practice in violation of this section for
338 any person to subject, or cause to be subjected, any other person to the
339 deprivation of any rights, privileges or immunities, secured or protected
340 by the Constitution or laws of this state or of the United States, on
341 account of religion, national origin, alienage, color, race, sex, gender
342 identity or expression, sexual orientation, blindness, mental disability,
343 physical disability, age, status as a veteran, [or] status as a victim of
344 domestic violence, status as a victim of sexual assault or status as a
345 victim of trafficking in persons.

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

352 (c) Any person who places a burning cross or a simulation thereof on
353 any public property, or on any private property without the written
354 consent of the owner, and with intent to intimidate or harass any other
355 person or group of persons, shall be in violation of subsection (a) of this

356 section.

357 (d) Any person who places a noose or a simulation thereof on any
358 public property, or on any private property without the written consent
359 of the owner, and with intent to intimidate or harass any other person
360 on account of religion, national origin, alienage, color, race, sex, gender
361 identity or expression, sexual orientation, blindness, mental disability,
362 physical disability, age, status as a veteran, [or] status as a victim of
363 domestic violence, status as a victim of sexual assault or status as a
364 victim of trafficking in persons, shall be in violation of subsection (a) of
365 this section.

366 (e) (1) Except as provided in subdivision (2) of this subsection, any
367 person who violates any provision of this section shall be guilty of a
368 class A misdemeanor and shall be fined not less than one thousand
369 dollars, except that if property is damaged as a consequence of such
370 violation in an amount in excess of one thousand dollars, such person
371 shall be guilty of a class D felony and shall be fined not less than one
372 thousand dollars.

373 (2) Any person who violates the provisions of this section by
374 intentionally desecrating a house of religious worship (A) shall be guilty
375 of a class D felony and shall be fined not less than one thousand dollars
376 if property is damaged as a consequence of such violation in an amount
377 up to and including ten thousand dollars, and (B) shall be guilty of a
378 class C felony and shall be fined not less than three thousand dollars if
379 the property damaged as a consequence of such violation is in an
380 amount in excess of ten thousand dollars.

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

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

386 Sec. 5. Section 46a-59 of the general statutes is repealed and the
387 following is substituted in lieu thereof (*Effective October 1, 2025*):

388 (a) It shall be a discriminatory practice in violation of this section for
389 any association, board or other organization the principal purpose of
390 which is the furtherance of the professional or occupational interests of
391 its members, whose profession, trade or occupation requires a state
392 license, to refuse to accept a person as a member of such association,
393 board or organization because of his race, national origin, creed, sex,
394 gender identity or expression, color, status as a veteran, [or] status as a
395 victim of domestic violence, status as a victim of sexual assault or status
396 as a victim of trafficking in persons.

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

400 Sec. 6. Subsection (b) of section 46a-60 of the general statutes is
401 repealed and the following is substituted in lieu thereof (*Effective October*
402 *1, 2025*):

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

404 (1) For an employer, by the employer or the employer's agent, except
405 in the case of a bona fide occupational qualification or need, to refuse to
406 hire or employ or to bar or to discharge from employment any
407 individual or to discriminate against any individual in compensation or
408 in terms, conditions or privileges of employment because of the
409 individual's race, color, religious creed, age, sex, gender identity or
410 expression, marital status, national origin, ancestry, present or past
411 history of mental disability, intellectual disability, learning disability,
412 physical disability, including, but not limited to, blindness, status as a
413 veteran, [or] status as a victim of domestic violence, status as a victim of
414 sexual assault or status as a victim of trafficking in persons;

415 (2) For any employment agency, except in the case of a bona fide

416 occupational qualification or need, to fail or refuse to classify properly
417 or refer for employment or otherwise to discriminate against any
418 individual because of such individual's race, color, religious creed, age,
419 sex, gender identity or expression, marital status, national origin,
420 ancestry, present or past history of mental disability, intellectual
421 disability, learning disability, physical disability, including, but not
422 limited to, blindness, status as a veteran, [or] status as a victim of
423 domestic violence, status as a victim of sexual assault or status as a
424 victim of trafficking in persons;

425 (3) For a labor organization, because of the race, color, religious creed,
426 age, sex, gender identity or expression, marital status, national origin,
427 ancestry, present or past history of mental disability, intellectual
428 disability, learning disability, physical disability, including, but not
429 limited to, blindness, status as a veteran, [or] status as a victim of
430 domestic violence, status as a victim of sexual assault or status as a
431 victim of trafficking in persons of any individual to exclude from full
432 membership rights or to expel from its membership such individual or
433 to discriminate in any way against any of its members or against any
434 employer or any individual employed by an employer, unless such
435 action is based on a bona fide occupational qualification;

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

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

444 (6) For any person, employer, employment agency or labor
445 organization, except in the case of a bona fide occupational qualification
446 or need, to advertise employment opportunities in such a manner as to

447 restrict such employment so as to discriminate against individuals
448 because of their race, color, religious creed, age, sex, gender identity or
449 expression, marital status, national origin, ancestry, present or past
450 history of mental disability, intellectual disability, learning disability,
451 physical disability, including, but not limited to, blindness, status as a
452 veteran, [or] status as a victim of domestic violence, status as a victim of
453 sexual assault or status as a victim of trafficking in persons;

454 (7) For an employer, by the employer or the employer's agent: (A) To
455 terminate a woman's employment because of her pregnancy; (B) to
456 refuse to grant to that employee a reasonable leave of absence for
457 disability resulting from her pregnancy; (C) to deny to that employee,
458 who is disabled as a result of pregnancy, any compensation to which
459 she is entitled as a result of the accumulation of disability or leave
460 benefits accrued pursuant to plans maintained by the employer; (D) to
461 fail or refuse to reinstate the employee to her original job or to an
462 equivalent position with equivalent pay and accumulated seniority,
463 retirement, fringe benefits and other service credits upon her signifying
464 her intent to return unless, in the case of a private employer, the
465 employer's circumstances have so changed as to make it impossible or
466 unreasonable to do so; (E) to limit, segregate or classify the employee in
467 a way that would deprive her of employment opportunities due to her
468 pregnancy; (F) to discriminate against an employee or person seeking
469 employment on the basis of her pregnancy in the terms or conditions of
470 her employment; (G) to fail or refuse to make a reasonable
471 accommodation for an employee or person seeking employment due to
472 her pregnancy, unless the employer can demonstrate that such
473 accommodation would impose an undue hardship on such employer;
474 (H) to deny employment opportunities to an employee or person
475 seeking employment if such denial is due to the employee's request for
476 a reasonable accommodation due to her pregnancy; (I) to force an
477 employee or person seeking employment affected by pregnancy to
478 accept a reasonable accommodation if such employee or person seeking
479 employment (i) does not have a known limitation related to her

480 pregnancy, or (ii) does not require a reasonable accommodation to
481 perform the essential duties related to her employment; (J) to require an
482 employee to take a leave of absence if a reasonable accommodation can
483 be provided in lieu of such leave; and (K) to retaliate against an
484 employee in the terms, conditions or privileges of her employment
485 based upon such employee's request for a reasonable accommodation;

486 (8) For an employer, by the employer or the employer's agent, for an
487 employment agency, by itself or its agent, or for any labor organization,
488 by itself or its agent, to harass any employee, person seeking
489 employment or member on the basis of sex or gender identity or
490 expression. If an employer takes immediate corrective action in
491 response to an employee's claim of sexual harassment, such corrective
492 action shall not modify the conditions of employment of the employee
493 making the claim of sexual harassment unless such employee agrees, in
494 writing, to any modification in the conditions of employment.
495 "Corrective action" taken by an employer, includes, but is not limited to,
496 employee relocation, assigning an employee to a different work
497 schedule or other substantive changes to an employee's terms and
498 conditions of employment. Notwithstanding an employer's failure to
499 obtain a written agreement from an employee concerning a modification
500 in the conditions of employment, the commission may find that
501 corrective action taken by an employer was reasonable and not of
502 detriment to the complainant based on the evidence presented to the
503 commission by the complainant and respondent. As used in this
504 subdivision, "sexual harassment" means any unwelcome sexual
505 advances or requests for sexual favors or any conduct of a sexual nature
506 when (A) submission to such conduct is made either explicitly or
507 implicitly a term or condition of an individual's employment, (B)
508 submission to or rejection of such conduct by an individual is used as
509 the basis for employment decisions affecting such individual, or (C)
510 such conduct has the purpose or effect of substantially interfering with
511 an individual's work performance or creating an intimidating, hostile or
512 offensive working environment;

513 (9) For an employer, by the employer or the employer's agent, for an
514 employment agency, by itself or its agent, or for any labor organization,
515 by itself or its agent, to request or require information from an
516 employee, person seeking employment or member relating to the
517 individual's child-bearing age or plans, pregnancy, function of the
518 individual's reproductive system, use of birth control methods, or the
519 individual's familial responsibilities, unless such information is directly
520 related to a bona fide occupational qualification or need, provided an
521 employer, through a physician may request from an employee any such
522 information which is directly related to workplace exposure to
523 substances which may cause birth defects or constitute a hazard to an
524 individual's reproductive system or to a fetus if the employer first
525 informs the employee of the hazards involved in exposure to such
526 substances;

527 (10) For an employer, by the employer or the employer's agent, after
528 informing an employee, pursuant to subdivision (9) of this subsection,
529 of a workplace exposure to substances which may cause birth defects or
530 constitute a hazard to an employee's reproductive system or to a fetus,
531 to fail or refuse, upon the employee's request, to take reasonable
532 measures to protect the employee from the exposure or hazard
533 identified, or to fail or refuse to inform the employee that the measures
534 taken may be the subject of a complaint filed under the provisions of
535 this chapter. Nothing in this subdivision is intended to prohibit an
536 employer from taking reasonable measures to protect an employee from
537 exposure to such substances. For the purpose of this subdivision,
538 "reasonable measures" are those measures which are consistent with
539 business necessity and are least disruptive of the terms and conditions
540 of the employee's employment;

541 (11) For an employer, by the employer or the employer's agent, for an
542 employment agency, by itself or its agent, or for any labor organization,
543 by itself or its agent: (A) To request or require genetic information from
544 an employee, person seeking employment or member, or (B) to
545 discharge, expel or otherwise discriminate against any person on the

546 basis of genetic information. For the purpose of this subdivision,
547 "genetic information" means the information about genes, gene
548 products or inherited characteristics that may derive from an individual
549 or a family member;

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

558 (13) (A) For an employer or the employer's agent to deny an employee
559 a reasonable leave of absence in order to: (i) Seek attention for injuries
560 caused by domestic violence, sexual assault or trafficking in persons,
561 including for a child who is a victim of domestic violence, sexual assault
562 or trafficking in persons, provided the employee is not the perpetrator
563 of [the] any act of domestic violence, sexual assault or trafficking in
564 persons committed against [the] a child; (ii) obtain services including
565 safety planning from a domestic violence agency or rape crisis center, as
566 those terms are defined in section 52-146k, as a result of domestic
567 violence, sexual assault or trafficking in persons; (iii) obtain
568 psychological counseling related to an incident or incidents of domestic
569 violence, sexual assault or trafficking in persons, including for a child
570 who is a victim of domestic violence, sexual assault or trafficking in
571 persons, provided the employee is not the perpetrator of [the] any act of
572 domestic violence, sexual assault or trafficking in persons committed
573 against [the] a child; (iv) take other actions to increase safety from future
574 incidents of domestic violence, sexual assault or trafficking in persons,
575 including temporary or permanent relocation; or (v) obtain legal
576 services, assisting in the prosecution of the offense, or otherwise
577 participate in legal proceedings in relation to the incident or incidents of
578 domestic violence, sexual assault or trafficking in persons.

579 (B) An employee who is absent from work in accordance with the
580 provisions of subparagraph (A) of this subdivision shall, within a
581 reasonable time after the absence, provide a certification to the employer
582 when requested by the employer. Such certification shall be in the form
583 of: (i) A police report indicating that the employee or the employee's
584 child was a victim of domestic violence, sexual assault or trafficking in
585 persons; (ii) a court order protecting or separating the employee or
586 employee's child from the perpetrator of an act of domestic violence,
587 sexual assault or trafficking in persons; (iii) other evidence from the
588 court or prosecuting attorney that the employee appeared in court; or
589 (iv) documentation from a medical professional, including a domestic
590 violence counselor or sexual assault counselor, as those terms are
591 defined in section 52-146k, or other health care provider, that the
592 employee or the employee's child was receiving services, counseling or
593 treatment for physical or mental injuries or abuse resulting in
594 victimization from an act of domestic violence, sexual assault or
595 trafficking in persons.

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

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

603 Sec. 7. Subsection (a) of section 46a-64 of the general statutes is
604 repealed and the following is substituted in lieu thereof (*Effective October*
605 *1, 2025*):

606 (a) It shall be a discriminatory practice in violation of this section: (1)
607 To deny any person within the jurisdiction of this state full and equal
608 accommodations in any place of public accommodation, resort or
609 amusement because of race, creed, color, national origin, ancestry, sex,

610 gender identity or expression, marital status, age, lawful source of
611 income, intellectual disability, mental disability, physical disability,
612 including, but not limited to, blindness or deafness, status as a veteran,
613 [or] status as a victim of domestic violence, status as a victim of sexual
614 assault or status as a victim of trafficking in persons, of the applicant,
615 subject only to the conditions and limitations established by law and
616 applicable alike to all persons; (2) to discriminate, segregate or separate
617 on account of race, creed, color, national origin, ancestry, sex, gender
618 identity or expression, marital status, age, lawful source of income,
619 intellectual disability, mental disability, learning disability, physical
620 disability, including, but not limited to, blindness or deafness, status as
621 a veteran, [or] status as a victim of domestic violence, status as a victim
622 of sexual assault or status as a victim of trafficking in persons; (3) for a
623 place of public accommodation, resort or amusement to restrict or limit
624 the right of a mother to breast-feed her child; (4) for a place of public
625 accommodation, resort or amusement to refuse entry to a person with a
626 disability who is accompanied by a service animal; or (5) to deny any
627 person with a disability or any person training an animal as a service
628 animal to assist a person with a disability, accompanied by such service
629 animal, full and equal access to any place of public accommodation,
630 resort or amusement. Any person with a disability or any person
631 training an animal as a service animal may keep such service animal at
632 all times in such place of public accommodation, resort or amusement
633 at no extra charge, provided such service animal is in the direct custody
634 and control of such person. When it is not obvious what service an
635 animal provides, staff of a place of public accommodation, resort or
636 amusement may inquire of the owner or keeper whether such animal is
637 a service animal required because of a disability and what work or task
638 the animal has been trained to perform. Nothing in this subsection shall
639 preclude a business owner's ability to recover for damage caused to a
640 person or property by a service animal. For the purposes of this
641 subsection, "disability" and "service animal" have the same meanings as
642 provided in section 22-345 and "place of public accommodation, resort
643 or amusement" has the same meaning as provided in section 46a-44.

644 Sec. 8. Subsection (a) of section 46a-66 of the general statutes is
645 repealed and the following is substituted in lieu thereof (*Effective October*
646 *1, 2025*):

647 (a) It shall be a discriminatory practice in violation of this section for
648 any creditor to discriminate on the basis of sex, gender identity or
649 expression, age, race, color, religious creed, national origin, ancestry,
650 marital status, intellectual disability, learning disability, blindness,
651 physical disability, status as a veteran, [or] status as a victim of domestic
652 violence, status as a victim of sexual assault or status as a victim of
653 trafficking in persons against any person eighteen years of age or over
654 in any credit transaction.

655 Sec. 9. Subsection (a) of section 46a-70 of the general statutes is
656 repealed and the following is substituted in lieu thereof (*Effective October*
657 *1, 2025*):

658 (a) State officials and supervisory personnel shall recruit, appoint,
659 assign, train, evaluate and promote state personnel on the basis of merit
660 and qualifications, without regard for race, color, religious creed, sex,
661 gender identity or expression, marital status, age, national origin,
662 ancestry, status as a veteran, status as a victim of domestic violence,
663 status as a victim of sexual assault, status as a victim of trafficking in
664 persons, intellectual disability, mental disability, learning disability or
665 physical disability, including, but not limited to, blindness, unless it is
666 shown by such state officials or supervisory personnel that such
667 disability prevents performance of the work involved.

668 Sec. 10. Subsection (a) of section 46a-71 of the general statutes is
669 repealed and the following is substituted in lieu thereof (*Effective October*
670 *1, 2025*):

671 (a) All services of every state agency shall be performed without
672 discrimination based upon race, color, religious creed, sex, gender
673 identity or expression, marital status, age, national origin, ancestry,
674 intellectual disability, mental disability, learning disability, physical

675 disability, including, but not limited to, blindness, status as a veteran,
676 [or] status as a victim of domestic violence, status as a victim of sexual
677 assault or status as a victim of trafficking in persons.

678 Sec. 11. Subsection (b) of section 46a-72 of the general statutes is
679 repealed and the following is substituted in lieu thereof (*Effective October*
680 *1, 2025*):

681 (b) Any job request indicating an intention to exclude any person
682 because of race, color, religious creed, sex, gender identity or expression,
683 marital status, age, national origin, ancestry, status as a veteran, status
684 as a victim of domestic violence, status as a victim of sexual assault or
685 status as a victim of trafficking in persons, intellectual disability, mental
686 disability, learning disability or physical disability, including, but not
687 limited to, blindness, shall be rejected, unless it is shown by such public
688 or private employers that such disability prevents performance of the
689 work involved.

690 Sec. 12. Subsection (a) of section 46a-73 of the general statutes is
691 repealed and the following is substituted in lieu thereof (*Effective October*
692 *1, 2025*):

693 (a) No state department, board or agency may grant, deny or revoke
694 the license or charter of any person on the grounds of race, color,
695 religious creed, sex, gender identity or expression, marital status, age,
696 national origin, ancestry, status as a veteran, status as a victim of
697 domestic violence, status as a victim of sexual assault, status as a victim
698 of trafficking in persons, intellectual disability, mental disability,
699 learning disability or physical disability, including, but not limited to,
700 blindness, unless it is shown by such state department, board or agency
701 that such disability prevents performance of the work involved.

702 Sec. 13. Subsection (a) of section 46a-75 of the general statutes is
703 repealed and the following is substituted in lieu thereof (*Effective October*
704 *1, 2025*):

705 (a) All educational, counseling, and vocational guidance programs
706 and all apprenticeship and on-the-job training programs of state
707 agencies, or in which state agencies participate, shall be open to all
708 qualified persons, without regard to race, color, religious creed, sex,
709 gender identity or expression, marital status, age, national origin,
710 ancestry, intellectual disability, mental disability, learning disability,
711 physical disability, including, but not limited to, blindness, status as a
712 veteran, [or] status as a victim of domestic violence, status as a victim of
713 sexual assault or status as a victim of trafficking in persons.

714 Sec. 14. Subsection (a) of section 46a-76 of the general statutes is
715 repealed and the following is substituted in lieu thereof (*Effective October*
716 *1, 2025*):

717 (a) Race, color, religious creed, sex, gender identity or expression,
718 marital status, age, national origin, ancestry, intellectual disability,
719 mental disability, learning disability, physical disability, including, but
720 not limited to, blindness, status as a veteran, [or] status as a victim of
721 domestic violence, status as a victim of sexual assault or status as a
722 victim of trafficking in persons, shall not be considered as limiting
723 factors in state-administered programs involving the distribution of
724 funds to qualify applicants for benefits authorized by law.

725 Sec. 15. Subsection (a) of section 4a-60 of the general statutes is
726 repealed and the following is substituted in lieu thereof (*Effective October*
727 *1, 2025*):

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

732 (1) The contractor agrees and warrants that in the performance of the
733 contract such contractor will not discriminate or permit discrimination
734 against any person or group of persons on the grounds of race, color,
735 religious creed, age, marital status, national origin, ancestry, sex, gender

736 identity or expression, status as a veteran, status as a victim of domestic
737 violence, status as a victim of sexual assault or status as a victim of
738 trafficking in persons, intellectual disability, mental disability or
739 physical disability, including, but not limited to, blindness, unless it is
740 shown by such contractor that such disability prevents performance of
741 the work involved, in any manner prohibited by the laws of the United
742 States or of the state of Connecticut; and the contractor further agrees to
743 take affirmative action to ensure that applicants with job-related
744 qualifications are employed and that employees are treated when
745 employed without regard to their race, color, religious creed, age,
746 marital status, national origin, ancestry, sex, gender identity or
747 expression, status as a veteran, status as a victim of domestic violence,
748 status as a victim of sexual assault or status as a victim of trafficking in
749 persons, intellectual disability, mental disability or physical disability,
750 including, but not limited to, blindness, unless it is shown by such
751 contractor that such disability prevents performance of the work
752 involved;

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

758 (3) The contractor agrees to provide each labor union or
759 representative of workers with which such contractor has a collective
760 bargaining agreement or other contract or understanding and each
761 vendor with which such contractor has a contract or understanding, a
762 notice to be provided by the Commission on Human Rights and
763 Opportunities advising the labor union or workers' representative of the
764 contractor's commitments under this section, and to post copies of the
765 notice in conspicuous places available to employees and applicants for
766 employment;

767 (4) The contractor agrees to comply with each provision of this

768 section and sections 46a-68e and 46a-68f and with each regulation or
769 relevant order issued by said commission pursuant to sections 46a-56,
770 46a-68e, 46a-68f and 46a-86; and

771 (5) The contractor agrees to provide the Commission on Human
772 Rights and Opportunities with such information requested by the
773 commission, and permit access to pertinent books, records and
774 accounts, concerning the employment practices and procedures of the
775 contractor as relate to the provisions of this section and section 46a-56.

776 Sec. 16. (NEW) (*Effective October 1, 2025*) In the prosecution of any
777 misdemeanor offense, it shall be an affirmative defense that the
778 defendant was under eighteen years of age at the time the defendant
779 committed the offense and the defendant's participation in the offense
780 was a result of having been a victim of trafficking in persons in violation
781 of subsection (a) of section 53a-192a of the general statutes.

782 Sec. 17. Subsection (b) of section 17a-106h of the general statutes is
783 repealed and the following is substituted in lieu thereof (*Effective from*
784 *passage*):

785 (b) The training program shall include a [video] presentation,
786 developed and approved by said commissioners, that offers awareness
787 of human trafficking issues and guidance to (1) law enforcement
788 personnel, (2) judges of the Superior Court, (3) prosecutors, (4) public
789 defenders and other attorneys who represent criminal defendants, (5)
790 hospital emergency room staff, urgent care facility staff and emergency
791 medical services personnel who have contact with patients, and (6)
792 persons employed by a local or regional board of education or a
793 constituent unit, as defined in section 10a-1, who have contact with
794 students.

This act shall take effect as follows and shall amend the following sections:		
Section 1	from passage	46a-170(b)

Sec. 2	October 1, 2025	46a-51
Sec. 3	October 1, 2025	46a-64c
Sec. 4	October 1, 2025	46a-58
Sec. 5	October 1, 2025	46a-59
Sec. 6	October 1, 2025	46a-60(b)
Sec. 7	October 1, 2025	46a-64(a)
Sec. 8	October 1, 2025	46a-66(a)
Sec. 9	October 1, 2025	46a-70(a)
Sec. 10	October 1, 2025	46a-71(a)
Sec. 11	October 1, 2025	46a-72(b)
Sec. 12	October 1, 2025	46a-73(a)
Sec. 13	October 1, 2025	46a-75(a)
Sec. 14	October 1, 2025	46a-76(a)
Sec. 15	October 1, 2025	4a-60(a)
Sec. 16	October 1, 2025	New section
Sec. 17	<i>from passage</i>	17a-106h(b)

Statement of Purpose:

To amend the membership of the trafficking in persons council, add victims of sexual assault and victims of trafficking in persons as protected classes for purposes of certain anti-discrimination statutes, create an affirmative defense for misdemeanor offenses for young victims of trafficking in persons and eliminate the requirement that training in identification and reporting of trafficking in persons be presented in a video format.

[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.]