



General Assembly

January Session, 2025

***Raised Bill No. 1518***

LCO No. 6192



Referred to Committee on GOVERNMENT ADMINISTRATION  
AND ELECTIONS

Introduced by:  
(GAE)

***AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE STATE  
DISPARITY STUDY.***

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

1 Section 1. Section 46a-68b of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2025*):

3 As used in this section and sections [4a-60, 4a-60a,] 46a-56 and 46a-  
4 68c to 46a-68k, inclusive, as amended by this act: (1) "Public works  
5 contract" means any agreement [between any individual, firm or  
6 corporation and the state or any political subdivision of the state other  
7 than a municipality] for construction, rehabilitation, conversion,  
8 extension, demolition or repair of [a public building, highway or other  
9 changes or] improvements in real property [, or] which is financed in  
10 whole or in part by the state, including, but not limited to, matching  
11 expenditures, grants, loans, insurance or guarantees in the amount of  
12 one hundred fifty thousand dollars or more, but excluding any contract  
13 for the pavement of roads or related services, and ["municipal public  
14 works contract", "quasi-public agency project" and] (2) "awarding

15 agency" [have] has the same [meanings] meaning as provided in section  
16 4a-60g, as amended by this act.

17 Sec. 2. Section 4a-60 of the general statutes is repealed and the  
18 following is substituted in lieu thereof (*Effective October 1, 2025*):

19 (a) As used in this section:

20 (1) "Contract" includes any extension or modification of the contract,  
21 but does not include a contract where each contractor is (A) a political  
22 subdivision of the state, including, but not limited to, a municipality,  
23 unless the contract is a public works contract, (B) any other state, as  
24 defined in section 1-267, (C) the federal government, (D) a foreign  
25 government, or (E) an agency of a subdivision, state or government  
26 described in subparagraph (A), (B), (C) or (D) of this subdivision;

27 (2) "Contractor" includes any successors or assigns of the contractor;

28 (3) "Public works contract" has the same meaning as provided in  
29 section 46a-68b, as amended by this act;

30 (4) "Marital status" means being single, married as recognized by the  
31 state of Connecticut, widowed, separated or divorced;

32 (5) "Mental disability" means one or more mental disorders, as  
33 defined in the most recent edition of the American Psychiatric  
34 Association's "Diagnostic and Statistical Manual of Mental Disorders",  
35 or a record of or regarding a person as having one or more such  
36 disorders;

37 (6) "Minority business enterprise" means any small contractor or  
38 supplier of materials fifty-one per cent or more of the capital stock, if  
39 any, or assets of which is owned by a person or persons: (A) Who are  
40 active in the daily affairs of the enterprise, (B) who have the power to  
41 direct the management and policies of the enterprise, and (C) who are  
42 members of a minority, as defined in subsection (a) of section 32-9n;

43       (7) "Good faith" means that degree of diligence which a reasonable  
44 person would exercise in the performance of legal duties and  
45 obligations;

46       (8) "Good faith efforts" includes, but is not limited to, those  
47 reasonable initial efforts necessary to comply with statutory or  
48 regulatory requirements and additional or substituted efforts when it is  
49 determined that such initial efforts will not be sufficient to comply with  
50 such requirements; and

51       (9) "Awarding agency" has the same meaning as provided in section  
52 4a-60g, as amended by this act.

53       [(a)] (b) Except as provided in section 10a-151i, as amended by this  
54 act, every contract to which an awarding agency is a party [, every quasi-  
55 public agency project contract and every municipal public works  
56 contract] shall contain the following provisions:

57       (1) The contractor agrees and warrants that in the performance of the  
58 contract such contractor will not discriminate or permit discrimination  
59 against any person or group of persons on the grounds of race, color,  
60 religious creed, age, marital status, national origin, ancestry, sex, sexual  
61 orientation, gender identity or expression, status as a veteran, status as  
62 a victim of domestic violence, intellectual disability, mental disability or  
63 physical disability, including, but not limited to, blindness, unless it is  
64 shown by such contractor that such disability prevents performance of  
65 the work involved, in any manner prohibited by the laws of the United  
66 States or of the state of Connecticut; and the contractor further agrees to  
67 take affirmative action to ensure that applicants with job-related  
68 qualifications are employed and that employees are treated when  
69 employed without regard to their race, color, religious creed, age,  
70 marital status, national origin, ancestry, sex, gender identity or  
71 expression, sexual orientation, status as a veteran, status as a victim of  
72 domestic violence, intellectual disability, mental disability or physical  
73 disability, including, but not limited to, blindness, unless it is shown by

74 such contractor that such disability prevents performance of the work  
75 involved;

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

81 (3) The contractor agrees to provide each labor union or  
82 representative of workers with which such contractor has a collective  
83 bargaining agreement or other contract or understanding and each  
84 vendor with which such contractor has a contract or understanding, a  
85 notice to be provided by the Commission on Human Rights and  
86 Opportunities advising the labor union or workers' representative of the  
87 contractor's commitments under this section, and to post copies of the  
88 notice in conspicuous places available to employees and applicants for  
89 employment;

90 (4) The contractor agrees to comply with each provision of this  
91 section and sections 46a-68e, as amended by this act, and 46a-68f and  
92 with each regulation or relevant order issued by said commission  
93 pursuant to sections 46a-56, 46a-68e, as amended by this act, 46a-68f and  
94 46a-86, as amended by this act; and

95 (5) The contractor agrees to provide the Commission on Human  
96 Rights and Opportunities with such information requested by the  
97 commission, and permit access to pertinent books, records and  
98 accounts, concerning the employment practices and procedures of the  
99 contractor as relate to the provisions of this section and section 46a-56,  
100 as amended by this act.

101 [(b)] (c) If the contract is a public works contract, [municipal public  
102 works contract or contract for a quasi-public agency project,] the  
103 contractor agrees and warrants that he or she will make good faith  
104 efforts to employ minority business enterprises as subcontractors and

105 suppliers of materials on such public works [or quasi-public agency]  
106 project.

107 [(c)] (d) Except as provided in section 10a-151i, as amended by this  
108 act:

109 (1) Any contractor who has one or more contracts with an awarding  
110 agency or who is a party to a [municipal public works contract or a  
111 contract for a quasi-public agency project] public works contract shall  
112 include a nondiscrimination affirmation provision certifying that the  
113 contractor understands the obligations of this section and will maintain  
114 a policy for the duration of the contract to assure that the contract will  
115 be performed in compliance with the nondiscrimination requirements  
116 of subsection (a) of this section. The authorized signatory of the contract  
117 shall demonstrate his or her understanding of this obligation by (A)  
118 initialing the nondiscrimination affirmation provision in the body of the  
119 contract, (B) providing an affirmative response in the required online  
120 bid or response to a proposal question which asks if the contractor  
121 understands its obligations, or (C) signing the contract.

122 (2) No awarding agency [, or in the case of a municipal public works  
123 contract, no municipality, or in the case of a quasi-public agency project  
124 contract, no entity,] shall award a contract to a contractor that has not  
125 included the nondiscrimination affirmation provision in the contract  
126 and demonstrated its understanding of such provision as required  
127 under subdivision (1) of this subsection.

128 [(d)] For the purposes of this section, "contract" includes any extension  
129 or modification of the contract, "contractor" includes any successors or  
130 assigns of the contractor, "marital status" means being single, married  
131 as recognized by the state of Connecticut, widowed, separated or  
132 divorced, and "mental disability" means one or more mental disorders,  
133 as defined in the most recent edition of the American Psychiatric  
134 Association's "Diagnostic and Statistical Manual of Mental Disorders",  
135 or a record of or regarding a person as having one or more such

136 disorders. For the purposes of this section, "contract" does not include a  
137 contract where each contractor is (1) a political subdivision of the state,  
138 including, but not limited to, a municipality, unless the contract is a  
139 municipal public works contract or quasi-public agency project contract,  
140 (2) any other state, as defined in section 1-267, (3) the federal  
141 government, (4) a foreign government, or (5) an agency of a subdivision,  
142 state or government described in subdivision (1), (2), (3) or (4) of this  
143 subsection.

144 (e) For the purposes of this section, "minority business enterprise"  
145 means any small contractor or supplier of materials fifty-one per cent or  
146 more of the capital stock, if any, or assets of which is owned by a person  
147 or persons: (1) Who are active in the daily affairs of the enterprise, (2)  
148 who have the power to direct the management and policies of the  
149 enterprise, and (3) who are members of a minority, as such term is  
150 defined in subsection (a) of section 32-9n; and "good faith" means that  
151 degree of diligence which a reasonable person would exercise in the  
152 performance of legal duties and obligations. "Good faith efforts" shall  
153 include, but not be limited to, those reasonable initial efforts necessary  
154 to comply with statutory or regulatory requirements and additional or  
155 substituted efforts when it is determined that such initial efforts will not  
156 be sufficient to comply with such requirements.]

157 [(f)] (e) Determination of the contractor's good faith efforts shall  
158 include, but shall not be limited to, the following factors: The  
159 contractor's employment and subcontracting policies, patterns and  
160 practices; affirmative advertising, recruitment and training; technical  
161 assistance activities and such other reasonable activities or efforts as the  
162 Commission on Human Rights and Opportunities may prescribe that  
163 are designed to ensure the participation of minority business enterprises  
164 in public works projects.

165 [(g)] (f) The contractor shall develop and maintain adequate  
166 documentation, in a manner prescribed by the Commission on Human  
167 Rights and Opportunities, of its good faith efforts.

168        [(h)] (g) The contractor shall include the provisions of subsections  
 169 [(a)] (b) and [(b)] (c) of this section in every subcontract or purchase  
 170 order entered into in order to fulfill any obligation of a contract with the  
 171 state, and in every subcontract entered into in order to fulfill any  
 172 obligation of a [municipal] public works contract, [or contract for a  
 173 quasi-public agency project,] and such provisions shall be binding on a  
 174 subcontractor, vendor or manufacturer, unless exempted by regulations  
 175 or orders of the Commission on Human Rights and Opportunities. The  
 176 contractor shall take such action with respect to any such subcontract or  
 177 purchase order as the commission may direct as a means of enforcing  
 178 such provisions, including sanctions for noncompliance in accordance  
 179 with section 46a-56, as amended by this act; provided, if such contractor  
 180 becomes involved in, or is threatened with, litigation with a  
 181 subcontractor or vendor as a result of such direction by the commission  
 182 regarding a state contract, the contractor may request the state of  
 183 Connecticut to enter into any such litigation or negotiation prior thereto  
 184 to protect the interests of the state and the state may so enter.

185        Sec. 3. Section 4a-60g of the general statutes is repealed and the  
 186 following is substituted in lieu thereof (*Effective October 1, 2025*):

187        (a) As used in this section and sections 4a-60h to 4a-60j, inclusive, as  
 188 amended by this act, the following terms have the following meanings:

189        (1) "Small contractor" means (A) any contractor, subcontractor,  
 190 manufacturer, service company or corporation that (i) maintains its  
 191 principal place of business in the state, and (ii) is registered as a small  
 192 business in the federal database maintained by the United States  
 193 General Services Administration, as required to do business with the  
 194 federal government, or (B) any nonprofit corporation that (i) maintains  
 195 its principal place of business in the state, (ii) had gross revenues not  
 196 exceeding twenty million dollars in the most recently completed fiscal  
 197 year prior to such application, and (iii) is independent.

198        (2) "Independent" means the viability of the enterprise of the small

199 contractor does not depend upon another person, as determined by an  
200 analysis of the small contractor's relationship with any other person in  
201 regards to the provision of personnel, facilities, equipment, other  
202 resources and financial support, including bonding.

203 (3) "State agency" means each state board, commission, department,  
204 office, institution, council or other agency with the power to contract for  
205 goods or services itself or through its head.

206 (4) "Minority business enterprise" means any small contractor (A)  
207 fifty-one per cent or more of the capital stock, if any, or assets of which  
208 are owned by a person or persons who (i) exercise operational authority  
209 over the daily affairs of the enterprise, (ii) have the power to direct the  
210 management and policies and receive the beneficial interest of the  
211 enterprise, (iii) possess managerial and technical competence and  
212 experience directly related to the principal business activities of the  
213 enterprise, and (iv) are members of a minority, as [such term is] defined  
214 in subsection (a) of section 32-9n, or are individuals with a disability, or  
215 (B) which is a nonprofit corporation in which fifty-one per cent or more  
216 of the persons who (i) exercise operational authority over the enterprise,  
217 (ii) possess managerial and technical competence and experience  
218 directly related to the principal business activities of the enterprise, (iii)  
219 have the power to direct the management and policies of the enterprise,  
220 and (iv) are members of a minority, as defined in this subsection, or are  
221 individuals with a disability.

222 (5) "Affiliated" means the relationship in which a person directly, or  
223 indirectly through one or more intermediaries, controls, is controlled by  
224 or is under common control with another person.

225 (6) "Control" means the power to direct or cause the direction of the  
226 management and policies of any person, whether through the  
227 ownership of voting securities, by contract or through any other direct  
228 or indirect means. Control [shall be] is presumed to exist if any person,  
229 directly or indirectly, owns, controls, holds with the power to vote, or



230 holds proxies representing, twenty per cent or more of any voting  
231 securities of another person.

232 (7) "Person" means any individual, corporation, limited liability  
233 company, partnership, association, joint stock company, business trust,  
234 unincorporated organization or other entity.

235 (8) "Individual with a disability" means an individual (A) having a  
236 physical or mental impairment that substantially limits one or more of  
237 the major life activities of the individual, which mental impairment may  
238 include, but is not limited to, having one or more mental disorders, as  
239 defined in the most recent edition of the American Psychiatric  
240 Association's "Diagnostic and Statistical Manual of Mental Disorders",  
241 or (B) having a record of such an impairment.

242 (9) "Nonprofit corporation" means a nonstock corporation  
243 incorporated pursuant to chapter 602 or any predecessor statutes  
244 thereto, which is exempt from taxation under any provision of section  
245 501 of the Internal Revenue Code of 1986, or any subsequent  
246 corresponding internal revenue code of the United States, as amended  
247 from time to time.

248 (10) "Municipality" means any town, city, borough, consolidated  
249 town and city or consolidated town and borough.

250 (11) "Quasi-public agency" has the same meaning as provided in  
251 section 1-120.

252 (12) "Awarding agency" means a state agency or political subdivision  
253 of the state, [other than] including a municipality or quasi-public  
254 agency.

255 (13) "Public works contract" has the same meaning as provided in  
256 section 46a-68b, as amended by this act.

257 [(14) "Municipal public works contract" means that portion of an  
258 agreement entered into on or after October 1, 2015, between any

259 individual, firm or corporation and a municipality for the construction,  
260 rehabilitation, conversion, extension, demolition or repair of a public  
261 building, highway or other changes or improvements in real property,  
262 which is financed in whole or in part by the state, including, but not  
263 limited to, matching expenditures, grants, loans, insurance or  
264 guarantees but excluding any project of an alliance district, as defined  
265 in section 10-262u, financed by state funding in an amount equal to fifty  
266 thousand dollars or less.

267 (15) "Quasi-public agency project" means the construction,  
268 rehabilitation, conversion, extension, demolition or repair of a building  
269 or other changes or improvements in real property pursuant to a  
270 contract entered into on or after October 1, 2015, which is financed in  
271 whole or in part by a quasi-public agency using state funds, including,  
272 but not limited to, matching expenditures, grants, loans, insurance or  
273 guarantees.]

274 (b) (1) It is found and determined based on a state-validated study of  
275 contracting disparities that there is a serious need to help small  
276 contractors, minority business enterprises, nonprofit organizations and  
277 individuals with disabilities to be considered for and awarded state  
278 contracts for the purchase of goods and services [,] and public works  
279 contracts. [, municipal public works contracts and contracts for quasi-  
280 public agency projects.] Accordingly, the necessity of awarding such  
281 contracts in compliance with the provisions of this section, sections 4a-  
282 60h to 4a-60j, inclusive, as amended by this act, and sections 32-9i to 32-  
283 9p, inclusive, for advancement of the public benefit and good, is  
284 declared as a matter of legislative determination and will apply unless  
285 a subsequent state-validated disparity study finds that there are no  
286 longer disparities in state contracting, in which case this determination  
287 will no longer apply to those areas where disparities have been  
288 eliminated.

289 (2) Notwithstanding any [provisions] provision of the general  
290 statutes, and except as set forth in this section, the head of each

291 awarding agency shall set aside in each fiscal year, for award to small  
292 contractors, on the basis of competitive bidding procedures, [contracts  
293 or portions of contracts for the construction, reconstruction or  
294 rehabilitation of public buildings, the construction and maintenance of  
295 highways and] public works contracts and, in the case of an awarding  
296 agency that is a state agency, the purchase of goods and services. The  
297 total value of such contracts or portions thereof to be set aside by each  
298 such agency shall be [at least twenty-five per cent of the total value of  
299 all contracts let by the head of such agency in each fiscal year]  
300 determined not less than annually by the Commissioner of  
301 Administrative Services, in consultation with the Commission on  
302 Human Rights and Opportunities, in order to attain parity with the  
303 percentage of available small contractors and minority business  
304 enterprises in the relevant industries in the state, provided a contract for  
305 any goods or services which have been determined by the  
306 Commissioner of Administrative Services to be not customarily  
307 available from or supplied by small contractors shall not be included.  
308 [Contracts or portions thereof having a value of not less than twenty-  
309 five per cent of the total value of all contracts or portions thereof to be  
310 set aside shall be reserved for awards to minority business enterprises.]

311 (3) Notwithstanding any provision of the general statutes, and except  
312 as provided in this section, [on and after October 1, 2015, each  
313 municipality when awarding a municipal public works contract shall  
314 state in its notice of solicitation for competitive bids or request for  
315 proposals or qualifications for such contract that the general or trade  
316 contractor shall be required to comply with the provisions of this section  
317 and the requirements concerning nondiscrimination and affirmative  
318 action under sections 4a-60 and 4a-60a. Any such contractor awarded a  
319 municipal public works contract shall, on the basis of competitive  
320 bidding procedures, (A) set aside at least twenty-five per cent of the total  
321 value of the state's financial assistance for such contract for award to  
322 subcontractors who are small contractors, and (B) of that portion to be  
323 set aside in accordance with subparagraph (A) of this subdivision,

324 reserve a portion equivalent to twenty-five per cent of the total value of  
 325 the contract or portion thereof to be set aside for awards to  
 326 subcontractors who are minority business enterprises. The provisions of  
 327 this section shall not apply to any municipality that has established a  
 328 set-aside program pursuant to section 7-148u where the percentage of  
 329 contracts set aside for minority business enterprises is equivalent to or  
 330 exceeds the percentage set forth in this subsection] the executive  
 331 director of the Commission on Human Rights and Opportunities, or the  
 332 executive director's designee, shall establish goals for the inclusion of  
 333 small contractors and minority business enterprises on all public works  
 334 contracts in order to attain parity with the availability of contractors  
 335 required for the specific contract according to their industry and the  
 336 relevant geographic area. Such availability shall be determined by  
 337 annual data derived from the number of small contractors and minority  
 338 business enterprises certified by the Department of Administrative  
 339 Services as a percentage of businesses in the relevant industries  
 340 registered with the Secretary of the State.

341 [(4) Notwithstanding any provision of the general statutes, and  
 342 except as provided in this section, on and after October 1, 2015, any  
 343 individual, firm or corporation that enters into a contract for a quasi-  
 344 public agency project shall, prior to awarding such contract, notify the  
 345 contractor to be awarded such project of the requirements of this section  
 346 and the requirements concerning nondiscrimination and affirmative  
 347 action under sections 4a-60 and 4a-60a. Any such contractor awarded a  
 348 contract for a quasi-public agency project shall, on the basis of  
 349 competitive bidding procedures, (A) set aside at least twenty-five per  
 350 cent of the total value of the state's financial assistance for such contract  
 351 for award to subcontractors who are small contractors, and (B) of that  
 352 portion to be set aside in accordance with subparagraph (A) of this  
 353 subdivision, reserve a portion equivalent to twenty-five per cent of the  
 354 total value of the contract or portions thereof to be set aside for awards  
 355 to subcontractors who are minority business enterprises.]

356 [(5)] (4) Eligibility of nonprofit corporations under the provisions of

357 this section shall be limited to predevelopment contracts awarded by  
358 the Commissioner of Housing for housing projects.

359       ~~[(6)]~~ (5) In calculating the percentage of contracts to be set aside under  
360 subdivisions (2) ~~[to (4), inclusive,]~~ and (3) of this subsection, the  
361 awarding agency or contractor shall exclude any contract that may not  
362 be set aside due to a conflict with a federal law or regulation.

363       (c) The head of any awarding agency may, in lieu of setting aside any  
364 contract or portions thereof, require any general or trade contractor or  
365 any other entity authorized by such agency to award contracts, to set  
366 aside a portion of any contract for subcontractors who are eligible for  
367 set-aside contracts under this section. Nothing in this subsection shall  
368 be construed to diminish the total value of contracts which are required  
369 to be set aside by any awarding agency pursuant to this section.

370       (d) The head of each awarding agency shall notify the Commissioner  
371 of Administrative Services of all contracts to be set aside pursuant to  
372 subdivision (2) of subsection (b) or subsection (c) of this section at the  
373 time that bid documents for such contracts are made available to  
374 potential contractors.

375       (e) The awarding ~~[authority]~~ agency shall require that a contractor or  
376 subcontractor awarded a contract or a portion of a contract under this  
377 section perform not less than thirty per cent of the work with the  
378 workforces of such contractor or subcontractor and shall require that not  
379 less than fifty per cent of the work be performed by contractors or  
380 subcontractors eligible for awards under this section, except such  
381 requirements shall not apply to construction managers, as described in  
382 section 46a-68d, as amended by this act. A contractor awarded a contract  
383 or a portion of a contract under this section shall not subcontract with  
384 any person with whom the contractor is affiliated. No person who is  
385 affiliated with another person shall be eligible for awards under this  
386 section if both affiliated persons considered together would not qualify  
387 as a small contractor or a minority business enterprise under subsection

388 (a) of this section. The awarding [authority] agency shall require that a  
389 contractor awarded a contract pursuant to this section submit, in  
390 writing, an explanation of any subcontract to such contract that is  
391 entered into with any person that is not eligible for the award of a  
392 contract pursuant to this section, prior to the performance of any work  
393 pursuant to such subcontract.

394 (f) The awarding [authority] agency may require that a contractor or  
395 subcontractor awarded a contract or a portion of a contract under this  
396 section furnish the following documentation: (1) A copy of the certificate  
397 of incorporation, certificate of limited partnership, partnership  
398 agreement or other organizational documents of the contractor or  
399 subcontractor; (2) a copy of federal income tax returns filed by the  
400 contractor or subcontractor for the previous year; (3) evidence of  
401 payment of fair market value for the purchase or lease by the contractor  
402 or subcontractor of property or equipment from another contractor who  
403 is not eligible for set-aside contracts under this section; (4) evidence that  
404 the principal place of business of the contractor or subcontractor is  
405 located in the state; and (5) for any contractor or subcontractor certified  
406 under subsection (k) of this section on or after October 1, 2021, evidence  
407 of registration as a small business in the federal database maintained by  
408 the United States General Services Administration, as required to do  
409 business with the federal government.

410 (g) The awarding [authority] agency or the Commissioner of  
411 Administrative Services or the Commission on Human Rights and  
412 Opportunities may conduct an audit of the financial, corporate and  
413 business records and conduct an investigation of any small contractor  
414 or minority business enterprise which applies for or is awarded a set-  
415 aside contract for the purpose of determining eligibility for awards or  
416 compliance with the requirements established under this section.

417 (h) The provisions of this section shall not apply to [(1)] any awarding  
418 agency for which the total value of all contracts or portions of contracts  
419 of the types enumerated in subdivision (2) of subsection (b) of this

420 section is anticipated to be equal to ten thousand dollars or less. [, or (2)  
421 any municipal public works contract or contract for a quasi-public  
422 agency project for which the total value of the contract is anticipated to  
423 be equal to fifty thousand dollars or less.]

424 (i) In lieu of a performance, bid, labor and materials or other required  
425 bond, a contractor or subcontractor awarded a contract under this  
426 section may provide to the awarding [authority] agency, and the  
427 awarding [authority] agency shall accept a letter of credit. Any such  
428 letter of credit shall be in an amount equal to ten per cent of the contract  
429 for any contract that is less than one hundred thousand dollars and in  
430 an amount equal to twenty-five per cent of the contract for any contract  
431 that exceeds one hundred thousand dollars.

432 (j) (1) Whenever the awarding agency has reason to believe that any  
433 contractor or subcontractor awarded a state set-aside contract has  
434 wilfully violated any provision of this section, the awarding agency  
435 shall send a notice to such contractor or subcontractor by certified mail,  
436 return receipt requested, and to the Commission on Human Rights and  
437 Opportunities, in a manner prescribed by the commission. Such notice  
438 shall include: (A) A reference to the provision alleged to be violated; (B)  
439 a short and plain statement of the matter asserted; and (C) the maximum  
440 civil penalty that may be imposed for such violation. [; and (D) the time  
441 and place for the hearing. Such hearing shall be fixed for a date not  
442 earlier than fourteen days after the notice is mailed. The awarding  
443 agency shall send a copy of such notice to the Commission on Human  
444 Rights and Opportunities.]

445 (2) [The awarding agency shall hold a hearing on the violation  
446 asserted unless such contractor or subcontractor fails to appear. The  
447 hearing shall be held in accordance with the provisions of chapter 54. If,  
448 after the hearing, the awarding agency finds that the contractor or  
449 subcontractor has wilfully violated any provision of this section, the  
450 awarding agency shall suspend all set-aside contract payments to the  
451 contractor or subcontractor and may, in its discretion, order that a civil

452 penalty not exceeding ten thousand dollars per violation be imposed on  
453 the contractor or subcontractor. If such contractor or subcontractor fails  
454 to appear for the hearing, the awarding agency may, as the facts require,  
455 order that a civil penalty not exceeding ten thousand dollars per  
456 violation be imposed on the contractor or subcontractor. The awarding  
457 agency shall send a copy of any order issued pursuant to this subsection  
458 by certified mail, return receipt requested, to the contractor or  
459 subcontractor named in such order. The awarding agency may cause  
460 proceedings to be instituted by the Attorney General for the  
461 enforcement of any order imposing a civil penalty issued under this  
462 subsection] The Commission on Human Rights and Opportunities may  
463 file a complaint with the commission's office of public hearings alleging  
464 a violation of this section. Said office shall hold a hearing on the  
465 violation in accordance with the provisions of subsection (c) of section  
466 46a-56, as amended by this act.

467 (k) (1) On or before January 1, 2000, the Commissioner of  
468 Administrative Services shall establish a process for certification of  
469 small contractors and minority business enterprises as eligible for set-  
470 aside contracts. Each certification shall be valid for a period not to  
471 exceed two years, unless the Commissioner of Administrative Services  
472 determines that an extension of such certification is warranted,  
473 provided any such extension shall not exceed a period of six months  
474 from such certification's original expiration date. Any certification  
475 issued prior to October 1, 2021, shall remain valid for the term listed on  
476 such certification unless revoked pursuant to subdivision (2) of this  
477 subsection. The Department of Administrative Services shall maintain  
478 on its web site an updated directory of small contractors and minority  
479 business enterprises certified under this section.

480 (2) The Commissioner of Administrative Services may deny an  
481 application for the initial issuance or renewal of such certification after  
482 issuing a written decision to the applicant setting forth the basis for such  
483 denial. The commissioner may revoke such certification for cause after  
484 notice and an opportunity for a hearing in accordance with the



485 provisions of chapter 54. Any person aggrieved by the commissioner's  
486 decision to deny the issuance or renewal of or to revoke such  
487 certification may appeal such decision to the Superior Court, in  
488 accordance with the provisions of section 4-183.

489 (3) Whenever the Commissioner of Administrative Services has  
490 reason to believe that a small contractor or minority business enterprise  
491 who has applied for or received certification under this section has  
492 included a materially false statement in his or her application, the  
493 commissioner may impose a penalty not exceeding ten thousand dollars  
494 after notice and a hearing held in accordance with chapter 54. Such  
495 notice shall include (A) a reference to the statement or statements  
496 contained in the application alleged to be false, (B) the maximum civil  
497 penalty that may be imposed for such misrepresentation, and (C) the  
498 time and place of the hearing. Such hearing shall be fixed for a date not  
499 later than fourteen days from the date such notice is sent. The  
500 commissioner shall send a copy of such notice to the Commission on  
501 Human Rights and Opportunities.

502 (4) The commissioner shall hold a hearing prior to such revocation or  
503 denial or the imposition of a penalty, unless such contractor or  
504 subcontractor fails to appear. If, after the hearing, the commissioner  
505 finds that the contractor or subcontractor has wilfully included a  
506 materially false statement in his or her application for certification under  
507 this subsection, the commissioner shall revoke or deny the certification  
508 and may order that a civil penalty not exceeding ten thousand dollars  
509 be imposed on the contractor or subcontractor. If such contractor or  
510 subcontractor fails to appear for the hearing, the commissioner may, as  
511 the facts require, revoke or deny the certification and order that a civil  
512 penalty not exceeding ten thousand dollars be imposed on the  
513 contractor or subcontractor. The commissioner shall send a copy of any  
514 order issued pursuant to this subsection to the contractor or  
515 subcontractor named in such order. The commissioner may cause  
516 proceedings to be instituted by the Attorney General for the  
517 enforcement of any order imposing a civil penalty issued under this

518 subsection.

519 (l) On or before June thirtieth of each year, the Commissioner of  
520 Administrative Services shall provide each awarding agency setting  
521 aside contracts or portions of contracts under subdivision (2) of  
522 subsection (b) of this section a preliminary report establishing small and  
523 minority business state set-aside program goals for the twelve-month  
524 period beginning July first in the same year. On or before September  
525 thirtieth of each year, each such awarding agency shall submit a final  
526 version of such report to the Commissioner of Administrative Services,  
527 the Commission on Human Rights and Opportunities and the  
528 cochairpersons and ranking members of the joint standing committees  
529 of the General Assembly having cognizance of matters relating to  
530 planning and development and government administration.

531 (m) On or before November first of each year and on a quarterly basis  
532 thereafter, each awarding agency setting aside contracts or portions of  
533 contracts under subdivision (2) of subsection (b) of this section shall  
534 prepare a status report on the implementation and results of its small  
535 business and minority business enterprise state set-aside program goals  
536 during the three-month period ending one month before the due date  
537 for the report. Each report shall be submitted to the Commissioner of  
538 Administrative Services and the Commission on Human Rights and  
539 Opportunities. Any awarding agency that achieves less than fifty per  
540 cent of its small contractor and minority business enterprise state set-  
541 aside program goals by the end of the second reporting period in any  
542 twelve-month period beginning on July first shall provide a written  
543 explanation to the Commissioner of Administrative Services and the  
544 Commission on Human Rights and Opportunities detailing how the  
545 awarding agency will achieve its goals in the final reporting period. The  
546 Commission on Human Rights and Opportunities shall: (1) Monitor the  
547 achievement of the annual goals established by each awarding agency;  
548 and (2) prepare a quarterly report concerning such goal achievement.  
549 The report shall be submitted to each awarding agency that submitted  
550 a report, the Commissioner of Economic and Community Development,

551 the Commissioner of Administrative Services and the cochairpersons  
552 and ranking members of the joint standing committees of the General  
553 Assembly having cognizance of matters relating to planning and  
554 development and government administration. Failure by any awarding  
555 agency to submit any reports required by this section shall be a violation  
556 of section 46a-77.

557 (n) Nothing in this section shall be construed to apply to the janitorial  
558 or service contracts awarded pursuant to subsections (b) to (d),  
559 inclusive, of section 4a-82.

560 (o) The Commissioner of Administrative Services may adopt  
561 regulations, in accordance with the provisions of chapter 54, to  
562 implement the provisions of this section.

563 Sec. 4. Section 4a-60h of the general statutes is repealed and the  
564 following is substituted in lieu thereof (*Effective October 1, 2025*):

565 (a) The Commissioner of Administrative Services shall be responsible  
566 for the administration of the set-aside program for public works  
567 contracts and state contracts for goods and services, as described in  
568 subdivision (2) of subsection (b) of section 4a-60g, as amended by this  
569 act. The commissioner shall conduct regular training sessions, as often  
570 as the commissioner deems necessary, for state agencies to explain the  
571 state set-aside program and to specify the factors that [must] shall be  
572 addressed in calculating awarding agency goals under the program. The  
573 commissioner shall conduct informational workshops to inform  
574 businesses of state set-aside opportunities and responsibilities.

575 (b) The Commission on Human Rights and Opportunities shall be  
576 responsible for the administration of the set-aside program [for  
577 municipal public works contracts and contracts for quasi-public agency  
578 projects,] as described in [subdivisions] subdivision (3) [and (4)] of  
579 subsection (b) of section 4a-60g, as amended by this act. The commission  
580 shall conduct regular training sessions, as often as the commission  
581 deems necessary, for municipalities, quasi-public agencies and

582 contractors to explain the [municipal and quasi-public agency project]  
583 set-aside program. The commission may adopt regulations in  
584 accordance with the provisions of chapter 54, to carry out the purposes  
585 of sections 4a-60g to 4a-60j, inclusive, as amended by this act. [, in regard  
586 to the municipal and quasi-public agency project set-aside program.

587 (c) In any case where an individual contract is both a public works  
588 contract of an awarding agency and a quasi-public agency project  
589 contract, the provisions of this chapter governing awarding agency  
590 public works contracts shall apply to such contract.]

591 [(d)] (c) The Commissioner of Administrative Services shall adopt  
592 regulations in accordance with the provisions of chapter 54 to carry out  
593 the purposes of sections 4a-60g to 4a-60j, inclusive, as amended by this  
594 act, in regard to the state set-aside program. Such regulations shall  
595 include (1) provisions concerning the application of the program to  
596 individuals with a disability; (2) guidelines for a legally acceptable  
597 format for, and content of, letters of credit authorized under subsection  
598 (j) of section 4a-60g, as amended by this act; (3) procedures for random  
599 site visits to the place of business of an applicant for certification at the  
600 time of application and at subsequent times, as necessary, to ensure the  
601 integrity of the application process; and (4) time limits for approval or  
602 disapproval of applications.

603 [(e) On or before January 1, 1994, the Commissioner of  
604 Administrative Services shall, by regulations adopted in accordance  
605 with chapter 54, establish a process to ensure that small contractors,  
606 small businesses and minority business enterprises have fair access to  
607 all competitive state contracts outside of the state set-aside program.]

608 Sec. 5. Section 46a-68c of the general statutes is repealed and the  
609 following is substituted in lieu thereof (*Effective October 1, 2025*):

610 [(a) In addition to the provisions of section 4a-60, each contractor with  
611 fifty or more employees awarded a public works contract, municipal  
612 public works contract or contract for a quasi-public agency project in

613 excess of fifty thousand dollars in any fiscal year, but not subject to the  
614 provisions of section 46a-68d, shall develop and file an affirmative  
615 action plan with the Commission on Human Rights and Opportunities  
616 which shall comply with regulations adopted by the commission. The  
617 executive director or the executive director's designee shall review and  
618 formally approve, conditionally approve or disapprove the content of  
619 the affirmative action plan not later than one hundred twenty days  
620 following the date of the submission of the plan to the commission. If  
621 the executive director or the executive director's designee fails to  
622 approve, conditionally approve or disapprove a plan within such one-  
623 hundred-twenty-day period, the plan shall be deemed to be either  
624 approved or deficient without consequence. The executive director or  
625 the executive director's designee shall, not later than fifteen days after  
626 the date of deeming an affirmative action plan approved or deficient  
627 without consequence, provide the contractor with written notification  
628 of the action taken with respect to such plan. Failure to develop an  
629 affirmative action plan that is either approved or deficient without  
630 consequence shall act as a bar to bidding on or the award of future  
631 contracts until such requirement has been met.

632 (b) When the executive director or the executive director's designee  
633 approves an affirmative action plan pursuant to this section, the  
634 executive director or the executive director's designee shall issue a  
635 certificate of compliance to the contractor. Such certificate shall be prima  
636 facie proof of the contractor's eligibility to bid or be awarded contracts  
637 for a period of two years from the date of the certificate. Such certificate  
638 shall not excuse the contractor from monitoring by the commission or  
639 from the reporting and record-keeping requirements of sections 46a-68e  
640 and 46a-68f. The executive director or the executive director's designee  
641 may revoke the certificate of a contractor if the contractor does not  
642 implement its affirmative action plan in compliance with this section  
643 and sections 4a-60, 4a-60g, 46a-56, 46a-68b, 46a-68d, and 46a-68e to 46a-  
644 68k, inclusive.]

645 (a) In addition to the provisions of section 4a-60, as amended by this

646 act, each contractor awarded a public works contract of more than one  
647 hundred fifty thousand dollars, but not subject to the provisions of  
648 section 46a-68d, as amended by this act, or a first-tier contractor who has  
649 entered into an agreement with a construction manager subject to the  
650 provisions of section 46a-68d, as amended by this act, that is valued at  
651 one hundred fifty thousand dollars or more shall develop and file a set-  
652 aside plan with the Commission on Human Rights and Opportunities  
653 which shall comply with the regulations adopted by the commission.  
654 Any plan filed pursuant to this section shall be filed not later than forty-  
655 five days from the date the contract or agreement is awarded. The  
656 commission may grant one fifteen-day extension for such filing to a  
657 contractor upon the request of the contractor.

658 (b) The executive director or the executive director's designee shall  
659 review and formally approve, conditionally approve or disapprove the  
660 content of the set-aside plan not later than one hundred twenty days  
661 following the date of the submission of the plan to the commission. If  
662 the executive director or the executive director's designee fails to  
663 approve, conditionally approve or disapprove a plan within such one-  
664 hundred-twenty-day period, the plan shall be deemed to be either  
665 approved or deficient without consequence. If a plan is disapproved, the  
666 contractor shall have forty-five days from the notice of disapproval to  
667 resubmit an amended plan in order to remedy the reasons for  
668 disapproval. The executive director or the executive director's designee  
669 shall have thirty days to approve or disapprove the resubmitted plan. If  
670 the executive director or the executive director's designee fails to review  
671 the resubmitted plan within such thirty-day period, the plan shall be  
672 deemed deficient without consequence. If the contractor fails to  
673 resubmit a plan or to remedy the reasons for disapproval, the plan shall  
674 receive a final disapproval from the executive director or the executive  
675 director's designee.

676 (c) Any failure to submit a plan as required by this section or receipt  
677 of a final disapproval of a plan shall constitute a discriminatory practice,  
678 as defined in section 46a-51, as amended by this act. Any contractor who

679 has received a final disapproval may request reconsideration of the  
680 disapproval according to the procedures for reconsideration set forth in  
681 subsection (h) of section 46a-83.

682       Sec. 6. Section 46a-68d of the general statutes is repealed and the  
683 following is substituted in lieu thereof (*Effective October 1, 2025*):

684       [In addition to the provisions of section 4a-60, every public works  
685 contract, municipal public works contract or contract for a quasi-public  
686 agency project subject to the provisions of part II of chapter 60 shall also  
687 be subject to the provisions of this section. After a bid has been accepted  
688 but before a contract is awarded, the successful bidder shall file with  
689 and have obtained the approval of the executive director or the  
690 executive director's designee for an affirmative action plan. The  
691 executive director or the executive director's designee may provide for  
692 conditional acceptance of an affirmative action plan provided written  
693 assurances are given by the contractor that it will amend its plan to  
694 conform to affirmative action requirements. In the case of a public works  
695 contract, the state shall withhold two per cent of the total contract price  
696 per month from any payment made to such contractor until such time  
697 as the contractor has developed an affirmative action plan, and received  
698 the approval of the executive director or the executive director's  
699 designee. In the case of a municipal public works contract or contract  
700 for a quasi-public agency project, the municipality or entity, as  
701 applicable, shall withhold two per cent of the total contract price per  
702 month from any payment made to such contractor until such time as the  
703 contractor has developed an affirmative action plan and received the  
704 approval of the commission. Notwithstanding the provisions of this  
705 section, a contractor subject to the provisions of this section may file a  
706 plan in advance of or at the same time as its bid. The executive director  
707 or the executive director's designee shall review plans submitted  
708 pursuant to this section within sixty days of receipt and either approve,  
709 approve with conditions or reject such plan. When the executive  
710 director or the executive director's designee approves an affirmative  
711 action plan pursuant to this section, the executive director or the

712 executive director's designee shall issue a certificate of compliance to the  
713 contractor as provided in section 46a-68c.]

714 (a) In addition to the provisions of section 4a-60, as amended by this  
715 act, a contractor awarded a public works contract valued at one million  
716 dollars or more or a construction manager, as defined in section 15-31m,  
717 awarded a public works contract valued at one hundred fifty thousand  
718 dollars or more, shall develop and file an affirmative action plan with  
719 the Commission on Human Rights and Opportunities which shall  
720 comply with regulations adopted by the commission. Any such plan  
721 shall be filed not later than forty-five days from the date the contract is  
722 awarded. The commission may grant one fifteen-day extension for such  
723 filing to a contractor upon written request of the contractor.

724 (b) The executive director or the executive director's designee shall  
725 review and formally approve, conditionally approve or disapprove the  
726 content of the affirmative action plan not later than one hundred twenty  
727 days following the date of the submission of the plan to the commission.  
728 If the executive director or the executive director's designee fails to  
729 approve, conditionally approve or disapprove a plan within such one-  
730 hundred-twenty-day period, the plan shall be deemed to be either  
731 approved or deficient without consequence. If a plan is disapproved, the  
732 contractor shall have thirty days from the notice of disapproval to  
733 resubmit an amended plan in order to remedy the reasons for  
734 disapproval. If the contractor fails to resubmit a plan or to remedy the  
735 reasons for disapproval, the plan shall receive a final disapproval from  
736 the executive director or the executive director's designee.

737 (c) Any failure to submit a plan as required by this section or receipt  
738 of a final disapproval of a plan shall constitute a discriminatory practice,  
739 as defined in section 46a-51, as amended by this act. Any contractor who  
740 has received a final disapproval may request reconsideration of the  
741 disapproval according to the procedures for reconsideration set forth in  
742 subsection (h) of section 46a-83.



743 Sec. 7. Section 46a-68e of the general statutes is repealed and the  
744 following is substituted in lieu thereof (*Effective October 1, 2025*):

745 (a) Each contractor shall file, and shall cause each of [his] such  
746 contractor's subcontractors to file, with the commission such  
747 compliance reports at such times as the commission may direct.  
748 Compliance reports shall contain such information as to the practices,  
749 policies, programs and employment policies, employment programs,  
750 and employment statistics of the contractor and each subcontractor and  
751 be in such form as the commission may prescribe.

752 (b) All compliance reports shall be submitted not later than forty-five  
753 days after the substantial completion of the contract. The executive  
754 director or the executive director's designee shall have thirty days from  
755 the date of submission of a compliance report to review and formally  
756 approve or disapprove the compliance report. If the executive director  
757 or the executive director's designee fails to approve, conditionally  
758 approve or disapprove a plan within such thirty-day period, the plan  
759 shall be deemed to be either approved or deficient without consequence.

760 (c) In the case of a public works contract subject to the provisions of  
761 section 46a-68d, as amended by this act, the awarding agency shall  
762 withhold two per cent of the total contract price per month from any  
763 payment made to such contractor until such time as the contractor has  
764 submitted all compliance reports required by the commission and the  
765 reports have been approved by the executive director or the executive  
766 director's designee or deemed deficient without consequence.

767 Sec. 8. Section 46a-68g of the general statutes is repealed and the  
768 following is substituted in lieu thereof (*Effective October 1, 2025*):

769 No awarding agency [, or in the case of a municipal public works  
770 contract, no municipality, or in the case of a quasi-public agency project  
771 contract, no entity,] shall enter into a contract with any bidder or  
772 prospective contractor unless the bidder or prospective contractor has  
773 satisfactorily complied with the provisions of sections 4a-60, as

774 amended by this act, 4a-60g, as amended by this act, 46a-56 and 46a-68c  
775 to 46a-68f, inclusive, as amended by this act, or submits a program for  
776 compliance acceptable to the commission.

777       Sec. 9. Section 46a-68k of the general statutes is repealed and the  
778 following is substituted in lieu thereof (*Effective October 1, 2025*):

779       (a) If the commission determines an awarding agency [or in the case  
780 of a municipal public works contract, a municipality,] has a contract  
781 compliance program which is at least equivalent to the requirements  
782 and responsibilities of sections 4a-60 and 46a-68c to 46a-68f, inclusive,  
783 as amended by this act, such agency, [or municipality,] subject to the  
784 approval of the commission, may use its own compliance program. Any  
785 contractor who is a party to a public works contract with such agency  
786 [or municipality] may be relieved of the requirements and  
787 responsibilities of said sections, provided such contractor complies with  
788 the requirements of such agency's [or municipality's] contract  
789 compliance program.

790       (b) The commission shall adopt regulations in accordance with  
791 chapter 54 to carry out the purposes of this section, including, but not  
792 limited to, establishing a procedure for such determination and  
793 approval.

794       Sec. 10. Subdivision (2) of subsection (c) of section 4-68cc of the  
795 general statutes is repealed and the following is substituted in lieu  
796 thereof (*Effective October 1, 2025*):

797       (2) Before awarding a contract for a Neighborhood Security project,  
798 the state or the municipality shall state in its notice of solicitation for  
799 competitive bids or request for proposals or qualifications for such  
800 contract that the bidder is required to comply with the provisions of  
801 section 4a-60g, as amended by this act, the requirements concerning  
802 nondiscrimination and affirmative action under [sections] section 4a-60,  
803 as amended by this act, [and 4a-60a] and the provisions under  
804 subdivision (1) of this subsection regarding the hiring of a

805 subcontractor. The state or the municipality may inquire whether a  
806 bidder is a business enterprise that participates in the Neighborhood  
807 Security Fellowship Program and may award preference points to such  
808 bidder.

809       Sec. 11. Section 10a-151i of the general statutes is repealed and the  
810 following is substituted in lieu thereof (*Effective October 1, 2025*):

811       For any qualified contract described in subdivision (1) of subsection  
812 (b) of section 10a-151f, and any revenue contract or nonmonetary  
813 contract that is not a qualified contract, as such terms are defined in  
814 section 10a-151f, that is entered into or amended on or after July 1, 2017,  
815 by the chief executive officer of the Board of Regents for Higher  
816 Education or the chief executive officer of an institution within the  
817 jurisdiction of the Board of Regents for Higher Education or by the chief  
818 executive officer of The University of Connecticut, the chief executive  
819 officer shall require such contract to either (1) comply with the  
820 provisions of subsection [(c)] (d) of section 4a-60, as amended by this  
821 act, [and subsection (b) of section 4a-60a,] and set forth the full text of  
822 subdivisions (1) to (5), inclusive, of subsection [(a)] (b) of section 4a-60,  
823 as amended by this act, [and subdivisions (1) to (4), inclusive, of  
824 subsection (a) of section 4a-60a,] or (2) set forth the following  
825 affirmation: "Each party agrees, as required by [sections] section 4a-60  
826 [and 4a-60a] of the Connecticut General Statutes, not to discriminate  
827 against any person on the basis of race, color, religious creed, age,  
828 marital status, national origin, ancestry, sex, gender identity or  
829 expression, sexual orientation, status as a veteran, status as a victim of  
830 domestic violence, intellectual disability, mental disability or physical  
831 disability, including, but not limited to, blindness, unless it is shown by  
832 such party that such disability prevents performance of the work  
833 involved. Each party agrees to comply with all applicable federal and  
834 state of Connecticut nondiscrimination and affirmative action laws,  
835 including, but not limited to, [sections] section 4a-60 [and 4a-60a] of the  
836 Connecticut General Statutes."

837 Sec. 12. Subsection (d) of section 31-51q of the general statutes is  
838 repealed and the following is substituted in lieu thereof (*Effective October*  
839 *1, 2025*):

840 (d) The provisions of this section shall not apply to a religious  
841 corporation, entity, association, educational institution or society that is  
842 exempt from the requirements of Title VII of the Civil Rights Act of 1964  
843 pursuant to 42 USC 2000e-1(a) or is exempt from [sections 4a-60a,] the  
844 provisions of section 4a-60, as amended by this act, concerning sexual  
845 orientation, sections 46a-81b to 46a-81o, inclusive, pursuant to section  
846 46a-81p, as amended by this act, with respect to speech on religious  
847 matters to employees who perform work connected with the activities  
848 undertaken by such religious corporation, entity, association,  
849 educational institution or society.

850 Sec. 13. Subsection (b) of section 32-235 of the general statutes is  
851 repealed and the following is substituted in lieu thereof (*Effective October*  
852 *1, 2025*):

853 (b) The proceeds of the sale of said bonds, to the extent of the amount  
854 stated in subsection (a) of this section, shall be used by the Department  
855 of Economic and Community Development (1) for the purposes of  
856 sections 32-220 to 32-234, inclusive, including economic cluster-related  
857 programs and activities, and for the Connecticut job training finance  
858 demonstration program pursuant to sections 32-23uu and 32-23vv,  
859 provided (A) three million dollars shall be used by said department  
860 solely for the purposes of section 32-23uu, (B) not less than one million  
861 dollars shall be used for an educational technology grant to the  
862 deployment center program and the nonprofit business consortium  
863 deployment center approved pursuant to section 32-41l, (C) not less  
864 than two million dollars shall be used by said department for the  
865 establishment of a pilot program to make grants to businesses in  
866 designated areas of the state for construction, renovation or  
867 improvement of small manufacturing facilities, provided such grants  
868 are matched by the business, a municipality or another financing entity.

869 The Commissioner of Economic and Community Development shall  
870 designate areas of the state where manufacturing is a substantial part of  
871 the local economy and shall make grants under such pilot program  
872 which are likely to produce a significant economic development benefit  
873 for the designated area, (D) five million dollars may be used by said  
874 department for the manufacturing competitiveness grants program, (E)  
875 one million dollars shall be used by said department for the purpose of  
876 a grant to the Connecticut Center for Advanced Technology, for the  
877 purposes of subdivision (5) of subsection (a) of section 32-7f, (F) fifty  
878 million dollars shall be used by said department for the purpose of  
879 grants to the United States Department of the Navy, the United States  
880 Department of Defense or eligible applicants for projects related to the  
881 enhancement of infrastructure for long-term, on-going naval operations  
882 at the United States Naval Submarine Base-New London, located in  
883 Groton, which will increase the military value of said base. Such projects  
884 shall not be subject to the provisions of [sections 4a-60] section 4a-60, as  
885 amended by this act, [and 4a-60a,] (G) two million dollars shall be used  
886 by said department for the purpose of a grant to the Connecticut Center  
887 for Advanced Technology, Inc., for manufacturing initiatives, including  
888 aerospace and defense, and (H) four million dollars shall be used by said  
889 department for the purpose of a grant to companies adversely impacted  
890 by the construction at the Quinnipiac Bridge, where such grant may be  
891 used to offset the increase in costs of commercial overland  
892 transportation of goods or materials brought to the port of New Haven  
893 by ship or vessel, (2) for the purposes of the small business assistance  
894 program established pursuant to section 32-9yy, provided fifteen  
895 million dollars shall be deposited in the small business assistance  
896 account established pursuant to said section 32-9yy, (3) to deposit  
897 twenty million dollars in the small business express assistance account  
898 established pursuant to section 32-7h, (4) to deposit four million nine  
899 hundred thousand dollars per year in each of the fiscal years ending  
900 June 30, 2017, to June 30, 2019, inclusive, and June 30, 2021, and nine  
901 million nine hundred thousand dollars in the fiscal year ending June 30,  
902 2020, in the CTNext Fund established pursuant to section 32-39i, which

903 shall be used by the Department of Economic and Community  
904 Development to provide grants-in-aid to designated innovation places,  
905 as defined in section 32-39f, planning grants-in-aid pursuant to section  
906 32-39l, and grants-in-aid for projects that network innovation places  
907 pursuant to subsection (b) of section 32-39m, provided not more than  
908 three million dollars be used for grants-in-aid for such projects, and  
909 further provided any portion of any such deposit that remains  
910 unexpended in a fiscal year subsequent to the date of such deposit may  
911 be used by the Department of Economic and Community Development  
912 for any purpose described in subsection (e) of section 32-39i, (5) to  
913 deposit two million dollars per year in each of the fiscal years ending  
914 June 30, 2019, to June 30, 2021, inclusive, in the CTNext Fund established  
915 pursuant to section 32-39i, which shall be used by the Department of  
916 Economic and Community Development for the purpose of providing  
917 higher education entrepreneurship grants-in-aid pursuant to section 32-  
918 39g, provided any portion of any such deposit that remains unexpended  
919 in a fiscal year subsequent to the date of such deposit may be used by  
920 the Department of Economic and Community Development for any  
921 purpose described in subsection (e) of section 32-39i, (6) for the purpose  
922 of funding the costs of the Technology Talent Advisory Committee  
923 established pursuant to section 32-7p, provided not more than ten  
924 million dollars may be used on or after July 1, 2023, for such purpose,  
925 (7) to provide (A) a grant-in-aid to the Connecticut Supplier Connection  
926 in an amount equal to two hundred fifty thousand dollars in each of the  
927 fiscal years ending June 30, 2017, to June 30, 2021, inclusive, and (B) a  
928 grant-in-aid to the Connecticut Procurement Technical Assistance  
929 Program in an amount equal to three hundred thousand dollars in each  
930 of the fiscal years ending June 30, 2017, to June 30, 2021, inclusive, (8) to  
931 deposit four hundred fifty thousand dollars per year, in each of the fiscal  
932 years ending June 30, 2017, to June 30, 2021, inclusive, in the CTNext  
933 Fund established pursuant to section 32-39i, which shall be used by the  
934 Department of Economic and Community Development to provide  
935 growth grants-in-aid pursuant to section 32-39g, provided any portion  
936 of any such deposit that remains unexpended in a fiscal year subsequent

937 to the date of such deposit may be used by the Department of Economic  
 938 and Community Development for any purpose described in subsection  
 939 (e) of section 32-39i, (9) to transfer fifty million dollars to the Labor  
 940 Department which shall be used by said department for the purpose of  
 941 funding workforce pipeline programs selected pursuant to section 31-  
 942 11rr, provided, notwithstanding the provisions of section 31-11rr, (A)  
 943 not less than five million dollars shall be provided to the workforce  
 944 development board in Bridgeport serving the southwest region, for  
 945 purposes of such program, and the board shall distribute such money  
 946 in proportion to population and need, and (B) not less than five million  
 947 dollars shall be provided to the workforce development board in  
 948 Hartford serving the north central region, for purposes of such program,  
 949 (10) to transfer twenty million dollars to Connecticut Innovations,  
 950 Incorporated, provided ten million dollars shall be used by Connecticut  
 951 Innovations, Incorporated for the purpose of the proof of concept fund  
 952 established pursuant to subsection (b) of section 32-39x and ten million  
 953 dollars shall be used by Connecticut Innovations, Incorporated for the  
 954 purpose of the venture capital fund program established pursuant to  
 955 section 32-41oo, (11) to provide a grant to The University of Connecticut  
 956 of eight million dollars for the establishment, development and  
 957 operation of a center for sustainable aviation pursuant to subsection (a)  
 958 of section 10a-110o, and (12) for up to twenty million dollars in  
 959 investments in federally designated opportunity zones through an  
 960 impact investment firm including, subject to the approval of the  
 961 Governor, funding from the Economic Assistance Revolving Fund,  
 962 established pursuant to section 32-231.

963 Sec. 14. Section 46a-51 of the general statutes is repealed and the  
 964 following is substituted in lieu thereof (*Effective October 1, 2025*):

965 As used in [section 4a-60a and] this chapter:

966 (1) "Blind" refers to an individual whose central visual acuity does  
 967 not exceed 20/200 in the better eye with correcting lenses, or whose  
 968 visual acuity is greater than 20/200 but is accompanied by a limitation

969 in the fields of vision such that the widest diameter of the visual field  
970 subtends an angle no greater than twenty degrees;

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

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

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

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

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

978 (7) "Discriminatory employment practice" means any discriminatory  
979 practice specified in subsection (b), (d), (e) or (f) of section 31-51i or  
980 section 46a-60 or 46a-81c;

981 (8) "Discriminatory practice" means a violation of section 4a-60, as  
982 amended by this act, [4a-60a,] 4a-60g, as amended by this act, 4a-60j, 31-  
983 40y, subsection (b), (d), (e) or (f) of section 31-51i, subparagraph (C) of  
984 subdivision (15) of section 46a-54, subdivisions (16) and (17) of section  
985 46a-54, section 46a-58, 46a-59, 46a-60, 46a-64, 46a-64c, 46a-66 or 46a-68,  
986 sections 46a-68c to 46a-68f, inclusive, as amended by this act, sections  
987 46a-70 to 46a-78, inclusive, subsection (a) of section 46a-80, sections 46a-  
988 81b to 46a-81o, inclusive, sections 46a-80b to 46a-80e, inclusive, sections  
989 46a-80k to 46a-80m, inclusive, or section 19a-498c;

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

995 (10) "Employer" includes the state and all political subdivisions  
996 thereof and means any person or employer with one or more persons in



997 such person's or employer's employ;

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

1000 (12) "Labor organization" means any organization which exists for the  
1001 purpose, in whole or in part, of collective bargaining or of dealing with  
1002 employers concerning grievances, terms or conditions of employment,  
1003 or of other mutual aid or protection in connection with employment;

1004 (13) "Intellectual disability" means intellectual disability as defined in  
1005 section 1-1g;

1006 (14) "Person" means one or more individuals, partnerships,  
1007 associations, corporations, limited liability companies, legal  
1008 representatives, trustees, trustees in bankruptcy, receivers and the state  
1009 and all political subdivisions and agencies thereof;

1010 (15) "Physically disabled" refers to any individual who has any  
1011 chronic physical handicap, infirmity or impairment, whether congenital  
1012 or resulting from bodily injury, organic processes or changes or from  
1013 illness, including, but not limited to, epilepsy, deafness or being hard of  
1014 hearing or reliance on a wheelchair or other remedial appliance or  
1015 device;

1016 (16) "Respondent" means any person alleged in a complaint filed  
1017 pursuant to section 46a-82, as amended by this act, to have committed a  
1018 discriminatory practice;

1019 (17) "Discrimination on the basis of sex" includes, but is not limited  
1020 to, discrimination related to pregnancy, child-bearing capacity,  
1021 sterilization, fertility or related medical conditions;

1022 (18) "Discrimination on the basis of religious creed" includes but is  
1023 not limited to discrimination related to all aspects of religious  
1024 observances and practice as well as belief, unless an employer  
1025 demonstrates that the employer is unable to reasonably accommodate

1026 to an employee's or prospective employee's religious observance or  
1027 practice without undue hardship on the conduct of the employer's  
1028 business;

1029 (19) "Learning disability" refers to an individual who exhibits a severe  
1030 discrepancy between educational performance and measured  
1031 intellectual ability and who exhibits a disorder in one or more of the  
1032 basic psychological processes involved in understanding or in using  
1033 language, spoken or written, which may manifest itself in a diminished  
1034 ability to listen, speak, read, write, spell or to do mathematical  
1035 calculations;

1036 (20) "Mental disability" refers to an individual who has a record of, or  
1037 is regarded as having one or more mental disorders, as defined in the  
1038 most recent edition of the American Psychiatric Association's  
1039 "Diagnostic and Statistical Manual of Mental Disorders";

1040 (21) "Gender identity or expression" means a person's gender-related  
1041 identity, appearance or behavior, whether or not that gender-related  
1042 identity, appearance or behavior is different from that traditionally  
1043 associated with the person's physiology or assigned sex at birth, which  
1044 gender-related identity can be shown by providing evidence including,  
1045 but not limited to, medical history, care or treatment of the gender-  
1046 related identity, consistent and uniform assertion of the gender-related  
1047 identity or any other evidence that the gender-related identity is  
1048 sincerely held, part of a person's core identity or not being asserted for  
1049 an improper purpose;

1050 (22) "Veteran" [means veteran as defined] has the same meaning as  
1051 provided in subsection (a) of section 27-103;

1052 (23) "Race" is inclusive of ethnic traits historically associated with  
1053 race, including, but not limited to, hair texture and protective hairstyles;

1054 (24) "Protective hairstyles" includes, but is not limited to, wigs,  
1055 headwraps and hairstyles such as individual braids, cornrows, locs,

1056 twists, Bantu knots, afros and afro puffs;

1057 (25) "Domestic violence" has the same meaning as provided in  
1058 subsection (b) of section 46b-1; and

1059 (26) "Sexual orientation" means a person's identity in relation to the  
1060 gender or genders to which they are romantically, emotionally or  
1061 sexually attracted, inclusive of any identity that a person (A) may have  
1062 previously expressed, or (B) is perceived by another person to hold.

1063 Sec. 15. Section 46a-56 of the general statutes is repealed and the  
1064 following is substituted in lieu thereof (*Effective October 1, 2025*):

1065 (a) The commission shall:

1066 (1) Investigate the possibilities of affording equal opportunity of  
1067 profitable employment to all persons, with particular reference to job  
1068 training and placement;

1069 (2) Compile facts concerning discrimination in employment,  
1070 violations of civil liberties and other related matters;

1071 (3) Investigate and proceed in all cases of discriminatory practices  
1072 under this chapter and noncompliance with the provisions of section 4a-  
1073 60, as amended by this act, [or 4a-60a] or sections 46a-68c to 46a-68f,  
1074 inclusive, as amended by this act, provided, the commission, whenever  
1075 it has reason to believe that a person who is a party to a discriminatory  
1076 practice case has engaged or is engaged in conduct that constitutes a  
1077 violation of part VI, of chapter 952, may refer such matter to the Office  
1078 of the Chief State's Attorney and said office shall conduct a further  
1079 investigation as deemed necessary;

1080 (4) From time to time, but not less than once a year, report to the  
1081 Governor as provided in section 4-60, making recommendations for the  
1082 removal of such injustices as it may find to exist and such other  
1083 recommendations as it deems advisable and describing the  
1084 investigations, proceedings and hearings it has conducted and their

1085 outcome, the decisions it has rendered and the other work it has  
1086 performed;

1087 (5) Monitor state contracts to determine whether they are in  
1088 compliance with [sections 4a-60] section 4a-60, as amended by this act,  
1089 [and 4a-60a,] and those provisions of the general statutes which prohibit  
1090 discrimination;

1091 (6) Compile data concerning state contracts with female and minority  
1092 business enterprises and submit a report annually to the General  
1093 Assembly concerning the employment of such business enterprises as  
1094 contractors and subcontractors;

1095 (7) Develop and include on the commission's Internet web site a link  
1096 concerning the illegality of sexual harassment, as defined in section 46a-  
1097 60, and the remedies available to victims of sexual harassment;

1098 (8) Develop and make available at no cost to employers an online  
1099 training and education video or other interactive method of training and  
1100 education that fulfills the requirements prescribed in subdivision (15) of  
1101 section 46a-54;

1102 (9) Develop, in conjunction with organizations that advocate on  
1103 behalf of victims of domestic violence, and include on the commission's  
1104 Internet web site a link concerning domestic violence and the resources  
1105 available to victims of domestic violence; and

1106 (10) Develop, in conjunction with organizations that advocate on  
1107 behalf of victims of domestic violence, and make available at no cost to  
1108 each state agency an online training and education video or other  
1109 interactive method of training and education that fulfills the  
1110 requirements prescribed in subdivision (19) of section 46a-54.

1111 (b) The commission may, when it is deemed in the best interests of  
1112 the state, exempt a contractor from the requirements of complying with  
1113 any or all of the provisions of section 4a-60, as amended by this act, [4a-

1114 60a,] 46a-68c, as amended by this act, 46a-68d, as amended by this act,  
1115 or 46a-68e, as amended by this act, in any specific contract. Exemptions  
1116 under the provisions of this section may include, but not be limited to,  
1117 the following instances: (1) If the work is to be or has been performed  
1118 outside the state and no recruitment of workers within the limits of the  
1119 state is involved; (2) those involving less than specified amounts of  
1120 money or specified numbers of workers; (3) to the extent that they  
1121 involve subcontracts below a specified tier. The commission may also  
1122 exempt facilities of a contractor which are in all respects separate and  
1123 distinct from activities of the contractor related to the performance of  
1124 the contract, provided such an exemption shall not interfere with or  
1125 impede the effectuation of the purposes of this section and sections 4a-  
1126 60, as amended by this act, [4a-60a,] 4a-60g, as amended by this act, and  
1127 46a-68b to 46a-68k, inclusive, as amended by this act.

1128 (c) If the commission determines through its monitoring and  
1129 compliance procedures that a contractor or subcontractor is not  
1130 complying with antidiscrimination statutes or contract provisions  
1131 required under section 4a-60, as amended by this act, [or 4a-60a] or  
1132 sections 46a-68c to 46a-68f, inclusive, as amended by this act, the  
1133 commission may issue a complaint pursuant to subsection (c) of section  
1134 46a-82, as amended by this act. Such complaint shall be scheduled for a  
1135 hearing before a human rights referee appointed by the chief referee to  
1136 act as a presiding officer. Such hearing shall be held in accordance with  
1137 chapter 54 and section 46a-84. If, after such hearing, the presiding officer  
1138 makes a finding of noncompliance with antidiscrimination statutes or  
1139 contract provisions required under section 4a-60, as amended by this  
1140 act, [or 4a-60a] or sections 46a-68c to 46a-68f, inclusive, as amended by  
1141 this act, the presiding officer shall order such relief as is necessary to  
1142 achieve full compliance with any antidiscrimination statute and  
1143 required contract provisions. The presiding officer may: (1) [(A) In the  
1144 case of a state contract, order] Order the [state] awarding agency to  
1145 retain two per cent of the total contract price per month on any existing  
1146 contract with such contractor that the [state] agency withheld pursuant

1147 to section [46a-68d and] 46a-68e, as amended by this act, and in the case  
 1148 of a state contract, transfer the funds to the State Treasurer for deposit  
 1149 in the special fund described in subsection (e) of this section; [, or (B) in  
 1150 the case of a municipal public works or quasi-public agency contract,  
 1151 order the municipality or entity to retain two per cent of the total  
 1152 contract price per month on any existing contract with such contractor;]  
 1153 (2) prohibit the contractor from participation in any further [contracts  
 1154 with state agencies or any further municipal public works contracts or  
 1155 quasi-public agency project contracts, as applicable] public works  
 1156 contracts until: (A) The expiration of a period of two years from the date  
 1157 of the finding of noncompliance, or (B) the presiding officer determines  
 1158 that the contractor has adopted policies consistent with such statutes,  
 1159 provided the presiding officer shall make such determination not later  
 1160 than forty-five days after such finding of noncompliance; (3) publish, or  
 1161 cause to be published, the names of contractors or unions that the  
 1162 presiding officer has found to be in noncompliance with such  
 1163 provisions; (4) notify the Attorney General that, in cases in which there  
 1164 is substantial violation or the threat of substantial violation of section  
 1165 4a-60, as amended by this act, [or 4a-60a,] appropriate proceedings  
 1166 should be brought to enforce such provisions, including the enjoining  
 1167 of organizations, individuals or groups that prevent, or seek to prevent,  
 1168 compliance with section 4a-60, as amended by this act; [or 4a-60a;] (5)  
 1169 recommend to the Equal Employment Opportunity Commission or the  
 1170 Department of Justice that appropriate proceedings be instituted under  
 1171 Title VII of the Civil Rights Act of 1964 or related laws when necessary;  
 1172 (6) recommend to the appropriate prosecuting authority that criminal  
 1173 proceedings be brought for the furnishing of false information to any  
 1174 awarding agency or to the commission; (7) order the contractor to bring  
 1175 itself into compliance with antidiscrimination statutes or contract  
 1176 provisions required under section 4a-60, as amended by this act, [or 4a-  
 1177 60a] or sections 46a-68c to 46a-68f, inclusive, as amended by this act, not  
 1178 later than a period of thirty days after the issuance of such order or, for  
 1179 good cause shown, within an additional period of thirty days, and, if  
 1180 such contractor fails to bring itself into such compliance within such

1181 time period and such noncompliance is substantial or there is a pattern  
1182 of noncompliance, recommend to the awarding agency that such agency  
1183 declare the contractor to be in breach of the contract and that such  
1184 agency pursue all available remedies; [or, in the case of a municipal  
1185 public works or quasi-public agency project contract, recommend the  
1186 municipality or entity to make such a declaration and pursue all  
1187 available remedies;] (8) order the awarding agency [or, in the case of a  
1188 municipal public works or quasi-public agency project contract, the  
1189 municipality or entity,] to refrain from entering into further contracts,  
1190 or extensions or other modifications of existing contracts, with any  
1191 noncomplying contractor, until such contractor has satisfied the  
1192 commission that such contractor has established and will carry out  
1193 personnel and employment policies in compliance with  
1194 antidiscrimination statutes and section 4a-60, as amended by this act, [or  
1195 4a-60a] and sections 46a-68c to 46a-68f, inclusive, as amended by this  
1196 act; or (9) order two or more remedies or other relief designed to achieve  
1197 full compliance with antidiscrimination statutes and required contract  
1198 provisions. The commission shall adopt regulations, in accordance with  
1199 chapter 54, to implement the provisions of this section.

1200 (d) If the commission determines, through its monitoring and  
1201 compliance procedures, that, with respect to a [state contract, municipal  
1202 public works contract or quasi-public agency project] public works  
1203 contract, a contractor, subcontractor, service provider or supplier of  
1204 materials has (1) fraudulently qualified as a minority business  
1205 enterprise, or (2) performed services or supplied materials on behalf of  
1206 another contractor, subcontractor, service provider or supplier of  
1207 materials knowing (A) that such other contractor, subcontractor, service  
1208 provider or supplier has fraudulently qualified as a minority business  
1209 enterprise in order to appear to comply with antidiscrimination statutes  
1210 or contract provisions required under section 4a-60, as amended by this  
1211 act, [or 4a-60a,] and (B) that such services or materials are to be used in  
1212 connection with a contract entered into pursuant to subsection (b) of  
1213 section 4a-60g, as amended by this act, the commission may issue a

1214 complaint pursuant to subsection (c) of section 46a-82, as amended by  
1215 this act. Such complaint shall be scheduled for a hearing before a referee  
1216 assigned by the chief referee to act as a presiding officer. Such hearing  
1217 shall be held in accordance with the provisions of chapter 54 and section  
1218 46a-84. If, after such hearing, the presiding officer makes a finding that  
1219 a contractor, subcontractor, service provider or supplier of materials has  
1220 violated this subsection, the presiding officer shall assess a civil penalty  
1221 of not more than ten thousand dollars upon such contractor,  
1222 subcontractor, service provider or supplier of materials.

1223 (e) The Attorney General, upon complaint of the commission, shall  
1224 institute a civil action in the superior court for the judicial district of  
1225 Hartford to recover any penalty assessed pursuant to subsection (d) of  
1226 this section. Any penalties recovered pursuant to this subsection shall  
1227 be deposited in a special fund and shall be held by the State Treasurer  
1228 separate and apart from all other moneys, funds and accounts. The  
1229 resources in such fund shall, pursuant to regulations adopted by the  
1230 commission in accordance with the provisions of chapter 54, be used to  
1231 assist minority business enterprises. As used in this section, "minority  
1232 business enterprise" means any contractor, subcontractor or supplier of  
1233 materials fifty-one per cent or more of the capital stock, if any, or assets  
1234 of which is owned by a person or persons: (1) Who are active in the daily  
1235 affairs of the enterprise; (2) who have the power to direct the  
1236 management and policies of the enterprise; and (3) who are members of  
1237 a minority, as defined in subsection (a) of section 32-9n.

1238 Sec. 16. Subsection (a) of section 46a-68 of the general statutes is  
1239 repealed and the following is substituted in lieu thereof (*Effective October*  
1240 *1, 2025*):

1241 (a) Each state agency, department, board and commission with  
1242 twenty-five [ ] or more [ ] full-time employees shall develop and  
1243 implement, in cooperation with the Commission on Human Rights and  
1244 Opportunities, an affirmative action plan that commits the agency,  
1245 department, board or commission to a program of affirmative action in



1246 all aspects of personnel and administration. Such plan shall be  
1247 developed pursuant to regulations adopted by the Commission on  
1248 Human Rights and Opportunities in accordance with chapter 54 to  
1249 ensure that affirmative action is undertaken as required by state and  
1250 federal law to provide equal employment opportunities and to comply  
1251 with all responsibilities under the provisions of sections 4-61u to 4-61w,  
1252 inclusive, sections 46a-54 to 46a-64, inclusive, section 46a-64c and  
1253 sections 46a-70 to 46a-78, inclusive. The executive head of each such  
1254 agency, department, board or commission shall be directly responsible  
1255 for the development, filing and implementation of such affirmative  
1256 action plan. The Metropolitan District of Hartford County shall be  
1257 deemed to be a state agency for purposes of this section and sections 4a-  
1258 60, as amended by this act, [4a-60a] and 4a-60g, as amended by this act.

1259 Sec. 17. Subsection (d) of section 46a-81i of the general statutes is  
1260 repealed and the following is substituted in lieu thereof (*Effective October*  
1261 *1, 2025*):

1262 (d) Every state contract or subcontract for construction on public  
1263 buildings or for other public work or for goods and services shall  
1264 conform to the intent of section [4a-60a] 4a-60, as amended by this act.

1265 Sec. 18. Section 46a-81p of the general statutes is repealed and the  
1266 following is substituted in lieu thereof (*Effective October 1, 2025*):

1267 The provisions of [sections 4a-60a and] section 4a-60, as amended by  
1268 this act, concerning sexual orientation and sections 46a-81b to 46a-81o,  
1269 inclusive, shall not apply to a religious corporation, entity, association,  
1270 educational institution or society with respect to the employment of  
1271 individuals to perform work connected with the carrying on by such  
1272 corporation, entity, association, educational institution or society of its  
1273 activities, or with respect to matters of discipline, faith, internal  
1274 organization or ecclesiastical rule, custom or law which are established  
1275 by such corporation, entity, association, educational institution or  
1276 society.

1277       Sec. 19. Section 46a-81q of the general statutes is repealed and the  
1278 following is substituted in lieu thereof (*Effective October 1, 2025*):

1279       The provisions of [sections 4a-60a and] section 4a-60, as amended by  
1280 this act, concerning sexual orientation and sections 46a-81b to 46a-81o,  
1281 inclusive, shall not apply to the conduct and administration of a ROTC  
1282 program established and maintained pursuant to 10 USC Sections 2101  
1283 to 2111, inclusive, as amended from time to time, and the regulations  
1284 thereunder, at an institution of higher education. For purposes of this  
1285 section, "ROTC" means the Reserve Officers' Training Corps.

1286       Sec. 20. Subsection (c) of section 46a-82 of the general statutes is  
1287 repealed and the following is substituted in lieu thereof (*Effective October*  
1288 *1, 2025*):

1289       (c) The commission, whenever it has reason to believe that any  
1290 contractor or subcontractor is not complying with antidiscrimination  
1291 statutes or contract provisions required under section 4a-60, as amended  
1292 by this act, [4a-60a] or 4a-60g, as amended by this act, or the provisions  
1293 of sections 46a-68c to 46a-68f, inclusive, as amended by this act, may  
1294 issue a complaint.

1295       Sec. 21. Subsection (e) of section 46a-86 of the general statutes is  
1296 repealed and the following is substituted in lieu thereof (*Effective October*  
1297 *1, 2025*):

1298       (e) In addition to any other action taken under this section, upon a  
1299 finding of noncompliance with antidiscrimination statutes or contract  
1300 provisions required under section 4a-60, as amended by this act, [or 4a-  
1301 60a] or the provisions of sections 46a-68c to 46a-68f, inclusive, as  
1302 amended by this act, the presiding officer shall file with the commission  
1303 and serve on the respondent an order with respect to any remedial  
1304 action imposed pursuant to subsection (c) or (d) of section 46a-56, as  
1305 amended by this act.

1306       Sec. 22. Section 46a-81aa of the general statutes is repealed and the

1307 following is substituted in lieu thereof (*Effective October 1, 2025*):

1308 The provisions of subsection [(a)] (b) of section 4a-60, as amended by  
 1309 this act, subsection (c) of section 8-169s, section 8-265c, subsection (c) of  
 1310 section 8-294, section 8-315, subsection (a) of section 10-15c, section 10-  
 1311 153, subsection (b) of section 10a-6, subsection (a) of section 11-24b,  
 1312 sections 16-245r and 16-247r, subsection (b) of section 28-15, section 31-  
 1313 22p, subsection (e) of section 31-57e, sections 32-277, 38a-358 and 42-  
 1314 125a, subsection (c) of section 42-125b, subsection (a) of section 46a-58,  
 1315 subsection (a) of section 46a-59, subsection (b) of section 46a-60,  
 1316 subsection (a) of section 46a-64, subsections (a) and (e) of section 46a-  
 1317 64c, subsection (a) of section 46a-66, subsection (a) of section 46a-70,  
 1318 subsection (a) of section 46a-71, subsection (b) of section 46a-72,  
 1319 subsection (a) of section 46a-73, subsection (a) of section 46a-75,  
 1320 subsection (a) of section 46a-76, subsections (b) and (c) of section 52-571d  
 1321 and section 53-37a that prohibit discrimination on the basis of gender  
 1322 identity or expression shall not apply to a religious corporation, entity,  
 1323 association, educational institution or society with respect to the  
 1324 employment of individuals to perform work connected with the  
 1325 carrying on by such corporation, entity, association, educational  
 1326 institution or society of its activities, or with respect to matters of  
 1327 discipline, faith, internal organization or ecclesiastical rule, custom or  
 1328 law which are established by such corporation, entity, association,  
 1329 educational institution or society.

1330 Sec. 23. Section 4a-60a of the general statutes is repealed. (*Effective*  
 1331 *October 1, 2025*)

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>October 1, 2025</i>	46a-68b
Sec. 2	<i>October 1, 2025</i>	4a-60
Sec. 3	<i>October 1, 2025</i>	4a-60g
Sec. 4	<i>October 1, 2025</i>	4a-60h
Sec. 5	<i>October 1, 2025</i>	46a-68c

Sec. 6	<i>October 1, 2025</i>	46a-68d
Sec. 7	<i>October 1, 2025</i>	46a-68e
Sec. 8	<i>October 1, 2025</i>	46a-68g
Sec. 9	<i>October 1, 2025</i>	46a-68k
Sec. 10	<i>October 1, 2025</i>	4-68cc(c)(2)
Sec. 11	<i>October 1, 2025</i>	10a-151i
Sec. 12	<i>October 1, 2025</i>	31-51q(d)
Sec. 13	<i>October 1, 2025</i>	32-235(b)
Sec. 14	<i>October 1, 2025</i>	46a-51
Sec. 15	<i>October 1, 2025</i>	46a-56
Sec. 16	<i>October 1, 2025</i>	46a-68(a)
Sec. 17	<i>October 1, 2025</i>	46a-81i(d)
Sec. 18	<i>October 1, 2025</i>	46a-81p
Sec. 19	<i>October 1, 2025</i>	46a-81q
Sec. 20	<i>October 1, 2025</i>	46a-82(c)
Sec. 21	<i>October 1, 2025</i>	46a-86(e)
Sec. 22	<i>October 1, 2025</i>	46a-81aa
Sec. 23	<i>October 1, 2025</i>	Repealer section

***Statement of Purpose:***

To implement the recommendations of the state disparity study, including by changing fixed percentage set-aside goals to project-specific goals and consolidating provisions concerning municipal and quasi-public agency contracts with provisions concerning state contracts.

*[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.]*