



***Substitute House Bill No. 7236***

***Public Act No. 25-139***

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

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

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 Subsection (b) of section 46a-170 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective from passage*):

(b) The council shall consist of the following members: (1) The Chief State's Attorney, or a designee; (2) the Chief Public Defender, or a designee; (3) the Commissioner of Emergency Services and Public Protection, or the commissioner's designee; (4) the Labor Commissioner, or the commissioner's designee; (5) the Commissioner of Social Services, or the commissioner's designee; (6) the Commissioner of Public Health, or the commissioner's designee; (7) the Commissioner of Mental Health and Addiction Services, or the commissioner's designee; (8) the Commissioner of Children and Families, or the commissioner's designee; (9) the Commissioner of Consumer Protection, or the commissioner's designee; (10) the Commissioner of Developmental Services, or the commissioner's designee; (11) the Commissioner of Transportation, or the commissioner's designee; (12) the director of the Basic Training Division of the Police Officer Standards and Training Council, or the director's designee; [(12)] (13) the Child Advocate, or the

***Substitute House Bill No. 7236***

Child Advocate's designee; [(13)] (14) the Victim Advocate, or the Victim Advocate's designee; [(14)] (15) a chairperson of the Commission on Women, Children, Seniors, Equity and Opportunity, or the chairperson's designee; [(15)] (16) one representative of the Office of Victim Services of the Judicial Branch appointed by the Chief Court Administrator; [(16)] (17) a municipal police chief appointed by the Connecticut Police Chiefs Association, or a designee; [(17)] (18) the Commissioner of Education, or the commissioner's designee; [(18)] an adult victim of trafficking, appointed by the Governor;] (19) a judge of the Superior Court, appointed by the Chief Court Administrator; (20) a state's attorney appointed by the Chief State's Attorney; (21) a public defender appointed by the Chief Public Defender; and (22) [fifteen] sixteen public members appointed as follows: The Governor shall appoint [three] four members, one of whom shall represent victims of commercial exploitation of children, one of whom shall represent sex trafficking victims who are children and one of whom shall represent a coalition of children's advocacy centers and multidisciplinary teams that are dedicated to serving child abuse victims and their families, the president pro tempore of the Senate shall appoint two members, one of whom shall represent the Connecticut Alliance to End Sexual Violence and one of whom shall represent an organization that provides civil legal services to low-income individuals, the speaker of the House of Representatives shall appoint two members, one of whom shall represent the Connecticut Coalition Against Domestic Violence and one of whom shall represent the Connecticut Lodging Association, the majority leader of the Senate shall appoint two members, one of whom shall represent an organization that deals with behavioral health needs of women and children and one of whom shall represent the Connecticut Coalition to End Homelessness, the majority leader of the House of Representatives shall appoint two members, one of whom shall represent an organization that advocates on social justice and human rights issues and one of whom shall represent the Connecticut Criminal Defense Lawyers Association, the minority leader of the

***Substitute House Bill No. 7236***

Senate shall appoint two members, one of whom shall represent the Connecticut Immigrant and Refugee Coalition and one of whom shall represent massage therapists, and the minority leader of the House of Representatives shall appoint two members, one of whom shall represent the Motor Transport Association of Connecticut, Inc. and one of whom shall represent an organization that works with adult victims of trafficking.

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

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

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

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

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

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

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

(6) "Discrimination" includes segregation and separation;

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

(8) "Discriminatory practice" means a violation of section 4a-60, as

***Substitute House Bill No. 7236***

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

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

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

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

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

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

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

***Substitute House Bill No. 7236***

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

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

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

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

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

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

***Substitute House Bill No. 7236***

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

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

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

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

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

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

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

**Substitute House Bill No. 7236**

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

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

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

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

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

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

(4) (A) To represent to any person because of race, creed, color,

***Substitute House Bill No. 7236***

national origin, ancestry, sex, gender identity or expression, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, [or] status as a veteran, status as a victim of sexual assault or status as a victim of trafficking in persons, that any dwelling is not available for inspection, sale or rental when such dwelling is in fact so available.

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

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

(6) (A) To discriminate in the sale or rental, or to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a



***Substitute House Bill No. 7236***

learning disability or physical or mental disability of: (i) Such buyer or renter; (ii) a person residing in or intending to reside in such dwelling after it is so sold, rented, or made available; or (iii) any person associated with such buyer or renter.

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

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

***Substitute House Bill No. 7236***

other buildings consisting of four or more units.

(7) For any person or other entity engaging in residential real-estate-related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of race, creed, color, national origin, ancestry, sex, gender identity or expression, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, [or] status as a veteran, status as a victim of sexual assault or status as a victim of trafficking in persons.

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

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

(b) (1) The provisions of this section shall not apply to (A) the rental of a room or rooms in a single-family dwelling unit if the owner actually maintains and occupies part of such living quarters as his residence or (B) a unit in a dwelling containing living quarters occupied or intended to be occupied by no more than two families living independently of each other, if the owner actually maintains and occupies the other such

***Substitute House Bill No. 7236***

living quarters as his residence. (2) The provisions of this section with respect to the prohibition of discrimination on the basis of marital status shall not be construed to prohibit the denial of a dwelling to a man or a woman who are both unrelated by blood and not married to each other. (3) The provisions of this section with respect to the prohibition of discrimination on the basis of age shall not apply to minors, to special discount or other public or private programs to assist persons sixty years of age and older or to housing for older persons as defined in section 46a-64b, provided there is no discrimination on the basis of age among older persons eligible for such housing. (4) The provisions of this section with respect to the prohibition of discrimination on the basis of familial status shall not apply to housing for older persons as defined in section 46a-64b or to a unit in a dwelling containing units for no more than four families living independently of each other, if the owner of such dwelling resides in one of the units. (5) The provisions of this section with respect to the prohibition of discrimination on the basis of lawful source of income shall not prohibit the denial of full and equal accommodations solely on the basis of insufficient income. (6) The provisions of this section with respect to the prohibition of discrimination on the basis of sex shall not apply to the rental of sleeping accommodations to the extent they utilize shared bathroom facilities when such sleeping accommodations are provided by associations and organizations which rent such sleeping accommodations on a temporary or permanent basis for the exclusive use of persons of the same sex based on considerations of privacy and modesty.

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

(d) Nothing in this section or section 46a-64b shall be construed to invalidate or limit any state statute or municipal ordinance that requires dwellings to be designed and constructed in a manner that affords

**Substitute House Bill No. 7236**

persons with physical or mental disabilities greater access than is required by this section or section 46a-64b.

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

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

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

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

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

***Substitute House Bill No. 7236***

victim of trafficking in persons.

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

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

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

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

(2) Any person who violates the provisions of this section by

**Substitute House Bill No. 7236**

intentionally desecrating a house of religious worship (A) shall be guilty of a class D felony and shall be fined not less than one thousand dollars if property is damaged as a consequence of such violation in an amount up to and including ten thousand dollars, and (B) shall be guilty of a class C felony and shall be fined not less than three thousand dollars if the property damaged as a consequence of such violation is in an amount in excess of ten thousand dollars.

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

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

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

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

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

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

***Substitute House Bill No. 7236***

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

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

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

(3) For a labor organization, because of the race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, status as a veteran, [or] status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons of any individual to exclude from full membership rights or to expel from its membership such individual or to discriminate in any way against any of its members or against any

***Substitute House Bill No. 7236***

employer or any individual employed by an employer, unless such action is based on a bona fide occupational qualification;

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

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

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

(7) For an employer, by the employer or the employer's agent: (A) To terminate a woman's employment because of her pregnancy; (B) to refuse to grant to that employee a reasonable leave of absence for disability resulting from her pregnancy; (C) to deny to that employee, who is disabled as a result of pregnancy, any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer; (D) to fail or refuse to reinstate the employee to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits upon her signifying



***Substitute House Bill No. 7236***

her intent to return unless, in the case of a private employer, the employer's circumstances have so changed as to make it impossible or unreasonable to do so; (E) to limit, segregate or classify the employee in a way that would deprive her of employment opportunities due to her pregnancy; (F) to discriminate against an employee or person seeking employment on the basis of her pregnancy in the terms or conditions of her employment; (G) to fail or refuse to make a reasonable accommodation for an employee or person seeking employment due to her pregnancy, unless the employer can demonstrate that such accommodation would impose an undue hardship on such employer; (H) to deny employment opportunities to an employee or person seeking employment if such denial is due to the employee's request for a reasonable accommodation due to her pregnancy; (I) to force an employee or person seeking employment affected by pregnancy to accept a reasonable accommodation if such employee or person seeking employment (i) does not have a known limitation related to her pregnancy, or (ii) does not require a reasonable accommodation to perform the essential duties related to her employment; (J) to require an employee to take a leave of absence if a reasonable accommodation can be provided in lieu of such leave; and (K) to retaliate against an employee in the terms, conditions or privileges of her employment based upon such employee's request for a reasonable accommodation;

(8) For an employer, by the employer or the employer's agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent, to harass any employee, person seeking employment or member on the basis of sex or gender identity or expression. If an employer takes immediate corrective action in response to an employee's claim of sexual harassment, such corrective action shall not modify the conditions of employment of the employee making the claim of sexual harassment unless such employee agrees, in writing, to any modification in the conditions of employment. "Corrective action" taken by an employer, includes, but is not limited to,

***Substitute House Bill No. 7236***

employee relocation, assigning an employee to a different work schedule or other substantive changes to an employee's terms and conditions of employment. Notwithstanding an employer's failure to obtain a written agreement from an employee concerning a modification in the conditions of employment, the commission may find that corrective action taken by an employer was reasonable and not of detriment to the complainant based on the evidence presented to the commission by the complainant and respondent. As used in this subdivision, "sexual harassment" means any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment;

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

***Substitute House Bill No. 7236***

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

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

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

***Substitute House Bill No. 7236***

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

(B) An employee who is absent from work in accordance with the provisions of subparagraph (A) of this subdivision shall, within a reasonable time after the absence, provide a certification to the employer when requested by the employer. Such certification shall be in the form of: (i) A police report indicating that the employee or the employee's child was a victim of domestic violence, sexual assault or trafficking in persons; (ii) a court order protecting or separating the employee or employee's child from the perpetrator of an act of domestic violence, sexual assault or trafficking in persons; (iii) other evidence from the court or prosecuting attorney that the employee appeared in court; or (iv) documentation from a medical professional, including a domestic

***Substitute House Bill No. 7236***

violence counselor or sexual assault counselor, as those terms are defined in section 52-146k, or other health care provider, that the employee or the employee's child was receiving services, counseling or treatment for physical or mental injuries or abuse resulting in victimization from an act of domestic violence, sexual assault or trafficking in persons.

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

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

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

(a) It shall be a discriminatory practice in violation of this section: (1) To deny any person within the jurisdiction of this state full and equal accommodations in any place of public accommodation, resort or amusement because of race, creed, color, national origin, ancestry, sex, gender identity or expression, marital status, age, lawful source of income, intellectual disability, mental disability, physical disability, including, but not limited to, blindness or deafness, status as a veteran, [or] status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons, of the applicant, subject only to the conditions and limitations established by law and applicable alike to all persons; (2) to discriminate, segregate or separate on account of race, creed, color, national origin, ancestry, sex, gender identity or expression, marital status, age, lawful source of income, intellectual disability, mental disability, learning disability, physical

**Substitute House Bill No. 7236**

disability, including, but not limited to, blindness or deafness, status as a veteran, [or] status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons; (3) for a place of public accommodation, resort or amusement to restrict or limit the right of a mother to breast-feed her child; (4) for a place of public accommodation, resort or amusement to refuse entry to a person with a disability who is accompanied by a service animal; or (5) to deny any person with a disability or any person training an animal as a service animal to assist a person with a disability, accompanied by such service animal, full and equal access to any place of public accommodation, resort or amusement. Any person with a disability or any person training an animal as a service animal may keep such service animal at all times in such place of public accommodation, resort or amusement at no extra charge, provided such service animal is in the direct custody and control of such person. When it is not obvious what service an animal provides, staff of a place of public accommodation, resort or amusement may inquire of the owner or keeper whether such animal is a service animal required because of a disability and what work or task the animal has been trained to perform. Nothing in this subsection shall preclude a business owner's ability to recover for damage caused to a person or property by a service animal. For the purposes of this subsection, "disability" and "service animal" have the same meanings as provided in section 22-345 and "place of public accommodation, resort or amusement" has the same meaning as provided in section 46a-44.

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

(a) It shall be a discriminatory practice in violation of this section for any creditor to discriminate on the basis of sex, gender identity or expression, age, race, color, religious creed, national origin, ancestry, marital status, intellectual disability, learning disability, blindness,

***Substitute House Bill No. 7236***

physical disability, status as a veteran, [or] status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons against any person eighteen years of age or over in any credit transaction.

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

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

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

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

Sec. 11. Subsection (b) of section 46a-72 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October*

**Substitute House Bill No. 7236**

1, 2025):

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

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

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

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

(a) All educational, counseling, and vocational guidance programs and all apprenticeship and on-the-job training programs of state agencies, or in which state agencies participate, shall be open to all qualified persons, without regard to race, color, religious creed, sex,



***Substitute House Bill No. 7236***

gender identity or expression, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, physical disability, including, but not limited to, blindness, status as a veteran, [or] status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons.

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

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

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

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

(1) The contractor agrees and warrants that in the performance of the contract such contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, status as a veteran, status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of

***Substitute House Bill No. 7236***

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

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

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

(4) The contractor agrees to comply with each provision of this section and sections 46a-68e and 46a-68f and with each regulation or

***Substitute House Bill No. 7236***

relevant order issued by said commission pursuant to sections 46a-56, 46a-68e, 46a-68f and 46a-86; and

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

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

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

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

Governor's Action:  
Approved July 8, 2025