
OLR Bill Analysis

SB 353

AN ACT CONCERNING REASONABLE ACCOMMODATIONS IN THE WORKPLACE FOR CONDITIONS RELATED TO MENOPAUSE.

SUMMARY

This bill generally requires an employer to provide a reasonable accommodation for an employee with a menopause-related condition by making it a discriminatory practice not to unless it would be an undue hardship. By doing this, it allows an aggrieved person to file a complaint with the Commission on Human Rights and Opportunities (CHRO) (CGS § 46a-82). The law already requires reasonable accommodations related to pregnancy.

By law, an “employer” includes the state, the state’s political subdivisions, and any person or employer with one or more employees (CGS § 46a-51).

The bill also requires (1) employers to notify employees of their rights under the bill and (2) CHRO to work with organizations advocating for people with menopause or related medical conditions to develop a model workplace policy on reasonable accommodations for menopause or related conditions and related education materials. CHRO must post the model policy and education materials on the commission’s website.

EFFECTIVE DATE: October 1, 2026

DISCRIMINATORY PRACTICE

Under the bill, it is a discriminatory practice for an employer to:

1. fail or refuse to make a reasonable accommodation for a current or prospective employee due to a condition related to menopause, unless the employer can demonstrate that it would be an undue hardship to do so (see BACKGROUND);

2. deny employment opportunities to a current or prospective employee if the denial is related to their request for a reasonable accommodation for a condition related to menopause; and
3. force a current or prospective employee with a condition related to menopause to accept a reasonable accommodation if they (a) do not have a known limitation related to their condition or (b) do not need a reasonable accommodation to complete duties essential to their job.

EMPLOYEE NOTIFICATION

The bill requires employers to give employees written notice of their right to be free from discrimination for menopause and related conditions, including the right to reasonable accommodations for known limitations from these conditions. Existing law requires employers to give, similar notice to employees about pregnancy, childbirth, and related conditions.

Under the bill, notice must be given to (1) new employees when they start work; (2) existing employees (presumably, within 120 days of the bill's effective date); and (3) any employee who notifies their employer of their menopause-related condition (within 10 days of their notification).

BACKGROUND

Reasonable Accommodation

By law, "reasonable accommodations" include:

1. being allowed to sit while working,
2. more frequent or longer breaks,
3. periodic rest,
4. assistance with manual labor,
5. job restructuring,
6. light duty assignments,

7. modified work schedules,
8. temporary transfers to less strenuous or less hazardous work,
9. time off to recover from childbirth, or
10. break time and appropriate facilities for expressing breast milk.

Undue Hardship

Under existing law, an “undue hardship” is an action requiring significant difficulty or expense when considering the accommodation’s nature and cost, the employer’s overall financial resources, the employer’s size and facilities, and the effect on the employer’s operations.

Related Bill

sHB 5003 (§§ 39 & 40), favorably reported by the Labor and Public Employees Committee, has identical provisions on reasonable accommodations in the workplace for employees with conditions related to menopause.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/17/2026)