
OLR Bill Analysis

SB 430

AN ACT CODIFYING THE AMERICANS WITH DISABILITIES ACT.

SUMMARY

This bill incorporates into state statutes the federal Americans with Disabilities Act (ADA, see BACKGROUND) and federal ADA regulations promulgated by January 1, 2025. The bill does this by reference but requires these laws and regulations to apply with the same effect as if the language of the act were fully incorporated into the general statutes, except where any state law has a more stringent requirement to protect people with disabilities.

The bill specifically allows anyone aggrieved by an alleged ADA violation to file a discriminatory practice complaint with the Commission on Human Rights and Opportunities (CHRO) through the existing state law process (see BACKGROUND) rather than filing a federal complaint. (Existing law appears to already allow this, as courts have found that state laws on discriminatory practices incorporate federal antidiscrimination laws by reference.) Under the bill, any complaint with more stringent requirements to protect people with disabilities under state law must be governed by state law.

EFFECTIVE DATE: October 1, 2026

BACKGROUND

Federal Americans with Disabilities Act (ADA)

The ADA prohibits disability discrimination in various areas, including employment (Title I), state and local government (Title II), and public accommodations (Title III). Among other things, the act:

1. prohibits employers with 15 or more employees from discriminating against qualified people with disabilities in the terms, conditions, or privileges of employment and requires

- employers to provide reasonable accommodations;
2. prohibits state and local governments (“public entities”) from discriminating against people with disabilities and requires them to provide programs to a person with a disability in the most integrated setting appropriate to the person’s needs; and
 3. prohibits disability discrimination in public accommodations, which are generally businesses open to the public.

Generally, the federal Equal Employment Opportunity Commission enforces Title I and the federal Department of Justice enforces Title II and Title III, though it may coordinate with other agencies.

CHRO Discriminatory Practice Complaints

Under existing state law, it is a discriminatory practice to deprive someone of any rights, privileges, or immunities secured or protected by Connecticut or federal laws or constitutions, or cause such a deprivation, because of various characteristics, including mental or physical disability. Generally, CHRO enforces discrimination laws in areas such as employment, housing, public accommodations, credit practices, and state services and programs. It may receive, initiate, investigate, and mediate discriminatory practice complaints.

COMMITTEE ACTION

Human Services Committee

Joint Favorable
Yea 23 Nay 0 (03/19/2026)