



Senate

General Assembly

File No. 363

February Session, 2026

Senate Bill No. 430

Senate, April 2, 2026

The Committee on Human Services reported through SEN. LESSER of the 9th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT CODIFYING THE AMERICANS WITH DISABILITIES ACT.

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

1 Section 1. (NEW) (*Effective October 1, 2026*) (a) The provisions of the
2 federal Americans with Disabilities Act, 42 USC 12101, et seq., and
3 regulations promulgated thereunder on or before January 1, 2025, shall
4 apply to the provisions of the general statutes in the same manner and
5 with the same force and effect as if the language of the act had been
6 incorporated in full into the general statutes, except where any
7 provision of state law contains more stringent requirements for the
8 protection of persons with disabilities than the provisions of said federal
9 act.

10 (b) Any person aggrieved by an alleged violation of the Americans
11 with Disabilities Act may, in lieu of filing a federal complaint, file a
12 discriminatory practice complaint with the Commission on Human
13 Rights and Opportunities in accordance with the provisions of section
14 46a-82 of the general statutes, provided any such complaint governed
15 by state law that sets more stringent requirements for the protection of

16 persons with disabilities than said federal act shall be governed by such
17 state law.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	New section

HS *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note**State Impact:** None**Municipal Impact:** None**Explanation**

The bill incorporates the Americans with Disabilities Act (ADA) into state statutes and empowers those aggrieved by an ADA violation to file a discriminatory practice complaint with the Commission on Human Rights and Opportunities (CHRO). This results in no fiscal impact to the state or municipalities as the bill conforms the law to current practices.

The Out Years**State Impact:** None**Municipal Impact:** None

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)