



General Assembly

February Session, 2026

***Raised Bill No. 353***

LCO No. 2009



Referred to Committee on LABOR AND PUBLIC  
EMPLOYEES

Introduced by:  
(LAB)

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

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

1 Section 1. Section 46a-60 of the 2026 supplement to the general  
2 statutes is repealed and the following is substituted in lieu thereof  
3 (*Effective October 1, 2026*):

4 (a) As used in this section:

5 (1) "Pregnancy" means pregnancy, childbirth or a related condition,  
6 including, but not limited to, lactation;

7 (2) "Reasonable accommodation" means, but is not limited to, being  
8 permitted to sit while working, more frequent or longer breaks, periodic  
9 rest, assistance with manual labor, job restructuring, light duty  
10 assignments, modified work schedules, temporary transfers to less  
11 strenuous or hazardous work, time off to recover from childbirth or  
12 break time and appropriate facilities for expressing breast milk; and

13 (3) "Undue hardship" means an action requiring significant difficulty  
14 or expense when considered in light of factors such as (A) the nature  
15 and cost of the accommodation; (B) the overall financial resources of the  
16 employer; (C) the overall size of the business of the employer with  
17 respect to the number of employees, and the number, type and location  
18 of its facilities; and (D) the effect on expenses and resources or the  
19 impact otherwise of such accommodation upon the operation of the  
20 employer.

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

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

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

43 (3) For a labor organization, because of the race, color, religious creed,  
44 age, sex, gender identity or expression, marital status, national origin,

45 ancestry, present or past history of mental disability, intellectual  
46 disability, learning disability, physical disability, including, but not  
47 limited to, blindness, status as a veteran, status as a victim of domestic  
48 violence, status as a victim of sexual assault or status as a victim of  
49 trafficking in persons of any individual to exclude from full membership  
50 rights or to expel from its membership such individual or to  
51 discriminate in any way against any of its members or against any  
52 employer or any individual employed by an employer, unless such  
53 action is based on a bona fide occupational qualification;

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

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

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

72 (7) For an employer, by the employer or the employer's agent: (A) To  
73 terminate a woman's employment because of her pregnancy; (B) to  
74 refuse to grant to that employee a reasonable leave of absence for  
75 disability resulting from her pregnancy; (C) to deny to that employee,  
76 who is disabled as a result of pregnancy, any compensation to which

77 she is entitled as a result of the accumulation of disability or leave  
78 benefits accrued pursuant to plans maintained by the employer; (D) to  
79 fail or refuse to reinstate the employee to her original job or to an  
80 equivalent position with equivalent pay and accumulated seniority,  
81 retirement, fringe benefits and other service credits upon her signifying  
82 her intent to return unless, in the case of a private employer, the  
83 employer's circumstances have so changed as to make it impossible or  
84 unreasonable to do so; (E) to limit, segregate or classify the employee in  
85 a way that would deprive her of employment opportunities due to her  
86 pregnancy; (F) to discriminate against an employee or person seeking  
87 employment on the basis of her pregnancy in the terms or conditions of  
88 her employment; (G) to fail or refuse to make a reasonable  
89 accommodation for an employee or person seeking employment due to  
90 her pregnancy or condition related to menopause, unless the employer  
91 can demonstrate that such accommodation would impose an undue  
92 hardship on such employer; (H) to deny employment opportunities to  
93 an employee or person seeking employment if such denial is due to the  
94 employee's request for a reasonable accommodation due to her  
95 pregnancy or condition related to menopause; (I) to force an employee  
96 or person seeking employment affected by pregnancy or condition  
97 related to menopause to accept a reasonable accommodation if such  
98 employee or person seeking employment (i) does not have a known  
99 limitation related to her pregnancy or condition related to menopause,  
100 or (ii) does not require a reasonable accommodation to perform the  
101 essential duties related to her employment; (J) to require an employee  
102 to take a leave of absence if a reasonable accommodation can be  
103 provided in lieu of such leave; and (K) to retaliate against an employee  
104 in the terms, conditions or privileges of her employment based upon  
105 such employee's request for a reasonable accommodation;

106 (8) For an employer, by the employer or the employer's agent, for an  
107 employment agency, by itself or its agent, or for any labor organization,  
108 by itself or its agent, to harass any employee, person seeking  
109 employment or member on the basis of sex or gender identity or  
110 expression. If an employer takes immediate corrective action in

111 response to an employee's claim of sexual harassment, such corrective  
112 action shall not modify the conditions of employment of the employee  
113 making the claim of sexual harassment unless such employee agrees, in  
114 writing, to any modification in the conditions of employment.  
115 "Corrective action" taken by an employer, includes, but is not limited to,  
116 employee relocation, assigning an employee to a different work  
117 schedule or other substantive changes to an employee's terms and  
118 conditions of employment. Notwithstanding an employer's failure to  
119 obtain a written agreement from an employee concerning a modification  
120 in the conditions of employment, the commission may find that  
121 corrective action taken by an employer was reasonable and not of  
122 detriment to the complainant based on the evidence presented to the  
123 commission by the complainant and respondent. As used in this  
124 subdivision, "sexual harassment" means any unwelcome sexual  
125 advances or requests for sexual favors or any conduct of a sexual nature  
126 when (A) submission to such conduct is made either explicitly or  
127 implicitly a term or condition of an individual's employment, (B)  
128 submission to or rejection of such conduct by an individual is used as  
129 the basis for employment decisions affecting such individual, or (C)  
130 such conduct has the purpose or effect of substantially interfering with  
131 an individual's work performance or creating an intimidating, hostile or  
132 offensive working environment;

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

145 informs the employee of the hazards involved in exposure to such  
146 substances;

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

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

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

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

199 (B) An employee who is absent from work in accordance with the  
200 provisions of subparagraph (A) of this subdivision shall, within a  
201 reasonable time after the absence, provide a certification to the employer  
202 when requested by the employer. Such certification shall be in the form  
203 of: (i) A police report indicating that the employee or the employee's  
204 child was a victim of domestic violence, sexual assault or trafficking in  
205 persons; (ii) a court order protecting or separating the employee or  
206 employee's child from the perpetrator of an act of domestic violence,  
207 sexual assault or trafficking in persons; (iii) other evidence from the  
208 court or prosecuting attorney that the employee appeared in court; or  
209 (iv) documentation from a medical professional, including a domestic  
210 violence counselor or sexual assault counselor, as those terms are  
211 defined in section 52-146k, or other health care provider, that the

212 employee or the employee's child was receiving services, counseling or  
213 treatment for physical or mental injuries or abuse resulting in  
214 victimization from an act of domestic violence, sexual assault or  
215 trafficking in persons.

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

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

223 (c) (1) The provisions of this section concerning age shall not apply  
224 to: (A) The termination of employment of any person with a contract of  
225 unlimited tenure at an independent institution of higher education who  
226 is mandatorily retired, on or before July 1, 1993, after having attained  
227 the age of seventy; (B) the termination of employment of any person  
228 who has attained the age of sixty-five and who, for the two years  
229 immediately preceding such termination, is employed in a bona fide  
230 executive or a high policy-making position, if such person is entitled to  
231 an immediate nonforfeitable annual retirement benefit under a pension,  
232 profit-sharing, savings or deferred compensation plan, or any  
233 combination of such plans, from such person's employer, which equals,  
234 in aggregate, at least forty-four thousand dollars; (C) the termination of  
235 employment of persons in occupations, including police work and fire-  
236 fighting, in which age is a bona fide occupational qualification; (D) the  
237 operation of any bona fide apprenticeship system or plan; or (E) the  
238 observance of the terms of a bona fide seniority system or any bona fide  
239 employee benefit plan for retirement, pensions or insurance which is not  
240 adopted for the purpose of evading said provisions, except that no such  
241 plan may excuse the failure to hire any individual and no such system  
242 or plan may require or permit the termination of employment on the  
243 basis of age. No such plan which covers less than twenty employees may  
244 reduce the group hospital, surgical or medical insurance coverage

245 provided under the plan to any employee who has reached the age of  
246 sixty-five and is eligible for Medicare benefits or any employee's spouse  
247 who has reached age sixty-five and is eligible for Medicare benefits  
248 except to the extent such coverage is provided by Medicare. The terms  
249 of any such plan which covers twenty or more employees shall entitle  
250 any employee who has attained the age of sixty-five and any employee's  
251 spouse who has attained the age of sixty-five to group hospital, surgical  
252 or medical insurance coverage under the same conditions as any  
253 covered employee or spouse who is under the age of sixty-five.

254 (2) No employee retirement or pension plan may exclude any  
255 employee from membership in such plan or cease or reduce the  
256 employee's benefit accruals or allocations under such plan on the basis  
257 of age. The provisions of this subdivision shall be applicable to plan  
258 years beginning on or after January 1, 1988, except that for any  
259 collectively bargained plan this subdivision shall be applicable on the  
260 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date of  
261 the collective bargaining agreement, or (ii) January 1, 1988.

262 (3) The provisions of this section concerning age shall not prohibit an  
263 employer from requiring medical examinations for employees for the  
264 purpose of determining such employees' physical qualification for  
265 continued employment.

266 (4) Any employee who continues employment beyond the normal  
267 retirement age in the applicable retirement or pension plan shall give  
268 notice of intent to retire, in writing, to such employee's employer not  
269 less than thirty days prior to the date of such retirement.

270 (d) (1) An employer shall provide written notice of the right to be free  
271 from discrimination in relation to pregnancy, childbirth, menopause  
272 and related conditions, including the right to a reasonable  
273 accommodation to the known limitations related to pregnancy or  
274 condition related to menopause pursuant to subdivision (7) of  
275 subsection (b) of this section to: (A) New employees at the  
276 commencement of employment; (B) existing employees within one

277 hundred twenty days of October 1, 2017; and (C) any employee who  
278 notifies the employer of her pregnancy or condition related to  
279 menopause within ten days of such notification. An employer may  
280 comply with the provisions of this section by displaying a poster in a  
281 conspicuous place, accessible to employees, at the employer's place of  
282 business that contains the information required by this section in both  
283 English and Spanish. The Labor Commissioner may adopt regulations,  
284 in accordance with chapter 54, to establish additional requirements  
285 concerning the means by which employers shall provide such notice.

286 (2) The Commission on Human Rights and Opportunities shall  
287 develop courses of instruction and conduct ongoing public education  
288 efforts as necessary to inform employers, employees, employment  
289 agencies and persons seeking employment about their rights and  
290 responsibilities under this section.

291 Sec. 2. Subsection (a) of section 46a-56 of the 2026 supplement to the  
292 general statutes is repealed and the following is substituted in lieu  
293 thereof (*Effective October 1, 2026*):

294 (a) The commission shall:

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

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

300 (3) Investigate and proceed in all cases of discriminatory practices  
301 under this chapter and noncompliance with the provisions of section 4a-  
302 60, or sections 46a-68c to 46a-68f, inclusive, provided, the commission,  
303 whenever it has reason to believe that a person who is a party to a  
304 discriminatory practice case has engaged or is engaged in conduct that  
305 constitutes a violation of part VI, of chapter 952, may refer such matter  
306 to the Office of the Chief State's Attorney and said office shall conduct a  
307 further investigation as deemed necessary;

308 (4) From time to time, but not less than once a year, report to the  
309 Governor as provided in section 4-60, making recommendations for the  
310 removal of such injustices as it may find to exist and such other  
311 recommendations as it deems advisable and describing the  
312 investigations, proceedings and hearings it has conducted and their  
313 outcome, the decisions it has rendered and the other work it has  
314 performed;

315 (5) Monitor state contracts to determine whether they are in  
316 compliance with section 4a-60, and those provisions of the general  
317 statutes which prohibit discrimination;

318 (6) Compile data concerning state contracts with female and minority  
319 business enterprises and submit a report annually to the General  
320 Assembly concerning the employment of such business enterprises as  
321 contractors and subcontractors;

322 (7) Develop and include on the commission's Internet web site a link  
323 concerning the illegality of sexual harassment, as defined in section 46a-  
324 60, as amended by this act, and the remedies available to victims of  
325 sexual harassment;

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

330 (9) Develop, in conjunction with organizations that advocate on  
331 behalf of victims of domestic violence, and include on the commission's  
332 Internet web site a link concerning domestic violence and the resources  
333 available to victims of domestic violence; [and]

334 (10) Develop, in conjunction with organizations that advocate on  
335 behalf of victims of domestic violence, and make available at no cost to  
336 each state agency an online training and education video or other  
337 interactive method of training and education that fulfills the  
338 requirements prescribed in subdivision (19) of section 46a-54;

339     (11) Develop, in conjunction with organizations that advocate on  
340 behalf of persons with menopause or related medical conditions, a  
341 model workplace policy regarding reasonable accommodations for  
342 menopause or related medical conditions and include such model  
343 workplace policy on the commission's Internet web site; and

344     (12) Develop, in conjunction with organizations that advocate on  
345 behalf of persons with menopause or related medical conditions,  
346 education materials concerning menopause and related medical  
347 conditions and include such education materials on the commission's  
348 Internet web site.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	46a-60
Sec. 2	<i>October 1, 2026</i>	46a-56(a)

**LAB**     *Joint Favorable*