

An Act Concerning Discrimination Gender-inclusive Non-Discrimination Law in CT

Connecticut has no explicit law protecting individuals from discrimination based on gender identity or expression in employment, housing, public accommodations, lending or education. **An Act Concerning Discrimination** would add the phrase “gender identity or expression” to CT’s existing non-discrimination law, prohibiting this discrimination making our state safe for all residents. For more information about this legislation, please contact the Anti-Discrimination Coalition at stamarkin@cwealf.org or (860) 247-6090 ext. 23.

Overview

- This bill gives CHRO the authority to investigate complaints of discrimination on the basis of gender identity or expression in employment, education, housing, public accommodations, and the extension of credit and order appropriate remedies if such discrimination is found. It applies the same rules, procedures, and remedies that apply to other types of discrimination.
- The Commission on Human Rights and Opportunities (CHRO) has already clarified that state law currently protects individuals from discrimination based on gender identity and expression. This bill makes those protections explicit and uniform. This bill will serve to make people protected by the law and those covered by the law aware of their rights and obligations.
- This bill uses the definition of “gender identity or expression” established in Connecticut’s hate crimes law, which passed in 2004 with a vote of 139-4 in the House and 33-0 in the Senate.

The Facts

- In 2007, CT legislators in 4 committees and the state senate cast 80 votes to pass this bill and only 9 to reject it. The House of Representatives did not vote on the bill so it died in the 2007 General Assembly.
- Currently, 153 Fortune 500 companies, 356 private sector companies, and 85 colleges and universities, have non-discrimination policies that include gender identity or expression. These include businesses and universities headquartered and located in CT: **Aetna, Pitney Bowes, the Hartford, and Xerox; and Connecticut College, Wesleyan University and Yale University.**
- Currently **13** states (including our New England neighbors Maine, Vermont and Rhode Island), plus Washington, DC, protect individuals from discrimination based on their gender identity or expression. Additionally, **96** municipalities have similar ordinances. Connecticut would not be trailblazing if we enacted this legislation. We would be joining a growing number of states committed to protecting all their residents from discrimination.

**See reverse for organizations that support
*An Act Concerning Discrimination***

**Organizations that support equality in gender identity
and gender expression for all CT residents**

ACLU of Connecticut | Anti-Defamation League | CABO (The CT Alliance for Business Opportunities) | Connecticut Conference of the United Church of Christ | Connecticut National Organization for Women | Connecticut TransAdvocacy Coalition | Connecticut Women's Education and Legal Fund | Gay & Lesbian Advocates & Defenders | Gay, Lesbian and Straight Education Network Connecticut | Hartford Gay and Lesbian Health Collective | Hartford Parents and Friends of Lesbians and Gays | Gender PAC | Love Makes a Family | National Association of Social Workers (CT) | People of Faith for GLBT Civil Rights | Permanent Commission on the Status of Women | Planned Parenthood of Connecticut | National Association for Multicultural Education, Connecticut Chapter | National Gay & Lesbian Task Force | Rainbow Center, UConn | SAGE Center, SCSU | True Colors Sexual Minority Youth and Family Services of CT

Do you want to see your agency or organization on this list?

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