



General Assembly

February Session, 2026

**Raised Bill No. 435**

LCO No. 2788



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

**AN ACT CONCERNING AUTOMATED DECISION SYSTEMS  
PROTECTIONS FOR EMPLOYEES.**

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

1 Section 1. (NEW) (*Effective October 1, 2026*) As used in this section and  
2 sections 2 to 13, inclusive, of this act:

3 (1) "Automated employment-related decision process" (A) means a  
4 computational process that makes, assists in making or is used in the  
5 course of making an employment-related decision, (B) includes, but is  
6 not limited to, a computational process that (i) uses a computer-based  
7 assessment or test to (I) make a predictive assessment concerning an  
8 applicant for employment or employee, (II) measure the skills, dexterity,  
9 reaction time or any other ability or characteristic of an applicant for  
10 employment or employee, (III) measure the personality traits, aptitude,  
11 attitude or cultural fit of an applicant for employment or employee, or  
12 (IV) screen, evaluate, categorize or recommend an applicant for  
13 employment or employee, (ii) directs job advertisements or other  
14 recruiting materials to targeted groups, (iii) screens resumes for  
15 particular terms or patterns, (iv) analyzes a facial expression, word

16 choice or voice captured during an online interview, or (v) analyzes data  
17 acquired from a third party concerning an applicant for employment or  
18 an employee, and (C) does not include any word processing,  
19 spreadsheet, map navigation, web hosting, domain registration,  
20 networking, caching, Internet web site loading, data storage, firewall,  
21 anti-virus, anti-malware, spam and robocall filtering, spellchecking,  
22 calculator, database or similar software or technology insofar as such  
23 software or technology does not make an employment-related decision;

24 (2) "Deploy" means to put an automated employment-related  
25 decision process into use;

26 (3) "Deployer" means a person doing business in the state who  
27 deploys an automated employment-related decision process in the state;

28 (4) "Developer" means a person doing business in the state who  
29 develops, or intentionally and substantially modifies, an automated  
30 employment-related decision process;

31 (5) "Employment-related decision" (A) means a decision regarding a  
32 term or condition of employment, and (B) includes, but is not limited to,  
33 (i) the decision to hire, promote or terminate an applicant for  
34 employment or employee, (ii) decisions related to compensation,  
35 scheduling, assigning duties, productivity monitoring, workplace  
36 surveillance or performance evaluations of an applicant for  
37 employment or employee, and (iii) any other decision affecting the  
38 rights, benefits or obligations of an applicant for employment or  
39 employee;

40 (6) "Person" means an individual, association, corporation, limited  
41 liability company, partnership, trust or other legal entity;

42 (7) "Substantial factor" (A) means a factor that assists in making, and  
43 is capable of altering the outcome of, an employment-related decision  
44 concerning an individual in the state, and (B) includes, but is not limited  
45 to, any use of an automated employment-related decision process to

46 generate any content, decision, prediction or recommendation  
47 concerning an individual in the state that is used as a basis to make an  
48 employment-related decision concerning such individual; and

49 (8) "Trade secret" has the same meaning as provided in section 35-51  
50 of the general statutes.

51 Sec. 2. (NEW) (*Effective October 1, 2026*) (a) Except as provided in  
52 subsection (b) of this section, the developer of an automated  
53 employment-related decision process that is deployed in the state shall  
54 provide to the deployer of such automated employment-related  
55 decision process all information that such deployer requires to perform  
56 such deployer's duties under sections 3 to 6, inclusive, of this act.

57 (b) The developer of an automated employment-related decision  
58 process may enter into a contract with a deployer of the automated  
59 employment-related decision process to assume the deployer's duties  
60 under sections 3 to 6, inclusive, of this act. The contract shall be binding  
61 and clearly set forth which of the deployer's duties under sections 3 to  
62 6, inclusive, of this act the developer has assumed.

63 Sec. 3. (NEW) (*Effective October 1, 2026*) (a) Except as provided in  
64 subsection (b) of this section and subsection (b) of section 2 of this act, a  
65 deployer who deploys an automated employment-related decision  
66 process that is intended to interact with an applicant for employment or  
67 employee in the state shall ensure that it is disclosed to each such  
68 applicant or employee who interacts with such process that such  
69 applicant or employee is interacting with an automated employment-  
70 related decision process.

71 (b) No disclosure shall be required under subsection (a) of this section  
72 under circumstances in which a reasonable person would deem it  
73 obvious that such person is interacting with an automated employment-  
74 related decision process.

75 Sec. 4. (NEW) (*Effective October 1, 2026*) Except as provided in

76 subsection (b) of section 2 of this act, prior to collecting any personal  
77 data of an applicant for employment or employee in the state for  
78 processing in an automated employment-related decision process, a  
79 deployer shall provide to such applicant or employee a written notice  
80 disclosing:

81 (1) The purpose of such data collection;

82 (2) The categories of personal data that will be collected for  
83 processing in such automated employment-related decision process;

84 (3) The retention period for any personal data collected;

85 (4) The categories of persons who will have access to such personal  
86 data; and

87 (5) Information concerning the right, under subparagraph (C) of  
88 subdivision (5) of subsection (a) of section 42-518 of the general statutes,  
89 to opt out of the processing of personal data for the purposes set forth  
90 in said subparagraph.

91 Sec. 5. (NEW) (*Effective October 1, 2026*) Except as provided in  
92 subsection (b) of section 2 of this act, a deployer who has deployed an  
93 automated employment-related decision process to make, or be a  
94 substantial factor in making, an employment-related decision  
95 concerning an applicant for employment or employee in the state shall,  
96 before such employment-related decision is made, provide to such  
97 applicant or employee a written notice disclosing:

98 (1) That the deployer has deployed an automated employment-  
99 related decision process;

100 (2) The purpose of the automated employment-related decision  
101 process and the nature of such employment-related decision;

102 (3) Information concerning the right, under subparagraph (C) of  
103 subdivision (5) of subsection (a) of section 42-518 of the general statutes,

104 to opt out of the processing of personal data for the purposes set forth  
105 in said subparagraph;

106 (4) Contact information for the deployer;

107 (5) The availability of human review pursuant to section 7 of this act;

108 (6) Information concerning how such applicant or employee may  
109 request a reevaluation of any employment-related decision made in  
110 whole or in part by such automated employment-related decision  
111 process;

112 (7) A link to the summary of the most recent bias audit required  
113 pursuant to section 8 of this act; and

114 (8) Information concerning how to request additional documentation  
115 or information about such automated employment-related decision  
116 process.

117 Sec. 6. (NEW) (*Effective October 1, 2026*) (a) Except as provided in  
118 subsection (b) of section 2 of this act, a deployer who has deployed an  
119 automated employment-related decision process to make, or be a  
120 substantial factor in making, an employment-related decision  
121 concerning an applicant for employment or employee in the state shall,  
122 if such employment-related decision is adverse to such applicant or  
123 employee, provide to such applicant or employee:

124 (1) A high-level statement disclosing the principal reason or reasons  
125 for such adverse employment-related decision, including, but not  
126 limited to, (A) the degree to which, and manner in which, the automated  
127 employment-related decision process contributed to such adverse  
128 employment-related decision, (B) the type of data that were processed  
129 by such automated employment-related decision process in making, or  
130 as a substantial factor in making, such adverse employment-related  
131 decision, and (C) the source of the data described in subparagraph (B)  
132 of this subdivision;

133 (2) An opportunity to (A) examine the data the automated  
134 employment-related decision process processed in making, or as a  
135 substantial factor in making, such adverse employment-related  
136 decision, (B) correct any incorrect data described in subparagraph (A) of  
137 this subdivision, and (C) appeal such adverse employment-related  
138 decision if such adverse employment-related decision is based upon any  
139 incorrect data described in subparagraph (A) of this subdivision. Such  
140 appeal shall allow for human review; and

141 (3) Upon request by such applicant or employee, or such applicant or  
142 employee's representative, a copy of the most recent bias audit required  
143 pursuant to section 8 of this act.

144 (b) A deployer who is required to provide a high-level statement to  
145 an applicant for employment or employee in the state pursuant to  
146 subdivision (1) of subsection (a) of this section shall provide such  
147 statement:

148 (1) Directly to such applicant or employee;

149 (2) In plain language;

150 (3) In all languages in which such deployer, in the ordinary course of  
151 such deployer's business, provides contracts, disclaimers, sales  
152 announcements and other information to persons in the state; and

153 (4) In a format that is accessible to individuals with disabilities.

154 Sec. 7. (NEW) (*Effective October 1, 2026*) (a) For the purposes of this  
155 section "human review" means a review conducted by a qualified  
156 individual who (1) has the authority to make or change an employment-  
157 related decision, (2) understands the capabilities, limitations and risks  
158 of the automated employment-related decision process, including, but  
159 not limited to, patterns of bias, disparate impact and data quality issues,  
160 and (3) does not rely solely on the content, decision, prediction or  
161 recommendation generated by the automated employment-related

162 decision process in making a final or determinative employment-related  
163 decision.

164 (b) (1) A deployer who has deployed an automated employment-  
165 related decision process in making, or as a substantial factor in making,  
166 an employment-related decision concerning an applicant for  
167 employment or employee in the state shall implement human review  
168 over such automated employment-related decision process by  
169 providing for review of the content, decisions, predictions or  
170 recommendations generated by the automated employment-related  
171 decision process and any other information relevant to such content,  
172 decision, prediction or recommendation in order to confirm the  
173 accuracy of data processed by such automated employment-related  
174 decision process and, when appropriate, modify or veto any such  
175 content, decision, prediction or recommendation generated by such  
176 automated decision-making process prior to any adverse employment-  
177 related decision.

178 (2) A deployer shall (A) establish procedures necessary to pause,  
179 correct or reverse erroneous or harmful content, decision, prediction or  
180 recommendation generated by an automated employment-related  
181 decision process, and (B) establish and maintain logs listing all human  
182 review reports and any intervention taken by an individual conducting  
183 such human review.

184 (c) No automated employment-related decision process shall be used  
185 by a deployer in making a final or determinative employment-related  
186 decision without human review over such final or determinative  
187 employment-related decision.

188 Sec. 8. (NEW) (*Effective October 1, 2026*) (a) (1) Prior to deploying an  
189 automated employment-related decision process, and annually  
190 thereafter, a deployer shall contract with an independent auditor to  
191 complete a bias audit. Such bias audit shall be done not later than one  
192 year prior to the date the deployer intends to deploy such automated

193 employment-related decision process.

194 (2) Each bias audit conducted pursuant to this subsection shall:

195 (A) Evaluate the automated employment-related decision process  
196 performance and error rates across relevant subgroups;

197 (B) Assess disparate impact caused by the automated employment-  
198 related decision process against protected classes;

199 (C) Examine the sources of data processed by the automated  
200 employment-related decision process and quality of content, decisions,  
201 predictions or recommendations generated by the automated  
202 employment-related decision process;

203 (D) Evaluate the effects of any thresholds, scoring or ranking criteria  
204 utilized by the automated employment-related decision process; and

205 (E) Test for less discriminatory alternatives or adjustments to such  
206 automated employment-related decision process.

207 (3) No deployer shall contract with an independent auditor who (A)  
208 has a financial or operational interest in the deployer or developer of the  
209 automated employment-related decision process, or (B) has not been  
210 approved by the Labor Commissioner pursuant to subsection (b) of this  
211 section.

212 (b) The Labor Commissioner shall establish and implement an  
213 approval process of independent auditors to conduct bias audits  
214 pursuant to subsection (a) of this section and shall maintain a registry of  
215 independent auditors approved by such process.

216 (c) Not later than thirty days after completing a bias audit pursuant  
217 to subsection (a) of this section, the deployer shall (1) in a form and  
218 manner prescribed by the Labor Commissioner, file a bias audit report  
219 and a plain-language summary of such report with the commissioner,  
220 and (2) publish a plain-language summary of such audit report on the

221 deployer's Internet web site in a conspicuous place accessible to  
222 applicants for employment and employees. Such summary shall include  
223 (A) the methodology used in such bias audit, (B) the key findings and  
224 identified risks found by such bias audit, and (C) any corrective actions  
225 taken by the deployer.

226 (d) No automated employment-related decision process shall be  
227 deployed or continue to be deployed by a deployer if the most recent  
228 bias audit conducted pursuant to subsection (a) of this section identified  
229 any disparate impact caused by such automated employment-related  
230 decision process, except where the deployer can demonstrate (1) a  
231 business necessity, (2) such deployer has implemented corrective  
232 actions approved by the Labor Commissioner, and (3) that either (A) no  
233 less discriminatory alternative is available, or (B) a less discriminatory  
234 alternative has been implemented by the deployer.

235 (e) Each deployer shall maintain records relating to bias audits  
236 required pursuant to subsection (a) of this section for a period of not less  
237 than five years and shall make such records available to the Labor  
238 Commissioner upon request.

239 (f) The Labor Commissioner may adopt regulations, in accordance  
240 with the provisions of chapter 54 of the general statutes, necessary to  
241 carry out the purposes of this section, including, but not limited to,  
242 establishing minimum qualifications for independent auditors and  
243 methodologic requirements for bias audits required pursuant to  
244 subsection (a) of this section.

245 Sec. 9. (NEW) (*Effective October 1, 2026*) No employer, deployer,  
246 developer, labor organization or any other person shall discharge or in  
247 any manner discriminate or retaliate against, any applicant for  
248 employment or employee because such applicant or employee:

249 (1) Filed a complaint, provided information or otherwise assisted in  
250 an investigation or proceeding concerning any alleged violation of  
251 sections 3 to 8 of this act;

252 (2) Objected to or refused to participate in any activity that such  
253 applicant or employee reasonably believed to be in violation of sections  
254 3 to 8 of this act; or

255 (3) Exercised any rights granted under the provisions of sections 3 to  
256 8 of this act.

257 Sec. 10. (NEW) (*Effective October 1, 2026*) (a) No provision of sections  
258 2 to 8, inclusive, of this act shall be construed to require any person to  
259 disclose any information that is a trade secret or otherwise protected  
260 from disclosure under state or federal law.

261 (b) If a person withholds any information under subsection (a) of this  
262 section, the person shall send a notice to the person from whom such  
263 information is being withheld. Such notice shall disclose (1) that such  
264 person is withholding such information, and (2) the basis for such  
265 person's decision to withhold such information.

266 Sec. 11. (NEW) (*Effective October 1, 2026*) Any violation of the  
267 provisions of sections 3 to 8, inclusive, of this act shall constitute an  
268 unfair or deceptive trade practice for the purposes of subsection (a) of  
269 section 42-110b of the general statutes and shall be enforced solely by  
270 the Attorney General. The provisions of section 42-110g of the general  
271 statutes shall not apply to any such violation.

272 Sec. 12. (NEW) (*Effective October 1, 2026*) An employee aggrieved by  
273 a violation of sections 3 to 9, inclusive, of this act may bring a civil action  
274 in the Superior Court to recover damages and equitable relief together  
275 with costs and reasonable attorney's fees.

276 Sec. 13. (NEW) (*Effective October 1, 2026*) Where an applicant for  
277 employment or employee is represented by an employee organization,  
278 a deployer shall (1) provide written notice prior to any testing,  
279 deployment or material modification of an automated employment-  
280 related decision process, and (2) engage in good faith bargaining with  
281 such employee organization regarding the purpose, scope and

282 anticipated impacts of such automated employment-related decision  
283 process.

284       Sec. 14. (NEW) (*Effective October 1, 2026*) (a) As used in this section,  
285 section 17 of this act and sections 5-271 of the general statutes, as  
286 amended by this act, and 7-468 of the general statutes, as amended by  
287 this act, "artificial intelligence technology" means a computer system,  
288 application or other product that uses or incorporates one or more forms  
289 of artificial intelligence.

290       (b) (1) No state agency, or any entity acting on behalf of a state  
291 agency, shall, directly or indirectly, utilize or apply any artificial  
292 intelligence technology in performing any function that (A) is related to  
293 the delivery of any public assistance benefit to individuals in the state  
294 by such agency, or (B) will have a material impact on the rights, civil  
295 liberties, safety or welfare of individuals in the state, unless such  
296 utilization or application is specifically authorized by law.

297       (2) No state agency shall authorize any procurement, purchase or  
298 acquisition of any artificial intelligence technology, except where the use  
299 of such system is specifically authorized by law.

300       (3) If a state agency is authorized to procure, purchase or acquire an  
301 artificial intelligence technology, the state agency shall contract with an  
302 independent auditor to complete a bias audit pursuant to subsection (a)  
303 of section 8 of this act.

304       (c) Any bias audit completed pursuant to subdivision (3) of  
305 subsection (b) of this section shall be submitted to the Commissioner of  
306 Administrative Services, in a form and manner prescribed by the  
307 commissioner, and posted on the agency's Internet web site not later  
308 than sixty days prior to deployment of such artificial intelligence  
309 technology. Any agency may redact any data in such impact statement  
310 to remove personally identifiable information of any individual.

311       Sec. 15. Subsection (a) of section 7-468 of the general statutes is

312 repealed and the following is substituted in lieu thereof (*Effective October*  
313 *1, 2026*):

314 (a) Employees shall have, and shall be protected in the exercise of, the  
315 right of self-organization, to form, join or assist any employee  
316 organization, to bargain collectively through representatives of their  
317 own choosing on questions of wages, hours and other conditions of  
318 employment, including, but not limited to, the use of artificial  
319 intelligence technology by an employer and to engage in other  
320 concerted activities for the purpose of collective bargaining or other  
321 mutual aid or protection, free from actual interference, restraint or  
322 coercion.

323 Sec. 16. Subsection (a) of section 5-271 of the general statutes is  
324 repealed and the following is substituted in lieu thereof (*Effective October*  
325 *1, 2026*):

326 (a) Employees shall have, and shall be protected in the exercise of the  
327 right of self-organization, to form, join or assist any employee  
328 organization, to bargain collectively through representatives of their  
329 own choosing on questions of wages, hours, the use of artificial  
330 intelligence technology by an employer and other conditions of  
331 employment, except as provided in subsection (d) of section 5-272, and  
332 to engage in other concerted activities for the purpose of collective  
333 bargaining or other mutual aid or protection, free from actual  
334 interference, restraint or coercion.

335 Sec. 17. (NEW) (*Effective October 1, 2026*) During the term of a written  
336 collective bargaining agreement entered into by an employer and a  
337 designated employee organization, no artificial intelligence technology  
338 shall be used by or on behalf of the employer in any manner that:

339 (1) Modifies or impairs such agreement in any way, including, but  
340 not limited to, any such use that has the effect of modifying or impairing  
341 the rights, benefits and privileges accorded to the employee members of  
342 the bargaining unit that is represented by such designated employee

343 organization, by, among other things, (A) reducing the wages, fringe  
344 benefits or nonovertime hours of such employee members, or (B)  
345 assuming the duties and functions of such employee members;

346 (2) Modifies or impairs the designated employee organization's role  
347 as the exclusive representative of the bargaining unit for the purposes  
348 of such agreement; or

349 (3) Modifies or impairs the relationship between the employer and  
350 the designated employee organization with respect to such agreement.

351 Sec. 18. Section 46a-60 of the 2026 supplement to the general statutes  
352 is repealed and the following is substituted in lieu thereof (*Effective*  
353 *October 1, 2026*):

354 (a) As used in this section:

355 (1) "Automated employment-related decision process" (A) means a  
356 computational process that makes, assists in making or is used in the  
357 course of making a decision regarding a term or condition of  
358 employment, (B) includes, but is not limited to, a computational process  
359 that (i) uses a computer-based assessment or test to (I) make a predictive  
360 assessment concerning an applicant for employment or employee, (II)  
361 measure the skills, dexterity, reaction time or any other ability or  
362 characteristic of an applicant for employment or employee, (III) measure  
363 the personality traits, aptitude, attitude or cultural fit of an applicant for  
364 employment or employee, or (IV) screen, evaluate, categorize or  
365 recommend an applicant for employment or employee, (ii) directs job  
366 advertisements or other recruiting materials to targeted groups, (iii)  
367 screens resumes for particular terms or patterns, (iv) analyzes a facial  
368 expression, word choice or voice captured during an online interview,  
369 or (v) analyzes data acquired from a third party concerning an applicant  
370 for employment or employee, and (C) does not include any word  
371 processing, spreadsheet, map navigation, web hosting, domain  
372 registration, networking, caching, Internet web site loading, data  
373 storage, firewall, anti-virus, anti-malware, spam and robocall filtering,

374 spellchecking, calculator, database or similar software or technology  
375 insofar as such software or technology does not make a decision  
376 regarding any term or condition of employment;

377 [(1)] (2) "Pregnancy" means pregnancy, childbirth or a related  
378 condition, including, but not limited to, lactation;

379 [(2)] (3) "Reasonable accommodation" means, but is not limited to,  
380 being permitted to sit while working, more frequent or longer breaks,  
381 periodic rest, assistance with manual labor, job restructuring, light duty  
382 assignments, modified work schedules, temporary transfers to less  
383 strenuous or hazardous work, time off to recover from childbirth or  
384 break time and appropriate facilities for expressing breast milk; and

385 [(3)] (4) "Undue hardship" means an action requiring significant  
386 difficulty or expense when considered in light of factors such as (A) the  
387 nature and cost of the accommodation; (B) the overall financial  
388 resources of the employer; (C) the overall size of the business of the  
389 employer with respect to the number of employees, and the number,  
390 type and location of its facilities; and (D) the effect on expenses and  
391 resources or the impact otherwise of such accommodation upon the  
392 operation of the employer.

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

394 (1) (A) For an employer, by the employer or the employer's agent,  
395 except in the case of a bona fide occupational qualification or need, to  
396 refuse to hire or employ or to bar or to discharge from employment any  
397 individual or to discriminate against any individual in compensation or  
398 in terms, conditions or privileges of employment because of, or to use  
399 an automated employment-related decision process in any manner that  
400 has the effect of causing the employer to refuse to hire or employ or to  
401 bar or to discharge from employment any individual or to discriminate  
402 against any individual in compensation or in terms, conditions or  
403 privileges of employment on the basis of, the individual's race, color,  
404 religious creed, age, sex, gender identity or expression, marital status,

405 national origin, ancestry, present or past history of mental disability,  
406 intellectual disability, learning disability, physical disability, including,  
407 but not limited to, blindness, status as a veteran, status as a victim of  
408 domestic violence, status as a victim of sexual assault or status as a  
409 victim of trafficking in persons. [;] In any action for a discriminatory  
410 practice in violation of this subparagraph involving an automated  
411 employment-related decision process, the commission or the court shall  
412 consider any evidence, or lack of evidence, of anti-bias testing or similar  
413 proactive efforts to avoid such discriminatory practice, including, but  
414 not limited to, the quality, efficacy, recency and scope of such testing or  
415 efforts, the results of such testing or efforts and the response thereto.

416 (B) For an employer, by the employer or the employer's agent, to fail  
417 to provide to any individual advance written notice disclosing, at a  
418 minimum, that an automated employment-related decision process will  
419 be used to make, to assist in making or in the course of making a  
420 decision to hire or employ or to bar or to discharge from employment,  
421 or concerning the compensation or terms, conditions or privileges of  
422 employment, of such individual. Such notice shall, at a minimum,  
423 disclose the trade name of the automated employment-related decision  
424 process and the types and sources of personal information concerning  
425 the individual that the automated employment-related decision process  
426 will process or analyze.

427 (2) For any employment agency, except in the case of a bona fide  
428 occupational qualification or need, to fail or refuse to classify properly  
429 or refer for employment or otherwise to discriminate against any  
430 individual because of such individual's race, color, religious creed, age,  
431 sex, gender identity or expression, marital status, national origin,  
432 ancestry, present or past history of mental disability, intellectual  
433 disability, learning disability, physical disability, including, but not  
434 limited to, blindness, status as a veteran, status as a victim of domestic  
435 violence, status as a victim of sexual assault or status as a victim of  
436 trafficking in persons. [;]

437 (3) For a labor organization, because of the race, color, religious creed,  
438 age, sex, gender identity or expression, marital status, national origin,  
439 ancestry, present or past history of mental disability, intellectual  
440 disability, learning disability, physical disability, including, but not  
441 limited to, blindness, status as a veteran, status as a victim of domestic  
442 violence, status as a victim of sexual assault or status as a victim of  
443 trafficking in persons of any individual to exclude from full membership  
444 rights or to expel from its membership such individual or to  
445 discriminate in any way against any of its members or against any  
446 employer or any individual employed by an employer, unless such  
447 action is based on a bona fide occupational qualification. [;]

448 (4) For any person, employer, labor organization or employment  
449 agency to discharge, expel or otherwise discriminate against any person  
450 because such person has opposed any discriminatory employment  
451 practice or because such person has filed a complaint or testified or  
452 assisted in any proceeding under section 46a-82, 46a-83 or 46a-84. [;]

453 (5) For any person, whether an employer or an employee or not, to  
454 aid, abet, incite, compel or coerce the doing of any act declared to be a  
455 discriminatory employment practice or to attempt to do so. [;]

456 (6) For any person, employer, employment agency or labor  
457 organization, except in the case of a bona fide occupational qualification  
458 or need, to advertise employment opportunities in such a manner as to  
459 restrict such employment so as to discriminate against individuals  
460 because of their race, color, religious creed, age, sex, gender identity or  
461 expression, marital status, national origin, ancestry, present or past  
462 history of mental disability, intellectual disability, learning disability,  
463 physical disability, including, but not limited to, blindness, status as a  
464 veteran, status as a victim of domestic violence, status as a victim of  
465 sexual assault or status as a victim of trafficking in persons. [;]

466 (7) For an employer, by the employer or the employer's agent: (A) To  
467 terminate a woman's employment because of her pregnancy; (B) to

468 refuse to grant to that employee a reasonable leave of absence for  
469 disability resulting from her pregnancy; (C) to deny to that employee,  
470 who is disabled as a result of pregnancy, any compensation to which  
471 she is entitled as a result of the accumulation of disability or leave  
472 benefits accrued pursuant to plans maintained by the employer; (D) to  
473 fail or refuse to reinstate the employee to her original job or to an  
474 equivalent position with equivalent pay and accumulated seniority,  
475 retirement, fringe benefits and other service credits upon her signifying  
476 her intent to return unless, in the case of a private employer, the  
477 employer's circumstances have so changed as to make it impossible or  
478 unreasonable to do so; (E) to limit, segregate or classify the employee in  
479 a way that would deprive her of employment opportunities due to her  
480 pregnancy; (F) to discriminate against an employee or person seeking  
481 employment on the basis of her pregnancy in the terms or conditions of  
482 her employment; (G) to fail or refuse to make a reasonable  
483 accommodation for an employee or person seeking employment due to  
484 her pregnancy, unless the employer can demonstrate that such  
485 accommodation would impose an undue hardship on such employer;  
486 (H) to deny employment opportunities to an employee or person  
487 seeking employment if such denial is due to the employee's request for  
488 a reasonable accommodation due to her pregnancy; (I) to force an  
489 employee or person seeking employment affected by pregnancy to  
490 accept a reasonable accommodation if such employee or person seeking  
491 employment (i) does not have a known limitation related to her  
492 pregnancy, or (ii) does not require a reasonable accommodation to  
493 perform the essential duties related to her employment; (J) to require an  
494 employee to take a leave of absence if a reasonable accommodation can  
495 be provided in lieu of such leave; and (K) to retaliate against an  
496 employee in the terms, conditions or privileges of her employment  
497 based upon such employee's request for a reasonable accommodation.  
498 [.]

499 (8) For an employer, by the employer or the employer's agent, for an  
500 employment agency, by itself or its agent, or for any labor organization,

501 by itself or its agent, to harass any employee, person seeking  
502 employment or member on the basis of sex or gender identity or  
503 expression. If an employer takes immediate corrective action in  
504 response to an employee's claim of sexual harassment, such corrective  
505 action shall not modify the conditions of employment of the employee  
506 making the claim of sexual harassment unless such employee agrees, in  
507 writing, to any modification in the conditions of employment.  
508 "Corrective action" taken by an employer, includes, but is not limited to,  
509 employee relocation, assigning an employee to a different work  
510 schedule or other substantive changes to an employee's terms and  
511 conditions of employment. Notwithstanding an employer's failure to  
512 obtain a written agreement from an employee concerning a modification  
513 in the conditions of employment, the commission may find that  
514 corrective action taken by an employer was reasonable and not of  
515 detriment to the complainant based on the evidence presented to the  
516 commission by the complainant and respondent. As used in this  
517 subdivision, "sexual harassment" means any unwelcome sexual  
518 advances or requests for sexual favors or any conduct of a sexual nature  
519 when (A) submission to such conduct is made either explicitly or  
520 implicitly a term or condition of an individual's employment, (B)  
521 submission to or rejection of such conduct by an individual is used as  
522 the basis for employment decisions affecting such individual, or (C)  
523 such conduct has the purpose or effect of substantially interfering with  
524 an individual's work performance or creating an intimidating, hostile or  
525 offensive working environment. [;]

526 (9) For an employer, by the employer or the employer's agent, for an  
527 employment agency, by itself or its agent, or for any labor organization,  
528 by itself or its agent, to request or require information from an  
529 employee, person seeking employment or member relating to the  
530 individual's child-bearing age or plans, pregnancy, function of the  
531 individual's reproductive system, use of birth control methods, or the  
532 individual's familial responsibilities, unless such information is directly  
533 related to a bona fide occupational qualification or need, provided an

534 employer, through a physician may request from an employee any such  
535 information which is directly related to workplace exposure to  
536 substances which may cause birth defects or constitute a hazard to an  
537 individual's reproductive system or to a fetus if the employer first  
538 informs the employee of the hazards involved in exposure to such  
539 substances. [;]

540 (10) For an employer, by the employer or the employer's agent, after  
541 informing an employee, pursuant to subdivision (9) of this subsection,  
542 of a workplace exposure to substances which may cause birth defects or  
543 constitute a hazard to an employee's reproductive system or to a fetus,  
544 to fail or refuse, upon the employee's request, to take reasonable  
545 measures to protect the employee from the exposure or hazard  
546 identified, or to fail or refuse to inform the employee that the measures  
547 taken may be the subject of a complaint filed under the provisions of  
548 this chapter. Nothing in this subdivision is intended to prohibit an  
549 employer from taking reasonable measures to protect an employee from  
550 exposure to such substances. For the purpose of this subdivision,  
551 "reasonable measures" are those measures which are consistent with  
552 business necessity and are least disruptive of the terms and conditions  
553 of the employee's employment. [;]

554 (11) For an employer, by the employer or the employer's agent, for an  
555 employment agency, by itself or its agent, or for any labor organization,  
556 by itself or its agent: (A) To request or require genetic information from  
557 an employee, person seeking employment or member, or (B) to  
558 discharge, expel or otherwise discriminate against any person on the  
559 basis of genetic information. For the purpose of this subdivision,  
560 "genetic information" means the information about genes, gene  
561 products or inherited characteristics that may derive from an individual  
562 or a family member. [;]

563 (12) For an employer, by the employer or the employer's agent, to  
564 request or require a prospective employee's age, date of birth, dates of  
565 attendance at or date of graduation from an educational institution on

566 an initial employment application, provided the provisions of this  
567 subdivision shall not apply to any employer requesting or requiring  
568 such information (A) based on a bona fide occupational qualification or  
569 need, or (B) when such information is required to comply with any  
570 provision of state or federal law. [; and]

571 (13) (A) For an employer or the employer's agent to deny an employee  
572 a reasonable leave of absence in order to: (i) Seek attention for injuries  
573 caused by domestic violence, sexual assault or trafficking in persons,  
574 including for a child who is a victim of domestic violence, sexual assault  
575 or trafficking in persons, provided the employee is not the perpetrator  
576 of any act of domestic violence, sexual assault or trafficking in persons  
577 committed against a child; (ii) obtain services including safety planning  
578 from a domestic violence agency or rape crisis center, as those terms are  
579 defined in section 52-146k, as a result of domestic violence, sexual  
580 assault or trafficking in persons; (iii) obtain psychological counseling  
581 related to an incident or incidents of domestic violence, sexual assault  
582 or trafficking in persons, including for a child who is a victim of  
583 domestic violence, sexual assault or trafficking in persons, provided the  
584 employee is not the perpetrator of any act of domestic violence, sexual  
585 assault or trafficking in persons committed against a child; (iv) take  
586 other actions to increase safety from future incidents of domestic  
587 violence, sexual assault or trafficking in persons, including temporary  
588 or permanent relocation; or (v) obtain legal services, assisting in the  
589 prosecution of the offense, or otherwise participate in legal proceedings  
590 in relation to the incident or incidents of domestic violence, sexual  
591 assault or trafficking in persons.

592 (B) An employee who is absent from work in accordance with the  
593 provisions of subparagraph (A) of this subdivision shall, within a  
594 reasonable time after the absence, provide a certification to the employer  
595 when requested by the employer. Such certification shall be in the form  
596 of: (i) A police report indicating that the employee or the employee's  
597 child was a victim of domestic violence, sexual assault or trafficking in  
598 persons; (ii) a court order protecting or separating the employee or

599 employee's child from the perpetrator of an act of domestic violence,  
600 sexual assault or trafficking in persons; (iii) other evidence from the  
601 court or prosecuting attorney that the employee appeared in court; or  
602 (iv) documentation from a medical professional, including a domestic  
603 violence counselor or sexual assault counselor, as those terms are  
604 defined in section 52-146k, or other health care provider, that the  
605 employee or the employee's child was receiving services, counseling or  
606 treatment for physical or mental injuries or abuse resulting in  
607 victimization from an act of domestic violence, sexual assault or  
608 trafficking in persons.

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

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

616 (c) (1) The provisions of this section concerning age shall not apply  
617 to: (A) The termination of employment of any person with a contract of  
618 unlimited tenure at an independent institution of higher education who  
619 is mandatorily retired, on or before July 1, 1993, after having attained  
620 the age of seventy; (B) the termination of employment of any person  
621 who has attained the age of sixty-five and who, for the two years  
622 immediately preceding such termination, is employed in a bona fide  
623 executive or a high policy-making position, if such person is entitled to  
624 an immediate nonforfeitable annual retirement benefit under a pension,  
625 profit-sharing, savings or deferred compensation plan, or any  
626 combination of such plans, from such person's employer, which equals,  
627 in aggregate, at least forty-four thousand dollars; (C) the termination of  
628 employment of persons in occupations, including police work and fire-  
629 fighting, in which age is a bona fide occupational qualification; (D) the  
630 operation of any bona fide apprenticeship system or plan; or (E) the

631 observance of the terms of a bona fide seniority system or any bona fide  
632 employee benefit plan for retirement, pensions or insurance which is not  
633 adopted for the purpose of evading said provisions, except that no such  
634 plan may excuse the failure to hire any individual and no such system  
635 or plan may require or permit the termination of employment on the  
636 basis of age. No such plan which covers less than twenty employees may  
637 reduce the group hospital, surgical or medical insurance coverage  
638 provided under the plan to any employee who has reached the age of  
639 sixty-five and is eligible for Medicare benefits or any employee's spouse  
640 who has reached age sixty-five and is eligible for Medicare benefits  
641 except to the extent such coverage is provided by Medicare. The terms  
642 of any such plan which covers twenty or more employees shall entitle  
643 any employee who has attained the age of sixty-five and any employee's  
644 spouse who has attained the age of sixty-five to group hospital, surgical  
645 or medical insurance coverage under the same conditions as any  
646 covered employee or spouse who is under the age of sixty-five.

647 (2) No employee retirement or pension plan may exclude any  
648 employee from membership in such plan or cease or reduce the  
649 employee's benefit accruals or allocations under such plan on the basis  
650 of age. The provisions of this subdivision shall be applicable to plan  
651 years beginning on or after January 1, 1988, except that for any  
652 collectively bargained plan this subdivision shall be applicable on the  
653 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date of  
654 the collective bargaining agreement, or (ii) January 1, 1988.

655 (3) The provisions of this section concerning age shall not prohibit an  
656 employer from requiring medical examinations for employees for the  
657 purpose of determining such employees' physical qualification for  
658 continued employment.

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

663 (d) (1) An employer shall provide written notice of the right to be free  
 664 from discrimination in relation to pregnancy, childbirth and related  
 665 conditions, including the right to a reasonable accommodation to the  
 666 known limitations related to pregnancy pursuant to subdivision (7) of  
 667 subsection (b) of this section to: (A) New employees at the  
 668 commencement of employment; (B) existing employees within one  
 669 hundred twenty days of October 1, 2017; and (C) any employee who  
 670 notifies the employer of her pregnancy within ten days of such  
 671 notification. An employer may comply with the provisions of this  
 672 section by displaying a poster in a conspicuous place, accessible to  
 673 employees, at the employer's place of business that contains the  
 674 information required by this section in both English and Spanish. The  
 675 Labor Commissioner may adopt regulations, in accordance with  
 676 chapter 54, to establish additional requirements concerning the means  
 677 by which employers shall provide such notice.

678 (2) The Commission on Human Rights and Opportunities shall  
 679 develop courses of instruction and conduct ongoing public education  
 680 efforts as necessary to inform employers, employees, employment  
 681 agencies and persons seeking employment about their rights and  
 682 responsibilities under this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	New section
Sec. 2	<i>October 1, 2026</i>	New section
Sec. 3	<i>October 1, 2026</i>	New section
Sec. 4	<i>October 1, 2026</i>	New section
Sec. 5	<i>October 1, 2026</i>	New section
Sec. 6	<i>October 1, 2026</i>	New section
Sec. 7	<i>October 1, 2026</i>	New section
Sec. 8	<i>October 1, 2026</i>	New section
Sec. 9	<i>October 1, 2026</i>	New section
Sec. 10	<i>October 1, 2026</i>	New section
Sec. 11	<i>October 1, 2026</i>	New section
Sec. 12	<i>October 1, 2026</i>	New section

Sec. 13	<i>October 1, 2026</i>	New section
Sec. 14	<i>October 1, 2026</i>	New section
Sec. 15	<i>October 1, 2026</i>	7-468(a)
Sec. 16	<i>October 1, 2026</i>	5-271(a)
Sec. 17	<i>October 1, 2026</i>	New section
Sec. 18	<i>October 1, 2026</i>	46a-60

***Statement of Purpose:***

To establish various requirements concerning the use of automated employment-related decision systems and artificial intelligence technologies.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*