

# **AN ACT CONCERNING DISCRIMINATION**

## **Bill Overview**

- SB 1044 *An Act Concerning Discrimination* adds the phrase “gender identity or expression” to all provisions in Connecticut’s non-discrimination laws including laws prohibiting discrimination in employment, public accommodations, housing, credit, and education. Although 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 ensures that all people are clearly and uniformly protected from discrimination regardless of their gender identity or expression by using the definition of “gender identity or expression” in the hate crimes law, which passed in 2004 with a vote of 139-4 in the House and 33-0 in the Senate.

## **The Facts**

- Businesses have begun protecting employees by expanding their non-discrimination laws to include gender identity or expression. Over 100 Fortune 500 companies have already added gender identity and/or expression to their corporate equal opportunity policies, **including Aetna, Pitney Bowes and Xerox, headquartered in Connecticut.**
- Currently, the states of California, Hawaii, Illinois, Maine, Minnesota, New Jersey, New Mexico, Rhode Island and Washington include protections to individuals based on their gender identity or expression.

## **Why SB 1044 Matters**

- Discrimination against people due to their gender identity or expression occurs in a number of forms. Some people have been fired; or others remain unemployed or underemployed as a result of discrimination, hostility and misunderstanding about gender expression. This bill seeks to reduce the incidents of discrimination in Connecticut and increase the productivity and safety of employees, consumers and residents.

## **Who Supports SB 1044**

ACLU of Connecticut ♦ Anti-Defamation League ♦ 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 ♦ 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

*Please contact Amy Miller at 860.247.6090 ext. 11 or [amiller@cwealf.org](mailto:amiller@cwealf.org) to learn more about the importance of this inclusion in our non-discrimination law.*