

CONNECTICUT LABOR LAW POSTINGS



ADA REASONABLE ACCOMMODATION

NOTICE CONCERNING THE AMERICANS WITH DISABILITIES ACT

DISABILITY DISCRIMINATION
Title I and Title V of the Americans with Disabilities Act of 1990 (ADA), as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

DEFINITION OF DISABILITY

The ADA directs that the definition of disability is construed broadly, in favor of extensive coverage, to the maximum extent permitted by the law. Under the law, a person has a disability if the person:

- Has a physical or mental impairment that substantially limits one or more major life activities.
- Has a record of such an impairment.
- Is regarded as having such an impairment.

Major life activities include, but are not limited to caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. A major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

REASONABLE ACCOMMODATIONS IN THE WORKPLACE

Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. The term "reasonable accommodation" may include:

- Making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and
- Job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

WHO TO CONTACT

If you have questions regarding your rights or obligations under the ADA, or you believe you have been discriminated against on the basis of disability, contact the Connecticut Commission on Human Rights and Opportunities, or the U.S. Equal Employment Opportunity Commission.

FORM DOL-2006
Rev. 10-1-2006

AVISO SOBRE LA LEY DE ESTADOUNIDENSES CON DISCAPACIDADES

DISCRIMINACIÓN POR DISCAPACIDAD.
El Título I y el Título V de la Ley de Estadounidenses con Discapacidades de 1990 (ADA), según su enmienda, protegen a las personas calificadas frente a la discriminación por motivos de discapacidad en la contratación, promoción, despido, salario, beneficios complementarios, entrenamiento laboral, clasificación, derivación y otros aspectos del empleo.

DEFINICIÓN DE DISCAPACIDAD

La ADA ordena que la definición de discapacidad se interprete de forma amplia, a favor de una cobertura amplia, en la máxima medida permitida por la ley. Según la ley, una persona tiene una discapacidad si la persona:

- Tiene una discapacidad física o mental que limita sustancialmente una o más actividades importantes de la vida.
- Tiene antecedentes de tal discapacidad.
- Se considera que tiene tal discapacidad.

Las principales actividades de la vida incluyen, pero no se limitan a, cuidarse así mismo, realizar tareas manuales, ver, oír, comer, dormir, caminar, estar de pie, levantar pesos, agacharse, hablar, respirar, aprender, leer, concentrarse, pensar, comunicarse y trabajar. Una actividad vital importante también incluye el funcionamiento de una función corporal importante, incluyendo, pero no limitado a, funciones del sistema inmunitario, crecimiento normal de las células, digestión, intestinal, vejiga, neurología, cerebral, respiratorio, circulatorio, endocrino y reproductivo.

ACOMODACIONES RAZONABLES EN EL LUGAR DE TRABAJO

La discriminación por discapacidad incluye no hacer una acomodación razonable a las limitaciones físicas o mentales conocidas de una persona calificada con discapacidad que es solicitante o empleado, al menos que haya dificultades

excesivas. El término "acomodación razonable" puede incluir:

- Hacer que los centros existentes utilizados por los empleados sean fácilmente accesibles y utilizables por personas con discapacidad; y
- Reestructuración de puestos, horarios de trabajo a tiempo parcial o modificados, reasignación a un puesto vacante, adquisición o modificación de equipos o dispositivos, ajustes o modificaciones adecuadas de exámenes, materiales o políticas de entrenamiento, provisión de lectores o intérpretes calificados, y otras acomodaciones similares para personas con discapacidad.

A QUIÉN CONTACTAR

Si tiene preguntas sobre sus derechos u obligaciones bajo la ADA, o cree que ha sido discriminado por motivos de discapacidad, puede contactar la Comisión de Derechos Humanos y Oportunidades de Connecticut o la Comisión de Igualdad de Oportunidades en el Empleo de EE. UU.

FORM DOL-2006
Rev. 10-1-2006

WORKERS' COMPENSATION

NOTICE TO EMPLOYEES

State of Connecticut Workers' Compensation Commission

Revised 10-01-2021

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer,

to provide benefits to you in case of injury or occupational disease in the course of employment.

Section 31-294b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment shall immediately report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the administrative law judge may reduce the award of compensation proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the burden of proof with respect to such prejudice shall rest upon the employer."

An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation Commission's Form 30C is necessary to satisfy this requirement.

NOTE: You must comply with P. A. 17-141 (see next box, below) when filing a compensation claim.

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Name _____

Address _____ Telephone _____

City/Town _____ State _____ Zip Code _____

Approved Medical Care Plan ☐ Yes ☐ No

The State of Connecticut Workers' Compensation Commission office for this workplace is located at:

Address _____ Telephone _____

City/Town _____ State _____ Zip Code _____

Public Act 17-141 allows an employer the option to designate and post – "in the workplace location where other labor law posters required by the Labor Department are prominently displayed" and on the Workers' Compensation Commission's website [wcc.state.ct.us] – a location where employees must file claims for compensation.

If your employer has listed a location below, you **MUST** file your compensation claim there. When filing your claim, you are also required – by law – to send it by certified mail.

If blank below, ask your employer where to file your claim.

Employer Name _____

Address _____ Telephone _____

City/Town _____ State _____ Zip Code _____

THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD-FACE AND POSTED IN A CONSPICUOUS PLACE IN EACH PLACE OF EMPLOYMENT. FAILURE TO POST THIS NOTICE WILL SUBJECT THE EMPLOYER TO STATUTORY PENALTY (Section 31-279 C.G.S.).
Date Posted: _____

Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer, the insurance company, or the Workers' Compensation Commission (1-800-223-6675).

DOMESTIC VIOLENCE



DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a pattern of coercive, controlling behavior that can include emotional abuse, psychological abuse, physical abuse, sexual abuse, and/or financial abuse. It is the result of a person's feeling of entitlement to have power and control over their partner or family member and their choice to use abusive behaviors to gain and maintain that power and control. The pattern of abusive behavior is designed to make the victim dependent upon the abuser, leaving the victim feeling scared, confused, and insecure about their ability to survive on their own, financially or otherwise.

If you or someone you know is experiencing an abusive relationship, help is available. Whether you need information, help, or just someone to talk to, we're here to listen.

Connecticut's domestic violence information and resource hub

CTSafeConnect.org | 888.774.2900

CALL • TEXT • CHAT • EMAIL • 24/7

All services are safe, free, confidential & voluntary

Safe Connect advocates can help you think through options and get you connected with one of CCAV's 18 local domestic violence organizations for services such as counseling, support groups, advocacy for accessing basic needs, court-based advocacy, age-appropriate child advocacy, and support in finding shelter and other housing options."

IT IS ILLEGAL TO DISCRIMINATE AGAINST SOMEONE BASED ON THEIR STATUS AS A VICTIM OF DOMESTIC VIOLENCE

Your employer cannot treat you differently or take actions against you based on your status as a victim of domestic violence, nor can they deny you reasonable leave of absence for certain issues related to the abuse you or your dependent children have experienced, including:

- Seeking attention for injuries caused by domestic violence, including for a child;
- Obtaining services including safety planning from a domestic violence or rape crisis center;
- Obtaining psychological counseling related to domestic violence, including for a child;
- Taking other actions to increase safety from future incidents of domestic violence, including temporary or permanent relocation; or
- Obtaining legal services, assisting in the prosecution of the offense, or otherwise participating in legal proceedings in relation to domestic violence.

If you feel you have been discriminated against due to your status as a victim of domestic violence or if you have been denied a reasonable leave of absence to deal with issues related to abuse, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO

FAIR EMPLOYMENT

DISCRIMINATION IS ILLEGAL



State of Connecticut
**COMMISSION ON
HUMAN RIGHTS
& OPPORTUNITIES**

CONNECTICUT LAW prohibits discrimination in:

EMPLOYMENT, HOUSING, PUBLIC ACCOMMODATIONS, AND CREDIT TRANSACTIONS

On the basis of:

age
ancestry
color
disability
(past and present intellectual, mental, learning, and physical disabilities, including, but not limited to, blindness, deafness, mobility impairments, and use of a guide dog or guide dog in training)
familial status
(housing only)

gender identity or expression
genetic information
(employment only)
lawful source of income
(housing and public accommodations only)
marital status
national origin
race
religious creed
sex
(including pregnancy, childbirth and related conditions, accommodations for pregnancy, breastfeeding, and sexual harassment)

sexual orientation
status as a veteran
status as a victim of domestic violence
status as a victim of sexual assault
status as a victim of trafficking in persons
criminal conviction
(state employment and licensing only)
erased criminal history
retaliation for protected activity
(including filing with CHRO)



Do you believe you have been discriminated against? Call us at (860) 541-3400, scan the QR Code or visit <https://portal.ct.gov/chro> to contact CHRO today.



SEXUAL HARASSMENT



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
Promoting Equality and Justice for all People

SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by

The Connecticut Discrimination Employment Practices Act, and Title VII of the Civil Rights Act of 1964

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Individuals who engage in acts of sexual harassment may be subject to civil and criminal penalties.

Examples of Sexual Harassment	Remedies For Sexual Harassment
- Unwelcome sexual advances - Suggestive or lewd remarks - Unwanted hugs, touches, or kisses - Requests for sexual favors - Retaliation for complaining about sexual harassment - Derogatory or pornographic posters, cartoons or drawings	- Cease and desist orders - Back pay - Compensatory damages - Hiring, promotion or reinstatement - Emotional distress damages

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date the alleged harassment for events occurring on or after October 1, 2019. For harassment occurring before October 1, 2019, complaints must be filed within 180 days of the harassment.

If you feel you have been discriminated against, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO

PREGNANCY DISCRIMINATION

Connecticut General Statutes §§ 46a-60(a), (b)(7), (d)(1)
Pregnancy Discrimination and Accommodation in the Workplace

Covered Employers Each employer with one or more employees must comply with these anti-discrimination and reasonable accommodation laws regarding related to an employee or job applicant's pregnancy, childbirth or related conditions, including lactation. Prohibition of Discrimination No employer may discriminate against an employee or job applicant because of her pregnancy, childbirth or other related conditions (e.g., breastfeeding or expressing milk at work). Prohibited discriminatory conduct includes: - Terminating employment because of pregnancy, childbirth or related condition - Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)* - Denying overtime or leave benefits accrued under plans maintained by the employer - Failing to restore employee to original job or equivalent position after leave - Limiting, segregating or classifying the employee in a way that would deprive her of employment opportunities - Discriminating against her in the terms or conditions of employment Reasonable Accommodation An employer must provide a reasonable accommodation to an employee or job applicant due to her pregnancy, childbirth or nursing to breastfeeding or express milk at work. Reasonable accommodations include, but are not limited to: - Being permitted to sit while working - More frequent or longer breaks - Periodic rest - Assistance with manual labor - Job restructuring - Light duty assignments - Modified work schedules - Temporary transfers to less strenuous or less hazardous work - Time off to recover from childbirth (prescribed by a doctor, typically 6-8 weeks) - Break time and appropriate facilities (not a bathroom) for expressing milk	Denial of Reasonable Accommodation No employer may discriminate against employee or job applicant by denying a reasonable accommodation due to pregnancy. Prohibited discriminatory conduct includes: - Failing to make reasonable accommodation (and is not an undue hardship)* - Denying job opportunities to employee or job applicant because of request for reasonable accommodation - Forcing employee or job applicant to accept a reasonable accommodation when she has no known limitation to her pregnancy or the accommodation is not required to perform the essential duties of job - Requiring employee to take a leave of absence where a reasonable accommodation could have been instead Prohibition of Retaliation Employees are prohibited from retaliating against an employee because of a request for reasonable accommodation. Notice Requirements Employers must post or provide this notice to all existing employees by January 28, 2019, to an existing employee within 10 days after the employee notifies the employer of her pregnancy or related conditions and to new employees upon commencing employment. Complaint Process CHRO Any employee aggrieved by a violation of these statutes may file a complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO). Complaints, have 300 days from the date of the alleged act of discrimination. CHRO will file the complaint on the employee's behalf. If the employee files the complaint on her own, it must be filed within 300 days of the date of the alleged act of discrimination. CHRO will file the complaint on the employee's behalf. If the employee files the complaint on her own, it must be filed within 300 days of the date of the alleged act of discrimination. CHRO main number: 860-541-3400 CHRO website: https://portal.ct.gov/CHRO CHRO link "How to File a Discrimination Complaint": https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/How-to-File-a-Discrimination-Complaint DOL Additionally, women who are denied the right to breastfeed or express milk at work, or who are discriminated or retaliated against for doing so, may also file a complaint with the Connecticut Department of Labor (DOL). DOL phone number: 860-263-6791 DOL complaint form: https://www.cddl.state.ct.us/sgwstdol/forms/wslwstruc.htm
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DOL (7- (Rev. 10/6) 0024-07-01) January 1, 2015, and ending on June 30, 2019, equal to thirty-six and one-half per cent of the minimum fair wage per hour for persons, other than teachers, who are employed in the hotel and food service industry, including a hotel restaurant, who customarily and regularly receive gratuities. (2) equal to eight and one-half per cent, and, effective January 1, 2009, equal to eleven and one-half per cent of the minimum fair wage per hour for persons, other than teachers, who are employed in the hotel and food service industry, including a hotel restaurant, who customarily and regularly receive gratuities. (3) equal to eight and one-half per cent of the minimum fair wage per hour for persons employed as bartenders who customarily and regularly receive gratuities, and (4) not to exceed thirty-five cents per hour in any other industry, and shall also recognize deductions and allowances for the value of board, in the amount of eighty-five cents for a full meal and forty-five cents for a light meal, lodging, apparel or other items or services supplied by the employer; and other special conditions or circumstances only may be used in a particular employer-employee relationship. The commissioner may, in such regulations, modifications of the minimum fair wage herein established for learners and apprentices, persons under the age of eighteen years, and persons in cases or classes of cases as the commissioner finds appropriate to provide that certain of employment conditions, avoid undue hardship and safeguard the minimum fair wage established by this section. Regulations in effect on July 1, 1973 providing for a board deduction and allowance in an amount equivalent to the minimum fair wage shall be continued to be amended consistent with this section. Sec. 31-60-3. Deductions and allowances for reasonable value of board and lodging was repealed. Sec. 31-60-4. Physically or mentally handicapped [This regulation describes a "physically or mentally handicapped person" as a person whose earning capacity is substantially impaired by a physical or disability or injury and provides guidelines for a modification of the minimum wage.] Sec. 31-60-6. Minors under the age of 18. [This regulation describes a "physically or mentally handicapped person" as a person whose earning capacity is substantially impaired by a physical or disability or injury and provides guidelines for a modification of the minimum wage.] Sec. 31-60-7. Physical or mentally handicapped [This regulation describes a "physically or mentally handicapped person" as a person whose earning capacity is substantially impaired by a physical or disability or injury and provides guidelines for a modification of the minimum wage.] Sec. 31-60-8. Minors under the age of 18. [This regulation describes a "physically or mentally handicapped person" as a person whose earning capacity is substantially impaired by a physical or disability or injury and provides guidelines for a modification of the minimum wage.] Sec. 31-60-9. Physical or mentally handicapped [This regulation describes a "physically or mentally handicapped person" as a person whose earning capacity is substantially impaired by a physical or disability or injury and provides guidelines for a modification of the minimum wage.] Sec. 31-60-10. Minors under the age of 18. 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