

**SEXUAL HARASSMENT IS ILLEGAL
AND IS PROHIBITED BY
THE CONNECTICUT DISCRIMINATION EMPLOYMENT
PRACTICES ACT**

(Section 46a-60(a)(8) of the Connecticut General Statutes)

AND

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

(Title 42 United States Code Section 2000e *et seq.*)

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 ANY 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."

Examples of SEXUAL HARASSMENT include

UNWELCOME SEXUAL ADVANCES
SUGGESTIVE OR LEWD REMARKS
UNWANTED HUGS, TOUCHES, KISSES
REQUESTS FOR SEXUAL FAVORS
RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT
DEROGATORY OR PORNOGRAPHIC POSTER, CARTOONS
OR DRAWINGS

Remedies for SEXUAL HARASSMENT include

CEASE AND DESIST ORDERS
BACK PAY
COMPENSATORY DAMAGES
HIRING, PROMOTION OR REINSTATEMENT

INDIVIDUALS WHO ENGAGE IN ACTS OF SEXUAL HARASSMENT MAY ALSO BE SUBJECT TO CIVIL AND CRIMINAL PENALTIES.

IF YOU FEEL THAT YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT THE CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES, 450 Columbus Blvd Suite 2, Hartford CT 06103 (TELEPHONE NUMBER (860) 541-3400; TDD NUMBER (860) 541-3459, and Connecticut Toll Free 1(800)477-5737. Connecticut law requires that a formal written complaint be filed with the Commission within 180 days of the date when the alleged harassment occurred.

There are several new sexual harassment training requirements for employers under the legislation.

Training Requirements for Current Employees:

- For companies with three or more workers, all employees must receive two hours of training by Oct. 1, 2020
- For companies with fewer than three employees, all supervisors must receive two hours of training by Oct. 1, 2020

Training Requirements for New Employees:

Employees hired on or after Oct. 1, 2019, must receive two hours of training within six months of their start date.

Subsequent Training Requirements:

Employers must provide “periodic supplemental training” at least once every 10 years.

Meanwhile, fines could be levied against companies that fail to provide the training.

The Connecticut Commission on Human Rights and Opportunities (CHRO) is expected to release training tools for employers by Oct. 1, 2019.

Notice Requirements and Postings

In addition to posting requirements about sexual harassment, employers must also provide a copy of the information to new employees within three months of their hire.

The information can be:

- Provided via email (with language like “Sexual Harassment Policy”)
- Posted on the company website
- Given via a link to the related CHRO webpage

The posting requirement must include the “illegality of sexual harassment” as well as remedies available to victims. Plus, the law authorizes the CHRO to inspect an employer’s place of business to ensure the compliance with both posting and training.

Again, failure to provide notice can result in a fine against employers.

Expanded Employee Protections

Lastly, Connecticut’s new sexual harassment law also expands employee protections for workplace sexual harassment:

- Banning certain adverse actions against employees who make a claim
- Extending the statute of limitations to make a claim to 300 days, up from 180
- Allowing courts to impose punitive damages in discrimination cases
- Allowing employees to recoup legal costs associated with a sexual harassment claim