

Connecticut Expands Anti-Discrimination Law to Include Gender Identity Bias

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Effective October 1, 2011, the Connecticut Fair Employment Practices Act (CFEPA) prohibits discrimination based on “gender identity or expression.” “Gender Identity or expression” is defined as “gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person’s physiology or assigned sex at birth.” Gender related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender related identity, consistent and uniform assertion of the gender related identity, or any other evidence that the gender related identity is sincerely held, part of a person’s core identity, or not being asserted for an improper purpose.

The CFEPA applies to any public or private employer with at least 3 employees. Covered employers must revise their anti discrimination and harassment policies and handbooks to comply with the new law, and should also advise supervisory staff of the change.

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