

KNOW YOUR RIGHTS

HAVE YOU BEEN DISCRIMINATED AGAINST ON THE BASIS OF YOUR LESS-THAN-HONORABLE MILITARY DISCHARGE STATUS?

Former service members, you have a right to equal employment opportunities.

EMPLOYERS MAY BE SUBJECT TO LIABILITY UNDER THE CONNECTICUT FAIR EMPLOYMENT PRACTICES ACT (Section 46a-60(b) of the Connecticut General Statutes)

Connecticut law bars discrimination in employment on the basis of race, color, religious creed, age, sex, sexual orientation, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, or, as of **10/1/2017**, honorably-discharged veterans.

Under state and federal law, employers may not adopt policies that produce disparate impacts on protected classes unless they can demonstrate a business necessity. Because people of color, LGBT people, and people with disabilities have been shown to receive disproportionately higher rates of less-than-honorable discharges from military service, it may be **illegal discrimination** for an employer to refuse to hire you or terminate your employment because of your less-than-honorable military discharge status if you identify as member of one of the aforementioned groups. This is in line with the Equal Employment Opportunity Commission which has found that employers' use of discharge status can violate federal law, as Black service members face systemic discrimination in the military justice system and are more likely to receive less-than-honorable discharges.

Specific examples of potentially discriminatory policies include:

- (1) Employer policies that explicitly or effectively barred you from obtaining employment because of a less-than-honorable discharge from the military;
- (2) Veterans preference programs that categorically exclude individuals with less-than-honorable discharges;
- (3) Employers using military discharge information without providing you an opportunity to explain why such information is irrelevant or should not be considered.

If you believe that you have been discriminated against, or have any questions about your rights to equal employment opportunities, **CONTACT YOUR REGIONAL OFFICE AT THE CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES (CHRO).**

Connecticut law requires that a formal written complaint be filed within 180 days of the date of the alleged act of discrimination, or within 180 days of when you reasonably became aware of the act.