

CHRO Mission

The mission of the CHRO is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity and justice within the state through advocacy and education.

The Commission on Human Rights and Opportunities:

Enforces human rights laws that ban illegal discrimination in employment, housing, public accommodations, and credit transactions

Monitors compliance with state contract compliance laws and with laws requiring affirmative action in state agency personnel practices

Establishes equal opportunity and justice for all persons in Connecticut through education and outreach activities.

Contact Information

Capitol Regional Office
450 Columbus Boulevard
Hartford, CT 06103
(860) 566-7710

Southwest Region Office
350 Fairfield Avenue 6th Floor
Bridgeport, CT 06604
(203) 579-6246
TDD (203) 579-6246

West Central Region Office
Rowland State Government Center
55 West Main Street Suite 210
Waterbury, CT 06702
(203) 805-6530
TDD (203) 805-6579

Eastern Region Office
100 Broadway, City Hall
Norwich, CT 06360
(860) 886-5703
TDD (860) 886-5707

Housing Discrimination Unit
450 Columbus Boulevard
Hartford, CT 06103
(860) 541-3403

For more information, visit our website
at: www.ct.gov/CHRO



Follow our Social Media at
www.facebook.com/CTCHRO
www.twitter.com/CT_CHRO

Commission on Human Rights & Opportunities



Disability Discrimination



Equal access to
employment, housing,
public accommodations,
and credit transactions

Tel: (860) 541-3400

Tel: (800) 477-5737

www.ct.gov/CHRO

Discrimination Against Persons with Physical, Mental, Intellectual, Learning, and Perceived Disabilities is Illegal

Employment

An employer cannot refuse to hire you because of your disability if you are qualified to perform the job. Employers also have an obligation to attempt to provide you with reasonable accommodations for your disability in the workplace, and cannot terminate your employment because of your disability if you are able to perform the job.

Housing

You cannot be denied housing because of your disability. In most cases, landlords have an obligation to make properties accessible to persons with disabilities, and to provide you with reasonable accommodations to ensure equal access, use, and enjoyment of the premises.

Public Accommodations

Public buildings, schools, medical facilities, retail establishments, restaurants, and a variety of other organizations are required to provide equal access and enjoyment of their premises and services to persons with disabilities.

Credit Transactions

You cannot be denied credit, such as a mortgage or other loan, because of your disability.

Protections for all persons with disabilities

Developing a disability is unpredictable and can happen to anyone.

- ▶ 61 million adult Americans, or **1-in-4**, live with disabilities.
- ▶ Approximately 40 million Americans, or **1-in-8**, live with severe disabilities.
- ▶ **2-in-5** Americans will develop a disability at some point before reaching retirement age.

Almost **20% of the complaints** filed with the CHRO are on the basis of either a physical or mental disability, making these two of the most common complaints received each year.



Connecticut law provides greater protection than federal law. Since our state's definition of "disability" covers more than the federal definition does, you may be entitled to protections at the state level that you otherwise may not be.

What to do if you believe your rights have been violated

If you believe you have been discriminated against, contact your CHRO Regional Office as soon as possible to schedule an intake appointment. You can also find a form on our website to fill out some information and begin the intake process. **Complaints must generally be filed within 300 days of the act of discrimination.** CHRO staff can help you file a complaint or you can file one yourself.



The CHRO can walk you through our process. You do not need an attorney. If you need any accommodations, let us know and we will work with you to make sure you have what you need.

What happens next:

After you file your complaint, your case will go through case assessment review (employment and public accommodations only), mediation, investigation, and if there is enough evidence to believe a discriminatory practice occurred, a trial. See our *Complaint Process* brochure for more information, or visit our website at www.ct.gov/CHRO.