

CHRO Mission

The mission of the Connecticut Commission on Human Rights and Opportunities is to eliminate discrimination through civil and human rights law enforcement and to establish **equal opportunity and justice** for all persons within the state through advocacy, education, and enforcement.

As part of that mission, the CHRO has the responsibility to **review and monitor compliance** with laws applying to **contractors, subcontractors, and suppliers** who do business with the state to promote equal opportunity for **small business owners** across the state.

Want to learn more about the CHRO? Review more of our brochures by scanning the QR code!



Contact Information

CHRO Contract Compliance Unit

450 Columbus Blvd., Suite 2
Hartford, CT 06103-1835
(860) 541-3434

Have you experienced discrimination at **work, in housing, public accommodations, or credit transactions**? Call one of our regional offices:

Capitol Region 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 Blvd., Suite 2
Hartford, CT 06103
(860) 541-3403



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

Commission on Human Rights & Opportunities



Contract Compliance



State Contracting and Good Faith Efforts

Tel: (860) 541-3434
www.ct.gov/CHRO

Contractors on state-funded public works contracts are required to make good faith efforts to employ certified Connecticut small businesses and minority, women, and disabled owned businesses.

The State of Connecticut provides more than **one billion dollars** each year to state, municipal, and quasi-public agencies for **construction projects**. The businesses who perform these state-funded projects have a responsibility to show the state that their business practices promote equal opportunity for all persons.

These requirements derive from **laws enacted to address disparities** in state contracting and ensure fairness. By removing barriers to participation and requiring that contractors make **good faith efforts** to include certified small and minority owned businesses in their contracting practices, the law ensures that state funding goes to the lowest qualified bidder, **regardless of their background**. This drives economic development and **business growth opportunities** for small and minority owned businesses.

The CHRO's 2024 Disparity Study revealed **barriers still exclude** many Connecticut small and minority owned businesses. **Learn more** by scanning the QR code with your phone.



Contract Compliance - Frequently Asked Questions

I am a contractor on a public works contract - what are my obligations?

For state-funded public works contracts valued at **\$150,000 or more**, you must engage in good faith efforts to employ small and minority owned businesses to participate on the project.

You must **file a Good Faith Efforts Plan** with the CHRO within **45 days** from the contract award to show your good faith efforts.

Within **45 days of substantial completion** of your work on the project, you must submit to the CHRO your subcontractor payment documentation, lien waivers, and any outstanding subcontract notifications.

Additionally, general contractors must pay subcontractors within 15 days of the due date, unless there is a bona fide dispute.

What does the CHRO do with my Good Faith Efforts Plan?

The CHRO will review your plan and determine whether you have shown that you engaged in good faith efforts on the project. If so, your plan will be approved.

Failure to file a plan, meet deadlines, or make good faith efforts may lead to enforcement actions resulting in withholding of contract payments, disqualification from future state contracts, and civil penalties and legal action by CHRO.

What are Good Faith Efforts?

Good faith is defined by law as the "degree of diligence which a reasonable person would exercise in the performance of legal duties and obligations."

In practice, "good faith efforts" means exactly what it sounds like - an honest and genuine attempt to include small and minority owned businesses on the project. This is best achieved through **solicitation and competitive bidding** in your subcontracting and materials procurement.

In the past, the goal was for certified small business subcontractors to receive 25% of the project's state funding, and minority owned businesses to receive 6.25% of the state funding. In 2026, **the goals will be project-specific and based on the work involved**.

How do I become certified by the state as a small contractor or minority business enterprise?

The State Department of Administrative Services runs the Small Business Certification Program. Visit **ct.gov/das** to learn more.

More questions? Visit our website for further **guidance** or to sign up for a **training session!** Scan the QR code with your phone to learn more.

