

## 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](http://www.ct.gov/CHRO)

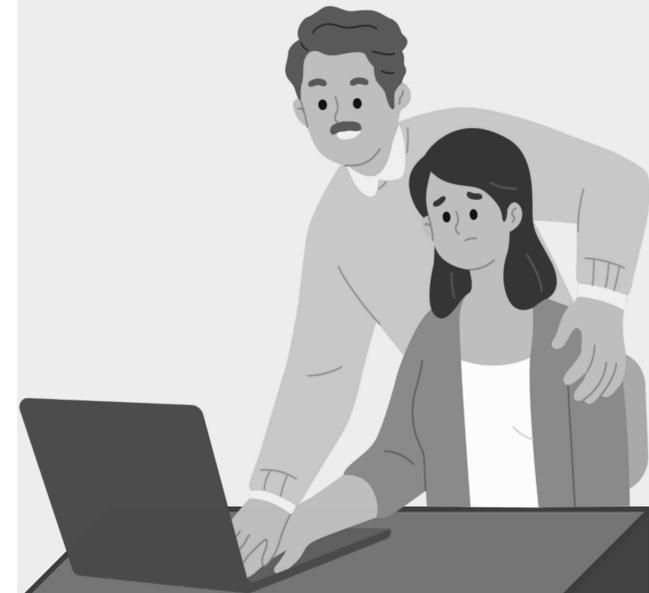


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## Commission on Human Rights & Opportunities



## Sexual Harassment



Stopping sexual harassment throughout Connecticut

Tel: (860) 541-3400

Tel: (800) 477-5737

[www.ct.gov/CHRO](http://www.ct.gov/CHRO)

CHRO investigates and prosecutes sexual harassment in housing, employment, and public accommodations.

### What is Sexual Harassment?

- Form of Sex Discrimination
- Unwanted Sexual Conduct
- Sexual Demands (Quid Pro Quo)
- Hostile Work Environment

### What law protects you?

- C.G.S. Sec. 46a-60(b)(8)
- C.G.S. Sec. 46a-64
- C.G.S. Sec. 46a-64c
- Title VII of the Civil Rights Act

### Who are protected?

- Employees
- Volunteers
- Interns
- Tenants

### Where are you protected?

- Public and private sectors
- Employment agencies
- Labor organizations
- In places of public accommodation
- In housing

### Do you know?

Sexual harassment is not limited to Male-Female instances. The employers can be liable for anti-gay harassment, male-to-male and female-to-female harassment.

Contact CHRO within 300 days of the most recent instance of harassment

## Best Practices and the 2019 Time's Up Act

### Best Practices

Companies, Contractors, Sub-Contractors, Private and Public Employers should have an **anti-discrimination and a sexual harassment policy** that is enforced by managers and supervisors at all levels.

The anti-discrimination and sexual harassment policies should be given to **ALL** employees either electronically or in hard copy.

Employees need **clear steps to report incidents** of harassment and employers should carefully select the individuals to whom incidents of discrimination and sexual harassment should be reported and make sure those individuals are well trained and understand the importance of **confidentiality**.

### If you are an employer...

If an employee is harassed by a co-worker, the employer has the responsibility to use reasonable care to prevent harassment from occurring, take prompt remedial action to correct harassment, and use preventive and corrective opportunities.

Additionally, employers should be aware of the new requirements of Connecticut's *Time's Up Act*.

### The Time's Up Act

In 2019, the Connecticut General Assembly passed and the Governor signed into law the *Time's Up Act*.

The Act requires all employers to provide sexual harassment prevention training to their employees—new and existing.

Employers with **fewer than three employees** must provide two hours of sexual harassment training to **all supervisory employees** within six months of their first day of work.

Employers with **more than three employees** must provide two hours of sexual harassment training to **every employee** within six months of their first day of work.

Employers must provide periodic supplemental training not less than every ten years.

Failure to provide the required training will result in a fine to the employer.

### Free training is available!

Employers that need to provide sexual harassment prevention training to employees can visit our website at [www.ct.gov/CHRO](http://www.ct.gov/CHRO) to find a free two-hour training produced by the CHRO. Employees will receive certificates of completion to show that the employer is in compliance with the Act.