

Protections for All Persons with Disabilities

Developing a disability is unpredictable and can happen to anyone.

- ▶ 56 million Americans, or **1-in-5**, live with disabilities.
- ▶ 38 million Americans, or **1-in-10**, live with severe disabilities.
- ▶ **1-in-4** 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 frequent 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.

Contact Information

Capitol Regional Office

450 Columbus Boulevard, Hartford, CT 06103
860-566-7710; TDD: 860-566-7710
chro.capitol@ct.gov

Housing Complaints

450 Columbus Boulevard, Hartford, CT 06103
860-541-3403

Southwest Region Office

350 Fairfield Ave. 6th Fl, Bridgeport, CT 06604
203-579-6246; TDD 203-579-6246
chro.southwest@ct.gov

West Central Region Office

Rowland State Government Center
55 West Main St. Ste 210, Waterbury, CT 06702
203-805-6530; TDD 203-805-6579
chro.westcentral@ct.gov

Eastern Region Office

100 Broadway, City Hall, Norwich, CT 06360
860-886-5703; TDD 860-886-5707
chro.eastern@ct.gov

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

Commission on Human Rights & Opportunities



**DISABILITY
DISCRIMINATION:**
Know Your Rights

Tel: 860-541-3400
Tel: 800-477-5737

Discrimination Against Persons with 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.

What To Do If You Believe You Have Been Discriminated Against

If you believe you have been discriminated against, contact your closest CHRO Regional Office as soon as possible. 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. At no point do you need an attorney. If any accommodations are needed, let us know and we will work with you to make sure you have what you need.



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.



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Connecticut's More Expansive Disability Protections

Federal Definition of Disability: 42 U.S.C. § 12102

The term "disability" means, with respect to an individual—

- (A) a physical or mental impairment that substantially limits one or more major life activities of such individual;
- (B) a record of such an impairment; or
- (C) being regarded as having such an impairment.

Connecticut Definition of Disability: Conn. Gen. Stat. § 46a-51.

"Physically disabled" refers to any individual who has any chronic physical handicap, infirmity or impairment.*

"Mental disability" refers to an individual who has a record of, or is regarded as having one or more mental disorders.

*Also includes being perceived as having a disability