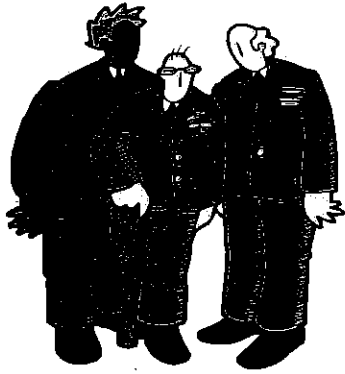




DISABILITY DISCRIMINATION

Have you been treated differently because you are disabled or someone thought you were disabled? Do you need an accommodation at work? Do you need an accommodation or modification of your housing? Have you been denied services or access to place of public accommodation?

Know your rights

State and Federal law prohibits discrimination based on an actual or perceived mental or physical disability. This means that you can not be treated differently because of your disability at work, in your housing or at places of public accommodation, unless you request a reasonable accommodation.

Employment – You must be qualified for a job in order to obtain or retain a job. However, you can't be denied employment because of an actual or perceived disability. You can not be fired from your job just because you become disabled. You are entitled to reasonable changes in work conditions or rules in order to accommodate your disability. For example, a blind employee may ask for special software to assist him or her in using the computer at work.

Housing – You must be financially qualified to obtain housing and follow the terms of your rental agreement to retain your housing. You are required to follow the rules while you are living in a unit. However, you can't be denied housing based on a disability. A landlord may have to grant an exception to a rule if your disability requires it. For example, a landlord with a no pet policy must allow a person with a disability to have an animal that assists with that disability, such as a guide dog. A landlord must consider reasonable modification of a unit that would allow access to a person with a disability, such as ramps or grab bars; however, if it is private property you may have to pay for those modifications. Financial assistance may be available to cover the cost of the modification.

Places of Public Accommodation- You should be able to access a place of public accommodation with your disability. A public accommodation (such as a park, grocery store, movie theater etc.) must make reasonable modifications in policies, practices and procedures to accommodate people with disabilities. For example, a department store may have to alter its policy of only allowing one person at a time in the dressing room, if a person with a disability requires assistance with dressing. New construction must be accessible to people with mobility impairments.

If you feel that you have been discriminated please contact the CHRO. Please note, you must generally file a discrimination complaint within 180 days of the adverse action. For more information visit our website at: www.ct.gov/chro or call us at 1-800- 477-5737

This fact sheet is intended to give the reader a quick overview of the law related to disability discrimination and is not intended to be substituted for legal advice.

It is illegal to refuse to rent to you because you have children!

This is called "family status" discrimination. To say "no kids" is housing discrimination just like refusing to rent to you because of race, sex, national origin, religion, source of income, sexual orientation or disability.

So, if a landlord says:

"Sorry, we don't rent to kids" or

"You have kids under 6 and I won't delead" or

"Your son and daughter can't share a bedroom."

Call the Connecticut Fair Housing Center

800-247-4401 or 860-247-4400

**Do you have a physical or psychological disability?
You should know your rights in case you need a
reasonable accommodation or modification!**

What is a reasonable accommodation? A reasonable accommodation is a change in rules, policies or practices that make it possible for a disabled person to live in their housing.

Here are some examples of **reasonable accommodations**:

- Changing a "no pets" policy for people who need a therapeutic animal;
- Providing a person with limited mobility a parking space closer to their unit.

What is a reasonable modification? A reasonable modification is a structural change to an apartment or house that makes the unit accessible to someone who is disabled.

Here are some examples of **reasonable modifications**:

- Installing a ramp to make it easier for a person in a wheelchair to enter and exit their building;
- Putting a grab bar in the shower

Not all landlords are required to make reasonable accommodations and modifications.
Please call us if you need help.

Connecticut Fair Housing Center • 800-247-4400

¿Usted tiene una incapacidad física o mental?

¡Sepa sus derechos en caso que usted necesite pedir una modificación o acomodación razonable!

¿Que es una acomodación razonable? Es un cambio de las reglas, pólizas

o practicas para que se le haga posible a una persona con incapacidades físicas o mentales vivir en sus casas.

Vea aquí los próximos ejemplos de acomodaciones razonables:

- Cambiar una regla de "no mascotas" para personas con incapacidades físicas o mentales que necesitan tener una mascota (un perro o gato por ejemplo) de compañía;
- Darle a una persona con incapacidades (que tiene dificultades para caminar por ejemplo) un espacio de estacionamiento más cerca de su apartamento.

¿Que es una modificación razonable? Es cambiar la estructura de un apartamento o casa para facilitar el acceso al apartamento de personas con incapacidades.

Vea aquí algunos ejemplos de modificación razonables:

- Instalar una rampa para hacerle mas fácil a una persona que usa una silla de ruedas a entrar o salir de su apartamento y/o edificio;
- Colocar un soporte en la ducha para poder entrar y bañarse

No todos los dueños tienen que permitirle o darle una modificación o acomodación razonable.

Por Favor llámenos, es posible que podamos ayudarle.

Connecticut Fair Housing Center • 800-247-4400

It is illegal to refuse to rent to you because you have Section 8, RAP or a Security Deposit Guaranty!

This is called "Source of Income" Discrimination. To say "no Section 8" is housing discrimination just like refusing to rent to you because of race, sex, national origin, religion, because you have kids, sexual orientation or disability.

So, if a landlord says:

"Sorry, we don't take Section 8."

"Our units aren't approved for RAP," or

"We don't do leases so we can't accept Section 8."

Call the Connecticut Fair Housing Center
800-247-4401 or 860-247-4400



Connecticut
Fair Housing Center

KNOW YOUR HOUSING RIGHTS!

**A housing authority cannot stop you from applying
for a Housing Choice (Section 8) Voucher because
you do not live or work in the town.**

Residency requirements are illegal!

Even residency preferences may be illegal!

If a housing authority tells you that it will not accept an application for their
Section 8 program or that you don't qualify for its Section 8 program because of
where you live or work **please call us at (888) 247-4401!**

*Are you a victim of domestic violence?
Are you are having problems with your subsidized housing
because of domestic violence?*

If the answer is yes, you may be experiencing housing discrimination

If you live in public housing or have Section 8, there are special protections for victims of domestic violence.

The Violence Against Women Act of 2005 prohibits public housing authorities from denying admission to or evicting certain victims of domestic violence.

For more information about housing discrimination against victims of domestic violence, contact:



**Connecticut
Fair Housing Center**

Connecticut Fair Housing Center • 800-247-4400

¿Es usted víctima de violencia doméstica?

¿Tiene problemas en su vivienda por ser víctima de la violencia doméstica?

**Si la respuesta es si, es posible que usted esté sufriendo
discriminación en la vivienda.**

Si usted vive en vivienda pública o tiene Sección 8, hay protecciones especiales para personas que han sido víctimas de violencia doméstica.

El acta del 2005 que protege a las mujeres contra la violencia prohíbe a los proveedores de vivienda pública negar la admisión a ciertas víctimas de violencia doméstica.

También hay protecciones contra el desalojo de estas víctimas.

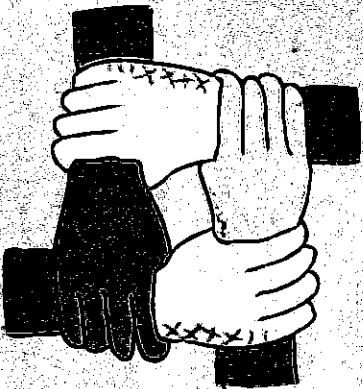
Si usted quiere más información sobre discriminación en la vivienda
contra víctimas de violencia doméstica puede contactar:



El centro de vivienda justa de Connecticut • 800-247-4400

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 for all persons within the state through advocacy and education



CONTACT INFORMATION

Capital Regional Office
999 Asylum Avenue 2nd Floor
Hartford, CT 06105
860-566-7710
TDD 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 Govt Center
55 West Main Street Suite 210
Waterbury, CT 06702
203-805-6530
TDD 203-805-6579

Eastern Region Office
100 Broadway
Norwich, CT 06360
860-886-5703
TDD 860-886-5707

Housing Complaints
25 Sigourney Street
Hartford, CT 06106
Toll Free **1-800-477-5737**

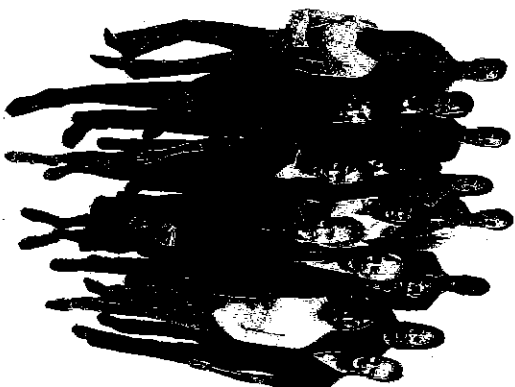
For more information, visit
our website: www.ct.gov/chro

Commission on Human Rights &
Opportunities



Commission on
Human Rights and
Opportunities

Complaint Process



Commission on Human
Rights & Opportunities

Tel: 800-477-5737

**If you believe you have been
discriminated against in:**

- Employment
- Housing
- Public Accommodations
- Credit

BECAUSE OF YOUR:

- Age
- Alienage
- Ancestry
- Breastfeeding
- Color
- Criminal Record (state employment
and licensing only)
- Familial responsibilities, status or
planning
- Failure to accommodate
due to a disability
- Gender Identity or Expression
- Genetic Information (employment)
- Guide Dog (access)
- Intellectual Disability
- Lawful Source of Income (housing and
public accommodations)
- Learning Disability
- Marital Status
- Mental Disability
- National Origin
- Physical Disability
- Race
- Religious Creed/Creed
Retaliation
- Sex, including pregnancy
- Sexual harassment
- Sexual Orientation

**Contact CHRO within 180
days of the discrimination**

Complaint process:

INTAKE:

You should call one of our four regional offices or our housing unit to schedule an appointment to meet with a staff member, who may help draft and notarize your complaint. You can hire an attorney at any point in the process, but it is not required.

CHRO will serve your complaint on the person or company that discriminated against you. They must answer the complaint and send you a copy of the answer. You should review their answer and send CHRO a rebuttal, explaining what parts of the answer you disagree with and why and send in supporting documents.

MERIT ASSESSMENT REVIEW:

For all cases **EXCEPT** housing, a CHRO investigator will review your complaint, their answer and your rebuttal to determine whether additional investigation is needed. If so, it will be retained for further investigation or mediation. If not, it will be dismissed. If you do not agree with the dismissal, you can file a Request for Reconsideration. Housing cases go directly to the investigation process.



INVESTIGATION:

The investigator assigned to your case will determine how to best conduct the investigation. This will be done either through interviews, fact-finding conferences, or some combination. You should give the investigator any relevant information that you have, including names of possible witnesses and documents that could be helpful. The investigator may also help you try to settle the case. You will be sent a draft of the finding for you to make comments. Your comments will be considered and a final finding will be sent to all parties. If it is a finding of Reasonable Cause, there will be another settlement meeting and, if the case does not settle, it will be certified to public hearing. If it is a finding of no reasonable cause, you can request reconsideration.

PUBLIC HEARING:

At public hearing, an attorney, who represents CHRO, will prepare and present your complaint to a Human Rights Referee. You can also hire your own attorney to represent you in the hearing. If this is a housing discrimination case, you or the Respondent can also elect to have the case heard in state court instead. A public hearing is an administrative trial and the referee will issue a decision after a hearing.

What Happens When You File a Complaint

CHRO will notify you when it receives your complaint and will normally:

- Notify the alleged violator of your complaint and require an answer be submitted
- Investigate your complaint and determine whether there is reasonable cause to believe that the Act has been violated

Conciliation: CHRO will try to reach an agreement with the person your complaint is against. A conciliation agreement must protect both you and the public interest. If an agreement is signed, CHRO will take no further action on your complaint. However, if CHRO has reasonable cause to believe that a conciliation agreement is breached, CHRO can file suit to enforce the agreement.

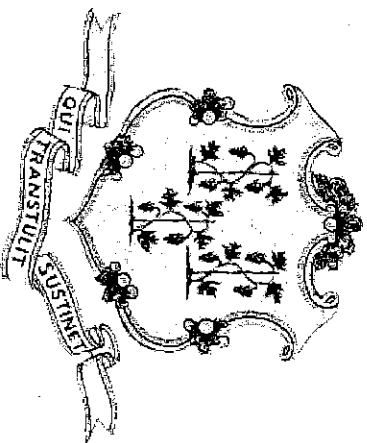
Hearing: After investigating your complaint, CHRO will inform you as to whether there is reasonable cause to believe that discrimination occurred. If reasonable cause is found, your case will be heard in an administrative hearing unless you or the respondents want the case to be heard in Superior Court. Either way, there is no cost to you.

Complaint Referrals: If CHRO has determined that your complaint also alleges a violation of the Federal Fair Housing Act, CHRO will assist you in filing a federal complaint with the United States Department of Housing and Urban Development (HUD).

Commission on Human Rights and Opportunities
25 Sigourney Street, 7th floor
Hartford, CT 06106
(860) 541-3403



Your Right to Equal Opportunity Housing



**Commission on Human Rights
and Opportunities**
Housing Discrimination Unit
25 Sigourney Street, 7th floor
Hartford, CT 06106

Connecticut's Discriminatory Housing Practices Act

Connecticut's Discriminatory Housing Practices Act prohibits discrimination in housing because of:

- Race or color
- National origin
- Ancestry
- Creed (Religion)
- Sex
- Marital Status
- Age (non-minors)
- Familial status (families with children under the age of 18 living with parents or legal custodians and pregnant women)
- Disability (physical, mental or learning)
- Lawful source of income (income derived from social security, SSI, housing assistance such as Section 8, child support, alimony, public or general assistance)
- Sexual orientation
- Gender Identity or Expression

What Housing is Covered?

The Act covers most housing. In some circumstances, the Act may exempt owner-occupied buildings with up to four units and housing designed for and occupied by older persons. Other exemptions may apply in certain circumstances.

What Is Prohibited?

In the Sale and Rental of Housing: No one may take any of the following actions based on race, color, national origin, ancestry, creed, marital status, age, familial status, disability, lawful source of income, sex or sexual orientation, gender identity or expression:

- Refuse to rent or sell housing
- Refuse to negotiate for housing
- Make housing unavailable
- Deny a dwelling
- Set different terms, conditions or privileges for the sale or rental of a dwelling
- Provide different housing services or facilities
- Falsely deny housing is available for inspection, sale or rental
- For profit, induce owners to sell or rent (blockbusting)
- Deny anyone access to or membership in a facility or service (such as a multiple listing service) related to the sale or rental of housing, or
- Restrict or attempt to restrict the choices of any buyer or renter (steering)
- Discriminate in providing mortgage or home equity loans

In addition, if you have a mental or physical disability, your landlord may not: 1) refuse to let you make reasonable modifications, at your expense, if necessary for you to use the housing; or, 2) refuse to make reasonable accommodations in rules, practices, or services if necessary for you to use the housing.

If You Think Your Rights Have Been Violated

CHRO is ready to help you with any problem involving housing discrimination. If you think your rights have been violated, contact the CHRO to discuss your situation, to obtain the forms for filing a formal complaint, or to make an appointment for assistance in filing a formal complaint. A formal notarized complaint must be filed no later than 180 days after an alleged violation, but you should file as soon as possible.

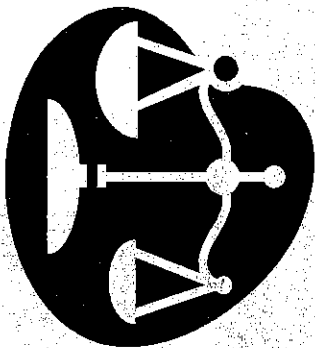
What to tell CHRO:

- Your name and address
- The name and address of the person your complaint is against
- The address or other identification of the housing involved
- A short description of the alleged event(s) that caused you to believe that your rights were violated
- The date these events occurred

Where to Write: Send your inquiry or formal complaint (signed and notarized) to:

State of Connecticut
Commission on Human Rights and
Opportunities
Housing Discrimination Unit
25 Sigourney Street, 7th floor
Hartford, CT 06106
Toll Free in CT: (800) 477-5737 ext. 3403
or (860) 541-3403

*The mission of the CHRO
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 and
education.*



Clearly, these are broad and ambitious objectives. While significant progress toward these objectives has been made, equality and justice for all people remains elusive. The Commission, as it has for the past sixty years, continues to break new ground in the pursuit of our goals



If you believe that you have been discriminated against or if you have any questions, contact:

Capital Regional Office
999 Asylum Avenue 2nd Floor
Hartford, CT 06105
860-566-7710
TDD 860-566-7710

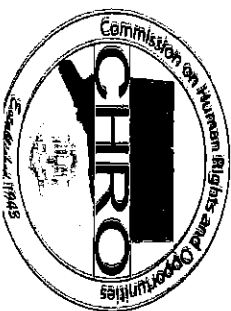
Southwest Region Office
350 Fairfield Avenue 6th Floor
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TDD 203-579-6246

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100 Broadway
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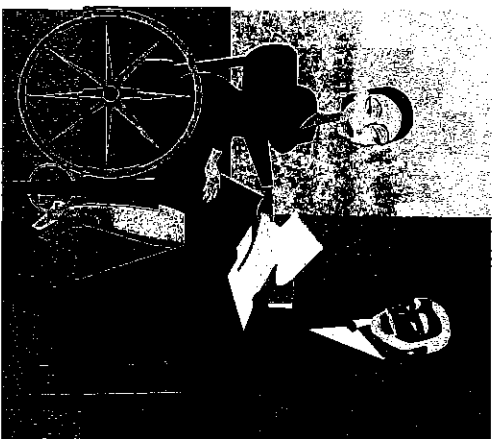
Housing Complaints
25 Sigourney Street
Hartford, CT 06106
Toll Free **1-800-477-5737**

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



Discrimination Complaints

**Commission on Human Rights
and Opportunities**



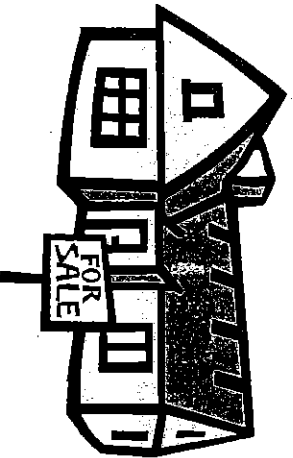
CHRO is the State Agency that was established in 1943 to end illegal discrimination.

CHRO enforces anti-discrimination laws in the following areas:

- Housing
- Employment
- Credit
- Public Accommodation

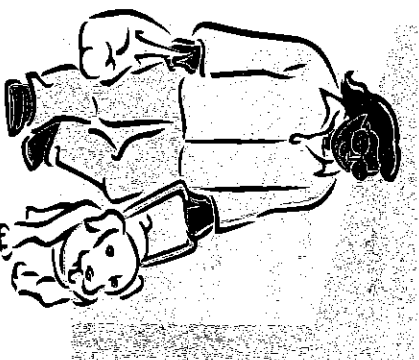
Complaints must generally be filed with CHRO within 180 days of the date of the discriminatory act.

CHRO will also file your complaint with the appropriate Federal agency. We will process your complaint as appropriate.



You may have been illegally discriminated against if you were treated differently because of your:

- Age
- Alienage
- Ancestry
- Breastfeeding
- Color
- Criminal Record (state employment and licensing only)
- Familial Status, responsibilities or planning
- Failure to accommodate due to a disability
- Gender Identity or Expression
- Genetic Information (employment)
- Guide Dog (access)
- Intellectual disability
- Lawful Source of Income (housing and public accommodations)
- Learning Disability
- Marital Status
- Mental Disability
- National Origin
- Physical Disability
- Race
- Religious Creed/creed
- Retaliation
- Sex, including pregnancy
- Sexual harassment
- Sexual Orientation



**Other services
CHRO provides:**

- Education and Outreach
- Affirmative Action review
- Contract Compliance
- Advocacy



Commission on Human Rights and
Opportunities

25 Sigourney Street
Hartford, CT 06106
860-541-3423
1-800-477-5737

Qué Pasa Cuando Presenta una Queja

CHRO le notificará cuando reciba su queja y normalmente:

- Notificará al violador alegado de su queja y requerirá que una respuesta sea presentada
- Investigará su queja y determinará si existe una causa razonable para creer que la Ley ha sido violada

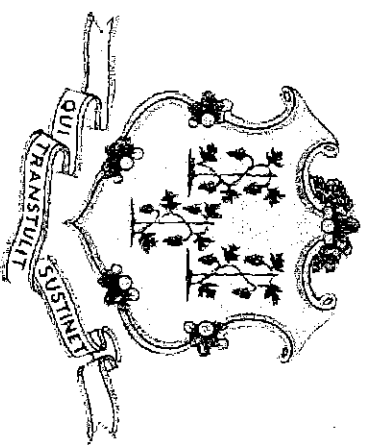
Conciliación: CHRO tratará de alcanzar un acuerdo con la persona en quien en contra presenta su queja. Un acuerdo de conciliación debe proteger tanto a usted como al interés público. Si se firma un acuerdo, CHRO no tomará acciones adicionales en su queja. Sin embargo, si CHRO tiene una causa razonable en creer que un acuerdo de conciliación ha sido quebrantado, CHRO puede presentar una demanda para hacer cumplir el acuerdo.

Audiencia: Después de investigar su queja, CHRO le informará si existe una causa razonable para creer que ocurrió la discriminación. Si se consigue una causa razonable, su caso irá a una audiencia administrativa al menos que usted o el demandado quiere que el caso sea escuchado por la Corte Superior. En ambas formas este servicio es gratis para usted.

Remisión de Quejas: Si CHRO ha determinado que su queja alega también la violación de la Ley Federal de Vivienda Equitativa, CHRO le ayudará a presentar una queja ante el Departamento de Vivienda y Desarrollo Urbano (HUD) de los Estados Unidos.

Commission on Human Rights and Opportunities
25 Sigourney Street, 7th floor
Hartford, CT 06106
(860) 541-3403

Sus Derechos para la Oportunidad de Vivienda Equitativa



Commission on Human Rights
and Opportunities
Housing Discrimination Unit
25 Sigourney Street, 7th floor
Hartford, CT 06106



Ley de Prácticas Discriminatorias en la Vivienda de Connecticut

Ley de Prácticas Discriminatorias en la Vivienda de Connecticut prohíbe la discriminación en la vivienda debido a:

- Raza o color de la piel
- Origen de la nacionalidad
- Ascendencia
- Credo (Religión)
- Sexo
- Estado Civil
- Edad (no menores)
- Estatus de la familia (familias con niños menores de 18 años de edad que viven con padres o representantes legales y mujeres embarazadas)
- Discapacidad (física, mental o del aprendizaje)
- Fuente legal de ingresos (ingreso derivado del seguro social, SSI, ayuda de vivienda como Sección 8, soporte del menor, pensión alimenticia, ayuda pública o general)
- Orientación sexual
- Identidad o Expresión del Género

¿Qué Tipo de Vivienda es Cubierto?

La Ley cubre la mayor parte de las viviendas. En algunos casos, la Ley puede eximir edificios ocupados por propietarios hasta con cuatro unidades y viviendas diseñadas para y ocupadas por ancianos. Otras exenciones se pueden aplicar en ciertas circunstancias.

¿Qué está Prohibido?

En la Venta y Alquiler de Viviendas: Nadie

puede tomar ninguna de las siguientes acciones basándose en la raza, color, nacionalidad, ascendencia, credo, estado civil, edad, estatus de la familia, discapacidad, fuente legal de ingresos, sexo u orientación sexual, identidad o expresión del género:

- Refusarse a alquilar o vender una vivienda
- Refusarse a negociar para una vivienda
- No poner la vivienda a la disposición
- Negar la vivienda
- Establecer condiciones o privilegios diferentes para la venta o alquiler de vivienda
- Proveer diferentes servicios o facilidades de vivienda
- Negar falsamente que la vivienda puede ser inspeccionada, vendida o alquilada.
- Para producir ganancias, hacer que el dueño venda o alquile (*blockbusting*)
- Negar a cualquiera el acceso a / o membresía en una facilidad o servicio (como servicio de múltiples listas) relacionado con la venta o alquiler de vivienda, o
- Restringir o intentar restringir las opciones a cualquier comprador o interesado en alquilar (influir)
- Discriminar en proveer la hipoteca o préstamos de equidad de vivienda

Adicionalmente, si tiene una discapacidad mental o física, su propietario de vivienda no puede: 1) refusarse a que usted haga modificaciones razonables, pagando por ellas, si es necesario, para usar la vivienda, o, 2) refusarse a hacer modificaciones razonables en reglas, prácticas o servicios, si es necesario, para que usted use la vivienda.

Si Piensa que sus Derechos han sido Violados

CHRO está lista para ayudarlo con cualquier problema relacionado con la discriminación en la vivienda. Si piensa que sus derechos han sido violados, contacte a CHRO para discutir su situación, obtener los formularios para presentar una queja formal, o hacer una cita para que lo ayuden a hacer una queja formal. Una queja formal notariada se debe hacer a no más tardar de 180 días después que haya ocurrido la violación alegada, pero debería presentarla tan pronto como sea posible.

¿Qué debe decirle a CHRO:

- Su nombre y dirección
- El nombre y la dirección de la persona en quien en contra presenta la queja
- La dirección u otra identificación de la vivienda involucrada
- Una descripción corta de los eventos alegados que usted creen reflejan que sus derechos fueron violados
- La fecha en que ocurrieron los eventos

A dónde escribir: Mande su inquietud o queja formal (firmada y notariada) a:

State of Connecticut
Commission on Human Rights and
Opportunities
Housing Discrimination Unit
25 Sigourney Street, 7th floor
Hartford, CT 06106
Tel. Gratis CT: (800) 477-5737 ext. 3403
o (860) 541-3403

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Commission on Human Rights &
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Central Office
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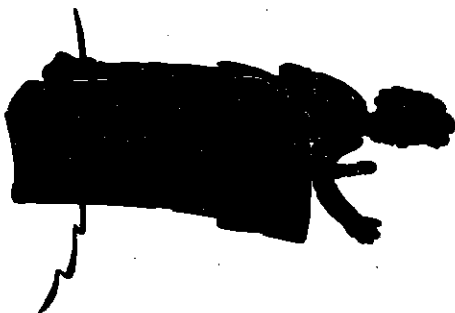
If you are interested in a speaker
please contact:

Attorney Cheryl Sharp

Fax: 860-246-5265

E-mail: Cheryl.Sharp@ct.gov

Commission on Human
Rights & Opportunities



**SPEAKERS
BUREAU**

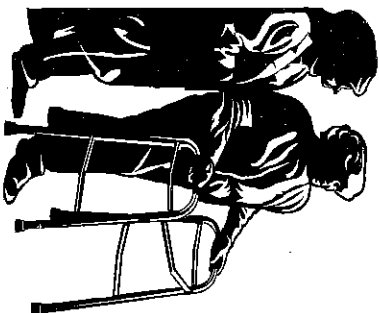
CHRO Speaker's Bureau

Staff from the Commission on Human Rights and Opportunities are available to speak to your organization or group about the work of the agency and the laws that we enforce. There is no fee for this service.

FREQUENTLY REQUESTED TOPICS:

- CHRO Case processing
- State and Federal anti-discrimination laws
- Housing discrimination
- Making facilities accessible
- Accommodating disabilities
- Recent legislation
- Bullying complaints

We can tailor presentations to the needs of your organization.



**Commission on
Human Rights &
Opportunities**

If you are interested in a speaker
please contact:
Attorney Cheryl Sharp
Fax: 860-246-5265
E-mail: Cheryl.Sharp@ct.gov