We Do Business in Accordance With the Federal Fair Housing Law
(The Fair Housing Amendments Act of 1988)

It is illegal to Discriminate Against Any Person Because of Race, Color, Religion, Sex, Handicap, Familial Status, or National Origin

- In the sale or rental of housing or residential lots
- In advertising the sale or rental of housing
- In the financing of housing
- In the provision of real estate brokerage services
- In the appraisal of housing
- Blockbusting is also illegal

Anyone who feels he or she has been discriminated against may file a complaint of housing discrimination:
1-800-669-9777 (Toll Free)
1-800-927-9275 (TTY)

U.S. Department of Housing and Urban Development
Assistant Secretary for Fair Housing and Equal Opportunity
Washington, D.C. 20410

Previous editions are obsolete
IGUALDAD DE OPORTUNIDAD
EN LA VIVIENDA

Conducimos nuestros negocios de acuerdo a la Ley Federal de Vivienda Justa
(Acta de enmiendas de 1988 de la Ley Federal de Vivienda Justa)

Es ilegal discriminar contra cualquier persona por razón de su raza, color, religión, sexo, incapacidad física o mental, la presencia de niños menores de 18 años o de mujer embarazada en su familia o su origen nacional

- En la venta o renta de vivienda y terrenos residenciales
- En los anuncios de venta o renta de vivienda
- En la financiamiento de vivienda
- Amenazar o interferir con la persona para que no registre su queja
- En los servicios de corretaje que prestan vendedores de vivienda
- En la valoración de vivienda
- También es ilegal forzarle a vender o rentar su vivienda diciéndole que gente de otra raza, religión o grupo etnico se están mudando en su vecindario

Cualquier persona que sienta que fue discriminada debe de enviar su queja de discriminación:
1-800-669-9777 (llamada gratis)
1-800-927-9275 (TDD llamada gratis)

U.S. Department of Housing and Urban Development
Assistant Secretary for Fair Housing and Equal Opportunity
Washington, D.C. 20410

Previous editions are obsolete
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
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).
Equal Employment Opportunity is

THE LAW

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the following Federal authorities:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

VIETNAM ERA, SPECIAL DISABLED, RECENTLY SEPARATED, AND OTHER PROTECTED VETERANS


Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210 or call (202) 693-0101, or an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Private Employment, State and Local Governments, Educational Institutions

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under the following Federal laws:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, job classification, referral, and other aspects of employment on the basis of race, color, religion, sex or national origin.

DISABILITY

The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Recapital against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all of these Federal laws.

If you believe that you have been discriminated against under any of the above laws, you should contact immediately:

The U.S. Equal Employment Opportunity Commission (EEOC), 1801 L Street, N.W., Washington, D.C. 20507 or an EEOC field office by calling toll free (800) 669-4000. For individuals with hearing impairments, EEOC’s toll free TDD number is (800) 669-4820.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX

In addition to the protection of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal assistance.

INDIVIDUALS WITH DISABILITIES

Sections 501, 504 and 505 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance in the federal government. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

If you believe you have been discriminated against in a program of any institution which receives Federal assistance, you should contact immediately the Federal agency providing such assistance.
La Igualdad De Oportunidades De Empleo Es

LA LEY

Empleadores con Contratos o Subcontratos Federales

Solicitan los empleadores con contratos del gobierno, ya que tienen un contrato o subcontrato federal, a proteger a las peticiones de empleo que se presenten en dichos contratos.

RAZA, COLOR, ORIGEN NACIONAL

La Orden Ejecutiva 11246, según enmendada, prohíbe la discriminación en el empleo por razón de raza, color, religión, sexo u origen nacional, y requiere programas de acción afirmativa para asegurar la igualdad de oportunidades en todos los aspectos de empleo.

INDIVIDUOS CON IMPEDIMENTOS

La Sección 503 de la Ley de Rehabilitación de 1973, según enmendada, prohíbe la discriminación en el empleo por razón de impedimento y requiere programas de acción afirmativa en la contratación y ascenso de personas con impedimentos.

VETERANOS DE LA ERA DE VIETNAM, VETERANOS CON IMPEDIMENTOS ESPECIALES, Y OTROS VETERANOS PROTEGIDOS

38 U.S.C. 4212 de la Ley de Asistencia para la Rehabilitación de los Veteranos de Vietnam prohíbe la discriminación en el empleo por razón de impedimento y requiere programas de acción afirmativa en la contratación y ascenso de veterans calificados con impedimentos.

Cualquier persona que cree que un contratista ha cumplido con sus obligaciones referentes a la no discriminación o los programas de acción afirmativa bajo las leyes anteriormente mencionadas debe comunicarse con:

The Office of Federal Contract Compliance Programs (OFCCP),

Empleadores Privados, Gobiernos Estatales y Locales, Instituciones de Enseñanza

Las siguientes leyes federales prohíben solicitudes de empleo y empleos de la mayoría de los empleadores privados, gobiernos estatales y locales, instituciones de enseñanza, agencias de empleo y organizaciones laborales.

RAZA, COLOR, ORIGEN NACIONAL

El Título VII de la Ley de Derechos Civiles de 1964, según enmendada, prohíbe la discriminación en el empleo por razón de raza, color, religión, sexo u origen nacional.

IMPEDIMENTO

La Ley para Personas con Impedimentos de 1990, según enmendada, protege solicitantes de empleados y empresas de impedimentos contra la discriminación en la contratación, promoción, despido, pago, programas de adiestramiento, beneficios, clasificación y otros aspectos de empleo.

EDAD

La Ley contra la Discriminación en el Empleo por Razón de Edad de 1967, según enmendada, protege solicitudes de empleo y empleos de 40 años de edad o más de la discriminación en el empleo por razón de edad.

SEXO (PAGO)

Además del Título VII de la Ley de Derechos Civiles de 1964 (anteriormente descrita), la Ley de Discriminación en el Pago de 1963, según enmendada, prohíbe la discriminación en el pago de salario a mujeres y hombres que realizan trabajos sustancialmente iguales en el mismo lugar de trabajo.

Programas o Actividades que Reciben Subsidios Federales

RAZA, COLOR, ORIGEN NACIONAL, SEXO

Además del amparo que brinda el Título VII de la Ley de Derechos Civiles de 1964, el Título VI de la ley prohíbe la discriminación por razón de raza, color, u origen nacional en programas o actividades que reciben subsidios federales. Discriminación en el empleo está comprendida bajo el Título VI si el objetivo primordial del subsidio es proporcionar empleos y en los casos cuya discriminación en el empleo causar podría causar discriminación en la prestación de servicios de los programas. El Título IX de las Enmiendas de Educación de 1972 prohíbe la discriminación en el empleo por razón de sexo en programas o actividades educacionales que reciben subsidios federales.

INDIVIDUOS CON IMPEDIMENTOS

La Sección 504 de la Ley de Rehabilitación de 1973, según enmendada, prohíbe la discriminación en el empleo por razón de impedimentos en cualquier programa o actividad que reciba subsidios del gobierno federal. Se prohíbe la discriminación en todas las modalidades de empleo contra personas con impedimentos físicos y mentales que, con comodidad razonable, pueden desempeñar las funciones esenciales del empleo.

Si usted cree que ha sido discriminado en el empleo en un programa o cualquier institución que reciba subsidios federales, debe comunicarse con el gobierno federal que otorga el subsidio.
Discrimination is Illegal

Connecticut law prohibits discrimination in
EMPLOYMENT
On the basis of
age
ancestry
color


genetic information
learning disability
marital status
past or present history of mental disability
intellectual disability
national origin
physical disability
race
religious creed
sex, including pregnancy, sexual harassment, transgender status,
gender identity or expression, sexual orientation or civil union status
workplace hazards to reproductive systems
criminal record (in state employment and licensing)

recruiting
hiring
referring
classifying
promoting
advertising
releasing
laying off
compensating

By
employers
employment agencies
labor organizations


Connecticut law prohibits discrimination in
HOUSING &
PUBLIC ACCOMMODATIONS
On the basis of
age
ancestry


breastfeeding in a place of public accommodation
color
familial status (in housing)
lawful source of income
marital status
mental disability
intellectual disability
national origin
physical disability
race
religious creed
sex, transgender status, gender identity or expression,
sexual orientation or civil union status


use of a guide dog/training a guide dog


services rendered the public
rentals and sales of public and private housing

In

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will investigate without cost to you. It is illegal for anyone to retaliate against you for filing a complaint.

For assistance contact:

Connecticut Commission on Human Rights & Opportunities

Southwest Region.................. 330 Fairfield Avenue, Bridgeport, CT 06604 ...................... 203-579-6246 203-579-6246 203-579-6950
West Central Region............... 55 West Main Street, Suite 210, Waterbury, CT 06702-2004 .................. 203-805-6579 203-805-6579 203-805-6559
Capitol Region...................... 999 Asylum Avenue, Hartford, CT 06105 ...................... 860-566-7710 860-566-7710 860-566-1997
Eastern Region..................... 100 Broadway, Norwich, CT 06360 ...................... 860-886-5703 860-886-5703 860-886-2550
Administrative Office........... 25 Sigourney Street, Hartford, CT 06106 ...................... 860-541-3400 860-541-3400

website: www.state.ct.us/chro

This notice provides general information about Connecticut law and is not to be considered an explanation of the complete text. Revised 6/1/11.
Do you know what housing discrimination looks like?

"Best suited for couples without children."

"We only take people who speak English clearly."

"You won't feel comfortable in this neighborhood."

"We don't accept Section 8."

"Must be able to live independently."

Housing Discrimination is Illegal! Know your rights!

If you feel that you've been denied the sale, rental, or financing of a home because of race, color, religion, national origin, sex, family status, age, disability, sexual orientation, gender identity or expression, marital status, ancestry, or legal source of income, report it!

Connecticut Commission on Human Rights and Opportunities: (800) 477-5737, x3403
U.S. Department of Housing and Urban Development (HUD) Hotline: (800) 669-9777 (English) or (800) 927-9275 (español)

For free advice and, if needed, and legal representation, call the Connecticut Fair Housing Center at (860) 247-4400 / (888) 247-4401 toll free, email info@ctfairhousing.org, or visit www.ctfairhousing.org for more information.
¿Sabe cómo es la discriminación en la vivienda?

"Preferimos a parejas que no tienen hijos."

"Solo aceptamos a personas que pueden hablar bien el inglés."

"No creo que va a sentir a gusto en este vecindario."

"No aceptamos la Sección 8."

"Es un requisito poder vivir independientemente."

¡Discriminación en la vivienda es ilegal! ¡Conozca sus derechos!

Si usted piensa que le han negado alquilar, vender o financiar una casa por su raza, el color de su piel, su religión u origen nacional, su sexo, porque tiene hijos, por su incapacidad, orientación sexual, identidad o expresión de género, estatus matrimonial, o fuente legal de ingreso, repórtelo!

Connecticut Commission on Human Rights and Opportunities: (800) 477-5737, x3403
U.S. Department of Housing and Urban Development (HUD) Línea directa: (800) 669-9777 (Inglés) o (800) 927-9275 (español)

Para un consejo gratis o representación legal, si es necesario, llame al Connecticut Fair Housing Center (860) / (800) 247-4400 llamada gratuita
Por correo electrónico: info@ctfairhousing.org, o visite a www.ctfairhousing.org para más información.