



Preventing Workplace Harassment for CT Employees v2.2

Revision Summary

Lesson Title	NY Text	CT Text
<p>What Are Protected Characteristics?</p>	<p>New York Laws</p> <p>State and local laws can and do also prohibit harassment.</p> <ul style="list-style-type: none"> • The New York Human Rights Law does so on a state-wide level. • The New York City Human Rights Law does so within New York City. <p>More information on state and local laws, including the ones in New York, is available in the State Information Map.</p>	<p>Laws In Our State</p> <p>State and local laws can and do also prohibit harassment.</p> <ul style="list-style-type: none"> • The Connecticut legislature has passed laws that ban harassment on a state-wide level. • Some localities also have laws to address harassment and discrimination in the workplace. <p>More information on state and local laws, including the ones in Connecticut, is available in the State Information Map.</p>
<p>What Are Protected Characteristics?</p>	<p>More Examples of Common Protected Characteristics</p> <p>Click each box to learn more.</p> <p>Genetic Information</p> <p>Gender, Gender Identity and Gender Expression</p> <p>Sexual Orientation</p>	<p>More Examples of Common Protected Characteristics</p> <p>Click each box to learn more.</p> <p>Genetic Information</p> <p>Gender, Gender Identity and Gender Expression</p> <p>Sexual Orientation</p> <p>Reproductive Health Decisions Discrimination against employees on the basis of pregnancy, childbirth, and related conditions, including but not limited to lactation, is prohibited by Connecticut and federal law.</p>



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<p>What Are Protected Characteristics?</p>	<p>More Examples of Common Protected Characteristics</p> <p>Click each box to learn more.</p> <p>Medical Condition</p> <p>Military and Veteran Status</p> <p>Marital or Family Status</p>	<p>More Examples of Common Protected Characteristics</p> <p>Click each box to learn more.</p> <p>Medical Condition</p> <p>Military and Veteran Status</p> <p>Marital or Family Status</p> <p>Past Criminal Record A protected area in employment transactions by the state is prior criminal record, with certain exceptions.</p>
<p>Reporting, Investigations and Workplace Policies</p>	<p>Outside Remedies</p> <p>Click below to learn more about remedies beyond what we've discussed.</p> <p>NY Div. of Human Rights (DHR)</p> <p>NY Supreme Court</p> <p>EEOC</p> <p>Local Protections</p>	<p><i>Card removed from CT version</i></p>
<p>Reporting, Investigations and Workplace Policies</p>	<p>Outside Resource Contact Info</p> <p>Click below for information on how to contact these outside resources.</p> <p>EEOC Contact Information</p> <p>New York State Contact Information</p> <p>New York City Contact Information</p>	<p><i>Card removed from CT version</i></p>