

# TRANS LEGAL IN CONNECTICUT

Introduction.....	2
Current Legal Protections.....	2
Discrimination.....	2
Hate Crimes.....	3
Marriage and Family Laws.....	4
Bathrooms.....	5
Name changes, birth certificates, and state-issued identification documents.....	5
Changing Your Legal Name.....	5
WHO CAN REQUEST A NAME CHANGE?.....	6
HOW TO APPLY FOR A NAME CHANGE.....	6
ABOUT THE PROBATE COURTS.....	7
Changing Your Driver’s License or State ID.....	7
HOW TO APPLY FOR A CT DRIVERS LICENSE OR STATE ID GENDER CHANGE.....	7
Amending Your Birth Certificate.....	8
Changing Your Social Security Card.....	9
Modifying Your Passport.....	9
Selective Service Requirements to Receive Federal Benefits.....	10
Filing a employment and housing discrimination complaints with the CHRO.....	10
Deadlines.....	10
No Retaliation.....	11
The Filing Process.....	11
The Investigation.....	13
A Finding of “No Reasonable Cause”.....	13
A Finding of “Reasonable Cause”.....	14
The Public Hearing Process.....	14
Housing Discrimination.....	15
Appendix A: Probate Court locations and districts.....	17
Appendix B: CHRO regional offices.....	25
Appendix C: Social Security Administration Policy OUTS Transsexuals!.....	27

## **DISCLAIMER**

***The information presented here is designed to help trans and gender non-conforming people be knowledgeable about their legal rights in Connecticut. The information is not equivalent to legal advice and should not be relied upon as such. Any specific questions concerning legal rights should be directed to an attorney. If you believe that someone has interfered with or violated your legal rights, you should consider your legal options and protect your rights. If you have additional questions or would like a referral to an attorney, contact the Connecticut TransAdvocacy Coalition at 860-983-8139, the Connecticut Women’s Education and Legal Fund’s (CWEALF) Information & Referral line at 800-479-2949, the Gay and Lesbian Legal Defenders at 800-455-GLAD.***

## **Introduction**

This section of the resource guide addresses legal issues facing gender non-conforming people in Connecticut. Many legal protections currently exist for the trans community. However, because the law around transgender issues is in constant flux, talking to an attorney is an important first step. For the purposes of this section of the guide, the term “transgender” encompasses transgender, transsexual, and gender non-conforming people.

This section of the resource guide was adapted from a translegal document prepared by CWEALF and CTAC. The first section addresses the legal rights of trans people in Connecticut, and the second section is meant to help guide you through name and gender marker changes in the State of Connecticut. Appendix A is a list of Probate Court locations in the state to help you find the location nearest you. Appendix B is a list of the regional CHRO offices and the areas that they serve. Appendix C is an article by Jerimarie Liesegang on her experiences with the Social Security Administration’s “No Match” letters.

## **Current Legal Protections**

### **Discrimination**

In Connecticut it is illegal to discriminate against someone based on their age, ancestry, color, learning disability, marital status, mental retardation, national origin, race, religious creed, physical disability, sex, or sexual orientation in employment, housing, credit, and all public places and services. Furthermore, in all housing and public accommodations, it is illegal to discriminate against someone based on their mental disability, lawful source of income, and use of a guide dog. Familial status is protected in housing transactions only.

Currently there are no specific protections for transgender individuals. However, in 2000, the Connecticut Commission on Human Rights and Opportunities (CHRO) issued a declaratory ruling stating that it considers discrimination against transsexual people to fall under the protections provided by Connecticut’s statutes that prohibit discrimination on the basis of sex. In its ruling the term “transsexual” included transgendered and intersexed individuals. *See* CHRO, Declaratory Ruling on Behalf of John/Jane Doe, November 9, 2000. The CHRO looked to federal sex discrimination precedent. As of this writing, Connecticut state legislature is considering a bill that would add gender identity or expression into Connecticut’s non-discrimination laws.

Some private employers have voluntarily expanded their company policies to explicitly include protections to individuals who identify as transgender or gender non-conforming. Aetna, American Airlines, Apple Computer, AT&T, Avaya, Bank One, Best Buy, Capital One, Eastman Kodak, Hewlett-Packard, IBM, Intel, J.P. Morgan, Lehman Brothers, Lucent Technologies, Metlife, Motorola, The New York Times, Nike, Prudential, and Xerox, have prohibited discrimination in the workplace based on their employees’ gender

identity or expression.<sup>1</sup> Trans individuals who experience discrimination while employed at one of these companies should contact that company's human resources department because the discrimination is NOT supported by its policies.

Regardless of where you work, if you think that you have been discriminated against your first recourse should be to address the discrimination within the company. Follow their policies on how to file a discrimination complaint. If you are unable to resolve the issue within the company you may file with the CHRO. The CHRO has strict timeframes, so it is important to do things as soon as possible. For information on how to file with the CRHOS, please see the section below and appendix B, which outlines which CHRO office you should contact.

## Hate Crimes

Connecticut has two kinds of hate crimes laws. The first mandates that the state police track reported hate crimes so that alleged hate crimes incidents are centrally recorded. The second applies a sliding scale of penalties for hate crimes based on their severity. Attacks motivated by a perceived transgendered and gender non-conforming status are included in both sets of laws.

A hate crime is defined as a crime that occurs when one person maliciously, and with specific intent to intimidate or harass another person because of the actual or perceived race, religion, ethnicity or sexual orientation of another person(s), causes physical contact or harm to the other person(s), or damages property. Threatening harm or damage can also be a hate crime if there is reasonable cause to believe it will actually occur.

In 2004, the Connecticut Legislature amended Connecticut's hate crime law and added disability and "gender identity or expression." The bill defines "gender identity or expression" as "a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's assigned sex at birth." So that means that a threat or actual crime committed against someone based on their perceived gender identity or expression is a hate crime. Federal hate crimes law, however, does not include perceived sexual orientation or gender identity and expression.

If you feel as though you have may have been the victim of a hate crime, but are not sure, here are some tools to help you make the distinction. From GLAD's LGBT Rights publication, available at [http://www.glad.org/rights/connecticut\\_lgbt.shtml#harassment/violence](http://www.glad.org/rights/connecticut_lgbt.shtml#harassment/violence):

Trust your gut and report to the police all the details of any possible hate crime. If you leave out the details about bias, the police will have no way of knowing that the crime

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<sup>1</sup> Human Rights Campaign. State of the Workplace 2003. Available at [http://www.hrc.org/Template.cfm?Section=Transgender\\_101&Template=/ContentManagement/ContentDisplay.cfm&ContentID=18678](http://www.hrc.org/Template.cfm?Section=Transgender_101&Template=/ContentManagement/ContentDisplay.cfm&ContentID=18678)

may be a hate crime. Law enforcement officials tend to use the following as guideposts for determining whether or not a crime is a hate crime.

- Did the attacker use anti-gay or anti-trans language or epithets?
- Was the victim in an area associated with gay or trans people (e.g. outside a gay bar, a cruising area, or a health clinic)?
- Have there been similar crimes in the area?
- Did the attack occur regardless of economic motive (i.e., person attacked but not robbed)?

If you believe you have been a victim of a hate crime and are looking for help or a referral, please call CWEALF's Information & Referral line at 800-479-2949 or the Connecticut TransAdvocacy Coalition at 860-983-8139.

Note that in a typical hate crimes case, the hate crimes violation may be charged along with another criminal statute (such as assault and battery, or assault and battery with a dangerous weapon, or assault with intent to murder and maim), which may be easier to prove.

## Marriage and Family Laws

When Connecticut passed its Civil Union law, an amendment was added which defined marriage as between one man and one woman. It is difficult to determine, however, under what circumstances the state would allow a marriage involving a transgendered person. Judges in states such as Ohio and Texas have decided that it is difficult, and often illegal, for a trans person to marry. A district judge in Florida found that Florida's marriage laws did not prohibit marriages between post-operative transgendered individuals and what he perceived to be members of the opposite sex, but this decision was later overruled.<sup>2</sup>

Current marriage law implies that couples in which one or both partners are trans, but did not transition until after their marriage, will still have their union recognized by the state, regardless of surgical and legal status. Under the law, if a marriage is valid at the time of its creation, nothing except death or divorce can end the marriage. However, establishing legal documents like a will and health care proxy will ensure that spousal benefits continue beyond transitioning. Looking for a way to deny one partner coverage, health insurance providers may challenge marriages involving one or more trans people. There has not been a definitive ruling for these cases, but is something our community should be prepared to address.<sup>3</sup>

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<sup>2</sup> See *Kantaras v. Kantaras* 884 So. 2d 155 (2004).

<sup>3</sup> Shannon Minter, Representing Transsexual Clients: Selected Issues. Available at <http://www.nclrights.org/publications/tgclients.htm>

Trans status may or may not be an issue in child custody hearings. While Connecticut courts have not ruled on whether gender identity can prevent the adoption of children, the Connecticut Legislature has created a law which states that adoption requirements may not unfairly discriminate based on sexual orientation.<sup>4</sup> The standard should be, the best interest of the child.

The Colorado Court of Appeals ruled that transgender parents may not be discriminated against in *Christian v. Randall*, 516 P.2d 132 (Co. Ct. App. 1973), because it found that the mother's transition from female to male did not adversely impact her children. The Montana Supreme Court also found that child custody should not relate to trans identity, although it may have done so because the male to female father promised not to cross dress in front of his son, *Marriage of D.F.D.*, 862 P.2d 368 (Mont. 1993). However, the Nevada Supreme Court denied custody to a transgendered individual and described that person as "selfish" *Daly v. Daly*, 715 P.2d 56 (Nevada 1986). Connecticut courts have not ruled on this issue.

## Bathrooms

Connecticut regulations mandate that public facilities and those in which both males and females are employed have separate toilet rooms for each sex, which are clearly marked, "Men" and "Women" at the entrance of the toilet room. A US Federal Court of Appeals ruled in 2002, however, that employers should follow the "Principle of Least Astonishment," meaning that trans and gender non-conforming people should use the restroom that best reflects the way they are presenting. If a co-worker complains, the company is required to find suitable, separate accommodations for the person who complains, rather than forcing the trans or gender non-conforming person to use a different restroom.

Choosing the restroom that best corresponds to your presentation is also often the wisest choice when using public accommodations, but each situation must be assessed individually based on the circumstances and your comfort level.

Source: <http://etransgender.com/viewtopic.php?t=34>

## **Name changes, birth certificates, and state-issued identification documents**

### Changing Your Legal Name

*The information provided is for informational purposes only. It is not intended to be and should not be construed as legal advice.*

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<sup>4</sup> See C.G.S. Section 45a-726(a).

## WHO CAN REQUEST A NAME CHANGE?

Because the Connecticut Supreme Court has determined that name changes should be granted liberally, any adult Connecticut resident who wishes to formally change his or her name may do so, provided that the name change is not for the purpose of fraud or other illicit activity. Connecticut allows anyone, trans or otherwise, to choose whatever name they wish to have as long as it is not adopted for fraudulent purposes. If you are inappropriately denied a request of name change please contact CTAC. This name change is the first step in obtaining further legal documents [state id, drivers license, etc] in your new name. Name changes are most easily handled by Probate Courts. You can find the forms online at the CT Probate Court website, (<http://www.jud.state.ct.us/probate/Default.htm>), or at your local probate court. A listing of Connecticut's probate courts can be found at <http://www.jud.state.ct.us/scripts/prodir1.asp>.

## HOW TO APPLY FOR A NAME CHANGE

*It should be noted that effecting a Change of Name in Connecticut for a Trans person is relatively straightforward*

- Adults complete an Application For Change of Name (Adult), Form PC-901 (<http://www.jud2.state.ct.us/webforms/forms/pc901.pdf>)
- Minors complete Application For Change of Name (Minor), Form PC-900 (<http://www.jud2.state.ct.us/webforms/forms/pc900.pdf>)
- Completed forms are submitted to the local Probate Court, which has the authority to grant name changes (See Appendix C or <http://www.jud.state.ct.us/scripts/prodir1.asp>)
- Currently the Probate Court application fee for a Name Change is \$150, but the court will waive this fee for people who meet certain income requirements
- To request a waiver of fees complete Probate Form PC-184, Request/Order Waiver of Fees – Petitioner. This form is not available online.
- Though a name change request may also be submitted to Superior Court, it is more convenient to use the Probate Court for a name change
- The form does require you to complete a section titled, "A change of name is sought for the following reasons". What you fill in here will depend upon the level of detail you desire to disclose. Responses can be as general as for personal reasons, medical reasons or disclosure that you are in the process of transitioning. The probate process occurs in a relatively informal environment, typically conference room, with only the Probate Judge present
- Your legal birth certificate is required as supporting documentation, but you do not need to bring anything from a therapist or medical professional to change your name. Any such request could be considered discriminatory in the State of Connecticut
- The process for a name change typically takes up to four weeks.

## ABOUT THE PROBATE COURTS

Convenience and efficiency are the hallmarks of the probate court. The majority of uncontested matters are heard within four weeks of the time a person goes downtown or drives to the next town to file the application. In most cases, the probate courtroom will be a conference room in the probate court offices. The atmosphere at the hearing is informal; the judge does not preside from a bench or wear a black robe.

References:

[http://www.glad.org/Publications/CivilRightProject/Transgender\\_Legal\\_Issues.PDF](http://www.glad.org/Publications/CivilRightProject/Transgender_Legal_Issues.PDF)

### Changing Your Driver's License or State ID

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## HOW TO APPLY FOR A CT DRIVERS LICENSE OR STATE ID GENDER CHANGE

Prior to obtaining a change to the gender designation on your ID, you need to have a letter from a health care provider attesting that you are in active treatment and living full time according to the requirements mandated by the HBIQDA Standards of Care. Typically, this is a simple one page letter from a therapist who has "treated" you for Gender Identity Disorder. Many trans folks in Connecticut have had this gender marker change and the Department of Motor Vehicles handles these cases with the same simplicity as most any other changes, provided you have the appropriate supporting documentation noted above. CTAC has assisted a number of individuals with this process and has not encountered any problems. In discussions with the DMV, they have stated that if the letter does not explicitly state you are living full time, they will not make the gender marker change.

- For a Drivers License, complete an Application For Change of Name, Form E-78 (<http://www.ct.gov/dmv/LIB/dmv/20/29/E-78.pdf>)
- For a State ID, if you do not drive, complete an Application For Connecticut Identification Card, Form B-230 (<http://www.ct.gov/dmv/LIB/dmv/20/29/B-230.pdf>)
- It's a little confusing that you'll be using a name change form for the gender marker change on your Driver's License. Don't worry, they will also change the gender marker. If you are pursuing a gender marker change, be sure to note you are transitioning in the "Reason for Change" section. You won't be telling them anything they don't know from the letter, and it will remind the people processing the form to make all the right changes. Though you may be nervous, it might not

help to be clear with the DMV employee that you are seeking both the name and gender marker change.

- It is a good idea to bring a friend along, solely for support and someone to either talk to or hold on to while you are traversing the at times long DMV lines. Additionally, do not be alarmed if the DMV employee needs to talk to a supervisor after reviewing the paperwork. In most all times this is a simple confirmation by a relatively new or cautious employee. Just be sure to have ALL original documentation with you and it is imperative that the letter from your therapist state you are living full time in your "adopted" sex and have been diagnosed GID.
- You will need to turn in your old license, so make sure to bring that along when you go to the DMV.

Completed forms are submitted to the local DMV (find yours here: <http://www.ct.gov/dmv/>), which has the authority to Driver License changes or State ID's.

### Amending Your Birth Certificate

Connecticut law currently only allows those people who have undergone sex reassignment surgery to amend the sex designation on their birth certificate. It does, however, amend birth certificates without any extra notation. In order to amend your Connecticut birth certificate, you will need to mail the following documents to the Department of Public Health, Vital Records Section:

- An affidavit from the physician who performed the sex reassignment surgery;
- An affidavit from a licensed psychiatrist, psychologist, or social worker, verifying that the you have undergone an evaluation and is of the indicated sex;
- A certified copy of your legal name change if your legal name is different than the name on your birth certificate;
- A photocopy of your driver's license;
- A \$15 fee to purchase the new birth certificate; you can also purchase the new birth certificate for \$5 at the town hall in the town where you were born.

You can mail all the above documents to the following address:

Department of Public Health  
Vital Records Section  
410 Capitol Ave. M.S. #11 VRS  
P.O. Box 340308  
Hartford, CT 06134

## Changing Your Social Security Card

While anyone can change the name on their Social Security card once they have had a legal name change. To change the name on your Social Security card, you will need to:

- Fill out an SS-5 form, available online (<http://www.ssa.gov/online/ss-5.pdf>) and at local Social Security Administration offices (<https://s044a90.ssa.gov/apps6z/FOLO/fo001.jsp>)
- Present proof of your current name in the form of a valid driver's license, state ID, or passport

The Social Security Administration requires gender reassignment surgery to be completed before changing the gender marker on someone's card. If you change your state ID and do not or cannot change your Social Security card, the department of Homeland Security may contact your employer and inform them that there is a discrepancy between their records and your W-2 form, likely informing your employer of your trans status. Anecdotally, however, it is clear that Social Security Administration offices do not always enforce the rule that surgery is required before making gender marker changes on a Social Security card.

For more information on the SSA's "No Match" letters, please see Jerimarie Liesegang's article outlining her own experience, included as appendix C to the resource guide.

## Modifying Your Passport

If it has been less than a year since you received your passport, you can change the name at no charge, though you may have to pay a \$60 fee to expedite the process if you need the passport in less than six weeks. To re-apply for a passport that is less than a year old, send:

- A Re-Application Form DS-5504 (available here: <http://www.state.gov/documents/organization/80142.pdf>)
- Your old passport
- A letter explaining the change that needs to be made and the date by which you need the passport to:

National Passport Processing  
P.O. Box 13290  
Philadelphia, PA 19101-3290

If it has been longer than a year since the State Department issues your passport, then you must renew your passport. Include a certified copy of the legal document that specifies your name change (it cannot be a photocopy) with the usual passport renewal materials to the proper office.

The US Passport Agency requires gender reassignment surgery before changing the gender marker on a passport. If you do not plan to have sex reassignment surgery, you may be able to use a passport with your birth gender and a letter from your doctor that identifies you as transgendered. Include a letter from your doctor with your application for a passport, or for passport renewal, and check the box for your preferred gender on the form you are filling out. The US Passport Agency may call you for clarification before issuing you a passport.

## **Selective Service Requirements to Receive Federal Benefits**

If you are changing your legal status to “male,” and you are 26 years or older, then you will have to provide proof of why you did not register with the Selective Service. Failing to do so will render you ineligible for federal education loans and grants, and several other federal benefits. To avoid these consequences, you need to fill out a “Request for Status Information Letter,” available online (<http://www.sss.gov/PDFs/SILForm.pdf>) or by phone (847-688-6888, TTY: 847-688-2567).

If you are changing your legal status to “male,” and you are between 18 and 25 years old, you may need to register for the Selective Service. If you do not register, you may receive a letter from the Selective Service System threatening a \$250,000 fine if you fail to send in your registration data. In addition to the potential fine and/or jail time, you would also be ineligible for federal education grants and loans.

## **Filing an employment and housing discrimination complaints with the CHRO**

### **Filing Complaints with the CHRO and EEOC**

If you are employed by a company with fewer than 15 employees but that has at least 3 employees, your legal recourse is governed solely by Connecticut law. If your company has 15 or more employees, you are protected by both state and federal laws. Under both federal and state law, discrimination victims have a right to sue employers in court. As explained earlier, you must first file with the Connecticut Commission on Human Rights and Opportunities (CHRO), the state agency responsible for enforcing state anti-discrimination laws.

### **Deadlines**

Federal and state complaints, including affidavits, must be filed with the CHRO within 180 days of the discriminatory act, C.G.S. §46a-82(e). Courts have taken different views on when an act of discrimination occurs and thus when the 180-day period begins. In general, the date on which you knew or should have known that you were the victim of discrimination starts this time period. For example, suppose your supervisor tells you on January 1 that you will be fired on February 1. If you believe on January 1 that the decision to fire you is because you refused his unwelcome sexual proposition, the 180

days begins to run on January 1. Thus, you will have 180 days from January 1 to file your complaint with the CHRO.

If your employer has 15 or more employees and you missed the 180 day deadline to file with the CHRO, you can still file a complaint. However you must now file it with the EEOC within 240 days of the discriminatory act. If you do not file within this time period, you will lose your opportunity to sue your employer in federal court.

Because the time limitations for filing a complaint of discrimination are strictly adhered to, if you believe that you have been the victim of sexual harassment, you (or your attorney) should promptly file a complaint with the CHRO, according to the following procedure.

Remember that the deadlines for filing at CHRO, which are discussed below, do not stop even if you have filed an internal complaint or a union grievance. So, if the internal procedure is taking too long, you may have to file with CHRO in order not to miss the CHRO deadline. Legislation that went into effect July 1, 1998, revised the CHRO procedure and amended many of the time requirements. The new legislation applies to cases filed after that date. For cases that are presently pending with the CHRO, the deadlines are slightly different. You should contact the CHRO if you have any questions.

## **No Retaliation**

The law forbids your employer from retaliating against you. 'Retaliation' means that your employer penalizes you or further discriminates against you because you have filed a complaint or otherwise opposed a discriminatory employment practice.

For example, an employer cannot retaliate against you by changing your work assignment or hours, suddenly giving you a poor work evaluation for no apparent reason, or firing you. If this happens, contact the CHRO and add this to your complaint or file a new complaint.

## **The Filing Process**

To file a complaint, call or visit the nearest office of the CHRO to make an appointment. Appendix B outlines which areas are served by which CHRO regional offices. Be sure that you make your CHRO appointment for a date before the 180-day period as described above.

- Remember that 180 days is not six months.
- When you go to the CHRO office, a complaint officer will interview you. If the complaint officer determines that a state or federal law against discrimination applies in your case, your complaint will be recorded in an affidavit. You must swear to the accuracy of the affidavit and sign it.

- The CHRO is required to provide notice to your employer within 20 days after you file your complaint of discrimination, or after you file an amended complaint. This means that a copy of your complaint will be delivered to your employer to notify it that you have contacted the CHRO, filed a complaint and that the CHRO process has begun.
- After receiving notice, your employer will have 30 days in which to file an answer to your complaint. Your employer can request one 15-day extension of time in which to provide its answer, and the CHRO can grant this request if your employer demonstrates good cause for the extension. If your employer does not answer your complaint after receiving notice, the CHRO can issue a “default judgment” against it. This means that a judgment will be issued against your employer because of their failure to respond to your complaint, P.A. 98-245 §2(a). Otherwise, while seeking a response from the employer, the CHRO may also send your employer a series of written questions and requests for information, known as “Schedule A’s” (which do not require sworn answers) for your employer to answer.
- After your employer has submitted an answer, you will have an opportunity to provide comments on that answer as well as any additional information. If you do provide comments, you must submit them within 15 days of receiving your employer’s answer, Regs. Conn. State Agencies §46a-54-67(b).
- Within 90 days of the filing of your employer’s answer to the complaint, the CHRO will review your file. Your file should include: the complaint, your employer’s answer and responses to the commission’s requests for information, if any, and your comments to the answer. This process is called merit assessment.
- Your case will be dismissed at merit assessment if the CHRO determines that it fails to state a claim for relief, is frivolous on its face, or there is no reasonable possibility that an investigation will result in a finding of reasonable cause. If your complaint is dismissed at this stage, you can submit a request for reconsideration, but you must do so within 15 days of notification of the dismissal. Within 90 days of the dismissal, the CHRO will reject or grant reconsideration, P.A. 98-245 §2 (b) & (e).

Under the new law, if your case is rejected at this stage, and you request reconsideration, which is also rejected, you are not able to obtain a release and bring your case into court. Your only remedy is to appeal the CHRO decision in Superior Court, under the procedure set out in C.G.S. §4-183. However, if your case is dismissed at this stage, and you do not request reconsideration, you can obtain a release and, within 90 days, you can file your claim in court. P.A. 98-245 §3.

## **The Investigation**

If your complaint passes merit assessment, it will be assigned to an investigator. The investigator may gather information in a variety of ways. The most common method is for the investigator to conduct a fact finding conference. At the fact finding conference, the investigator will interview you, your witnesses, your employer's representatives and other people at your workplace that the investigator determines are relevant to your complaint, including your supervisor and any other witness to the alleged discrimination. The investigator may also request that you and/or your employer bring certain documents to the conference.

Additionally, the investigator can require that your employer answer written questions known as interrogatories that must be answered under oath. The investigator can issue a subpoena, which is a written order that requires people to testify or submit documents requested by the CHRO. An employer is required to provide information requested in interrogatories and to respond to subpoenas. A "default judgment" can be issued against it if it fails to comply with these requests.

During this stage of the investigation, the investigator will also conduct a mandatory mediation session with you and your employer in an attempt to settle the case. If you fail to attend a mandatory mediation without good cause, your complaint could be dismissed. Additionally, your complaint could be dismissed if your employer has eliminated the discriminatory practice, taken steps to prevent the occurrence of such a practice in the future and offered you full relief, such as reinstatement and repayment of your lost wages, even if you refuse that relief.

At the conclusion of the investigation stage, the investigator reaches a finding of either "reasonable cause" or "no reasonable cause." The legislature has defined "reasonable cause" as "a bona fide belief that the material issues of fact are such that a person of ordinary caution, prudence, and judgment could believe the facts alleged in the complaint." P.A. No. 98-245 §2(c).

Before the investigator issues a final decision, both you and your employer will have an opportunity to provide oral or written comments on the investigator's proposed finding. The investigator will consider these comments in making the final decision.

The investigator's finding must be in writing and must be issued no later than 190 days from the date that the merit assessment was completed. (An investigator can request up to two three-month extensions for good cause.) P.A. No. 98-245 §2(d).

## **A Finding of "No Reasonable Cause"**

A finding of “no reasonable cause” means that the investigator did not find enough evidence to support your complaint. If the investigator makes a finding of “no reasonable cause,” she/he must identify, in writing, the facts that the decision is based on. A finding of “no reasonable cause” means that the CHRO has dismissed your complaint. However, you can request reconsideration of the investigator’s decision. You must make your request no later than 15 days from the issuance of the decision. The CHRO should make a decision within 90 days of your request. P.A. 98-245 §2(e).

After the commission issues a finding of “no reasonable cause” or rejects a request for reconsideration, you can appeal that determination to Connecticut Superior Court. You must file an appeal within 45 days and follow the procedure outlined in C.G.S. §4-183.

The legislature’s recent changes to the CHRO law also revised the procedures for bringing a claim in state court, if you have not yet received a decision by the CHRO.

Under the new law, at any time within 210 days from the date of the filing of your complaint, you and your employer can agree to request a release which allows you to bring your case in CT Superior Court. Additionally, the law provides that, after your case has been pending with the CHRO for 210 days, you, but not your employer, can request a release. (See page on filing a complaint in court.) If you choose to request a release and file your claim in court, you will probably need the assistance of an attorney. CWEALF can refer you to one.

## **A Finding of “Reasonable Cause”**

If the investigator finds “reasonable cause,” you must decide whether to proceed with a hearing at the CHRO or file an action in court. If you decide to stay at the CHRO, the investigator must try to resolve your complaint and eliminate the discriminatory practice. They must do so within 50 days of issuing the “reasonable cause” finding. P.A. 98-245 §2(f). This process is called conciliation. Some of the remedies discussed may include returning you to your job, awarding you back pay or advancing you to a new position. If the investigator cannot resolve your complaint by conciliation, the CHRO will proceed with a public hearing.

Under the new law, if your complaint is still pending at the CHRO more than two years after the date that you filed it, and the investigator has not issued a finding of “reasonable cause” or “no reasonable cause,” you or your employer can petition the Superior Court for an order that would require the CHRO to issue a decision within a certain time period. P.A. 98-245 §8 (d)(1).

## **The Public Hearing Process**

If the investigator is unable to resolve the complaint within 50 days of the finding of “reasonable cause,” he/she must, within 10 days, certify the complaint and the results of the investigation. P.A. 98-245 §4 (a). Your case will now proceed to a public hearing. A hearing conference must be held within 45 days of the certification of the complaint. P.A. 98-245 §4(b). The CHRO will choose a hearing officer and will hold a court-like proceeding. Your employer will be required to submit a new answer to the complaint, and can be defaulted for failure to file such an answer. P.A. 98-245 §4(f).

The hearing will be a de novo review of the evidence, which means that the hearing officer will review all of the evidence and you will have to prove your case again. Since the CHRO has determined that there is cause for your complaint, your case will be presented by an attorney from the CHRO.

You do not need to hire an attorney for a public hearing. If you wish to have a private attorney to advise you, you will have to hire your own attorney. Again, CWEALF can refer you to an attorney.

The hearing officer will review the evidence and issue a written decision containing findings of fact, conclusions of law and an appropriate order. If the hearing officer finds that the evidence does not support your complaint of discrimination, then he or she will order a dismissal of your complaint. If the hearing officer finds that the evidence supports your complaint, he or she will order your employer to end the discriminatory practices. The order may include an award of appropriate relief, such as reinstatement and back pay. However, Connecticut law presently does not allow for awards of attorneys fees or damages for emotional distress. See *Bridgeport Hosp. v. Commission on Human Rights and Opportunities*, 232 Conn. 91, 653 A.2d 782 (1995).

If you are dissatisfied with the final decision of the hearing officer, you may appeal the decision in Superior Court in accordance with C.G.S. §4-183. You will need to consult an attorney in order to bring an appeal.

## **Housing Discrimination**

If you feel as though you have experienced discrimination in housing, you can file a formalized, notarized complaint with the CHRO Fair Housing Unit. The following instructions are from the CHRO’s website, and can be found online at <http://www.ct.gov/chro/cwp/view.asp?a=2524&Q=316274>.

If you feel that you are being treated unfairly, you may want to take the following steps:

- Call CHRO Fair Housing Unit  
21 Grand Street, Hartford, CT 06106  
Toll free in CT (800) 477-5737 ext. 3403 or  
(860) 541- 3403, or

(866) 541-3459 TDD for the hearing impaired.

- A formal, notarized complaint must be filed no later than 180 days after an alleged violation, but you should file as soon as possible to protect your rights.
- Keep a record of any meetings and phone calls with the landlord, property manager, real estate agent, or loan officer. Include the person's name, title (if you know it) the meeting place, date and time.
- Write down what happened and what was said and save all receipts, applications, business cards or other documents received during your meeting(s).
- Report acts which may involve a criminal violation (such as sexual harassment or threats and acts of violence) to your local Police Department.
- Contact the U.S. Department of Housing and Urban Development (HUD)  
1-800-827-5005,  
(617) 565-5308  
1-617-565-5453 TTY  
<http://www.hud.gov/complaints/housediscrim.cfm>
- Contact your local fair housing agency.

If you need immediate help to stop a serious problem (such as a landlord/agent has started an eviction action against you), CHRO may be able to assist you as soon as you file a complaint. CHRO may go to court to seek temporary or preliminary relief, before your complaint is fully resolved through the complaint process if:

- Irreparable harm is likely to occur without such intervention,
- There is substantial evidence that a violation of Fair Housing Law has occurred.

## Appendix A: Probate Court locations and districts

District	Towns Served	Address	Telephone	Fax	Hours
Andover	Andover Columbia	222 Bolton Center Rd Bolton CT 06043	860-647-7979	860-649-8674	MTW 8:30am-4:30pm Th 10:00-4:30 F 8:30am-1:00pm
Ashford	Ashford Chaplin	5 Town Hall Road P.O. Box 61 Ashford, CT 06278	860-487-4408	860-487-4436	W 12:30-4:00
Avon	Avon	60 West Main Street Avon, CT 06001	860-409-4348	860-409-4368 (Town Mgrs.)	MTuTh 9-2:30 WF 9-12
Berlin	Berlin New Britain	One Liberty Square P.O. Box 400 New Britain, CT 06050-0400	860-826-2696	860-826-2695	M-F 9-4
Bethany	Bethany	Town Hall 40 Peck Rd. Bethany, CT 06524	203-393-3744	203-393-0821 (Town Clerk's Office)	M-F 9-1 (and by appointment)
Bethel	Bethel	1 School St P.O.Box 144 Bethel, CT 06801	203-794-8508	203-794-8564 (Finance Dept.)	M-F 9-1 (and by appointment)
Bloomfield	Bloomfield	Town Hall 800 Bloomfield Ave Bloomfield, CT 06002	860-769-3548	860-242-1167	M-F 9-1, 2-4:30
Bozrah	Bozrah	Town Hall 1 River Road Bozrah, CT 06334	860-889-2958	860-887-7571	MW 10-1 (and by appointment)
Branford	Branford	1019 Main Street P.O.Box 638 Branford, CT 06405-0638	203-488-0318	203-315-4715	M-F 9-12, 1-4:30 (Summer Hours M-Th 9-12, 1-4:30; Fri 9-12)
Bridgeport	Bridgeport	202 State Street Bridgeport, CT 06604	203-576-3945	203-576-7898	M-Th 9-5 F 9-4
Bristol	Bristol	City Hall 111 N. Main Street Bristol, CT 06010	860-584-6230	860-584-3818	M-F 9-5
Brookfield	Brookfield	Town Hall 100 Pocono Rd., P.O. Box 5192 Brookfield, CT 06804	203-775-3700	203-775-5246	M,W-F 9-3:30 Closed on Tuesday (and by appointment)
Brooklyn	Brooklyn	Town Hall 4 Wolf Den Rd. P.O.Box 356 Brooklyn, CT 06234-0356	860-774-5973	860-779-3744	T 11-4:30 (and by appointment)
Burlington	Burlington	200 Spielman Highway Burlington, CT 06013	860-673-2108	860-673-1527	MTh 1-6 (and by appointment)

				(1st Sel. Office)	
Canton	Canton	Town Hall 4 Market St. P.O.Box 175 Collinsville, CT 06022-0175	860-693-7851	860-693-7889	M 1-4 Tu 8:30-4 WTh 8:30-1 (Fri. by Appointment)
Cheshire	Cheshire Prospect	84 South Main Street Cheshire, CT 06410	203-271-6608	230-271-6628	M-Th 8:30-1, 1:30-4 F Closed
Clinton	Clinton	Elliott House 50 E. Main St. P.O.Box 130 Clinton, CT 06413-0130	860-669-6447	860-669-6447 (Call first)	M-Th 10-3 (Open during lunch) Fri. Closed
Colchester	Colchester Lebanon	Town Hall 127 Norwich Ave. Colchester, CT 06415	860-537-7290	860-537-0547	MF 12:30-4:30 TuWTh 9-4:30 1st Thurs. of every month open until 6:00
Danbury	Danbury	City Hall Building 155 Deer Hill Ave. Danbury, CT 06810	203-797-4521	203-797-4521	M-F 8:30-4:30
Darien	Darien	Town Hall 2 Renshaw Road Darien, CT 06820	203-656-7342	203-656-0774	M-F 8:30-12:30, 1:30-4:30 (F 8:30-12:30 July thru Labor Day)
Deep River	Deep River	Town Hall 174 Main St. P.O.Box 391 Deep River, CT 06417	860-526-6026	860-526-6094	MF 9-1 W 2:30-5 TuTh 9-5
Derby	Derby Seymour	City Hall 253 Main Street, 2nd Fl. Ansonia, CT 06401	203-734-1277	203-734-0922	MTuWTh 8:30-5:30 F 8:30-4:00
East Granby	East Granby	Town Hall 9 Center St. P.O.Box 542 East Granby, CT 06026-0542	860-653-3434	860-653-7085	Tu 10-1 WTh 9-12 (and by appointment)
East Haddam	East Haddam	Goodspeed Plaza P.O.Box 217 East Haddam, CT 06423	860-873-5028	860-873-5025 (1st Sel. Office)	M-F 10-2 (and by appointment)
East Hampton	East Hampton	Town Hall 20 East High St. Annex East Hampton, CT 06424	860-267-9262	860-267-6453	M-Th 9-2 (and by appointment)
East Hartford	East Hartford	Town Hall 740 Main St. East Hartford, CT 06108	860-291-7278	860-291-7211 (Town Hall)	MTuThF 9-4 Wednesday closed
East Haven	East Haven	Town Hall 250 Main St. East Haven, CT 06512	203-468-3895	203-468-5155	M 9:30-4:30 Tu 9:30-3:30 W 8:30-3:30 Th 8:30-4:30 F 9:00-1:00
East Lyme	East Lyme Niantic	108 Pennsylvania Ave. P.O.Box 519 Niantic, CT 06357	860-739-6931	860-739-6930	M-F 8:30-12:30

East Windsor	East Windsor South Windsor	Town Hall 1540 Sullivan Ave. South Windsor, CT 06074-2786	860-644-2511 x 271	860-648- 5047	M-F 8-3
Eastford	Eastford	P.O. Box 98 Eastford, CT 06242- 0098	860-974-3024	860-974- 0624	Tu 2-4 (and by appointment)
Ellington	Ellington Vernon	P.O.Box 268 14 Park Place Vernon, CT 06066-0268	860-872-0519	860-870- 5140	M-W 8:30-4:30 Th 8:30-7 F 8:30-1
Enfield	Enfield	820 Enfield St. Enfield, CT 06082	860-253-6305	860-253- 6388	M-F 9-4:30 (eves by appointment)
Essex	Essex	Town Hall 29 West Avenue Essex, CT 06426	860-767-4347 x 125 (Clerk)	860-767- 8509 (1st Sel. Office)	M-F 9-3 (and by appointment)
Fairfield	Fairfield	Independence Hall 725 Old Post Road Fairfield, CT 06824	203-256-3041	203-256- 3080	M-F 9-5 (8:30-4:30 July and August)
Farmington	Farmington	One Monteith Drive Farmington, CT 06032	860-675-2360	860-673- 8262	M-F 9-4
Glastonbury	Glastonbury	2155 Main St. P.O. Box 6523 Glastonbury, CT 06033- 6523	860-652-7629	860-368- 2520	MWThF 9:30-4:30 Tu 9:30-7
Granby	Granby	Town Hall 15 North Granby Rd. P.O.Box 240 Granby, CT 06035-0240	860-653-8944	860-653- 4769 (Town Mgr.'s Office)	M-W 9-12:30
Greenwich	Greenwich	Town Hall 101 Field Point Rd. P.O.Box 2540 Greenwich, CT 06836- 2540	203-622-3766	203-622- 6451	M-F 8-4 (F 8-12, July and August)
Griswold	Griswold	28 Main Street, 2nd Floor Jewett City, CT 06351	860-376- 7060 x213	860-376- 6628	TuTh 9-4 W 11:30-2 with hearings 2-5:30
Groton	Groton	Town Hall 45 Fort Hill Rd Groton, CT 06340	860-441-6655	860-441- 6657	M-F 9-12:30, 1:30-4:30
Guilford	Guilford	Town Hall 31 Park St. Guilford, CT 06437	203-453-8006	203-453- 8017 (Tax Office)	MTuThF 9-12,1-4 W 9-12
Haddam	Haddam	30 Field Park Drive Haddam, CT 06438	860-345-8531	860-345- 3730 (1st Sel. Office)	TuWTh 10-2 (and by appointment)
Hamden	Hamden	Govt. Center 2750 Dixwell Avenue Hamden, CT 06518	203-287-7082	203-287- 7087	M-F 8:30-4:30
Hampton	Hampton	Town Hall 164 Main Street P.O.Box 143 Hampton, CT 06247	860-455-9132 x 8	860-455- 0517 (Town Clerk's Office)	TuTh 1-4 (and by appointment)
Hartford	Hartford	250 Constitution Plaza	860-757-9150	860-724-	M-F 9-4

		(3rd floor) Hartford, CT 06103-2814		1503	M 4-6:30pm by appointment
Harwinton	Harwinton	Town Hall 100 Bentley Drive Harwinton, CT 06791	860-485-1403	860-484-2716	TuW 1-6
Hebron	Hebron	15 Gilead Road Hebron, CT 06248	860-228-5971	860-228-4859 (Mail Room)	TuW 8-12 F 8-10 (and by appointment)
Kent	Kent	Town Hall 41 Kent Green Blvd. P.O. Box 185 Kent, CT 06757-0185	860-927-3729	860-927-1313 (1st Sel. Office)	TuTh 9-12 (and by appointment)
Killingly	Killingly	172 Main Street Killingly, CT 06239	860-779-5319	860-779-5394 (Receptionist's Office)	M-F 8:30-12, 1-4:30 (open to the public)
Killingworth	Killingworth	Town Office Bldg. 323 Route 81 Killingworth, CT 06419	860-663-2304	860-663-3305 (1st Sel. Office)	TuTh 9:30-12:30
Ledyard	Ledyard	741 Col. Ledyard Hwy. (Rte. 117) Ledyard, CT 06339	860-464-3219	860-464-8531	MTuW 8:30-1 Th 8:30-4
Litchfield	Litchfield Warren Morris	74 West Street P.O.Box 505 Litchfield, CT 06759	860-567-8065	860-567-2538	M-F 9-1 (and by appointment)
Lyme	Lyme	Town Hall 480 Hamburg Rd. Lyme, CT 06371	860-434-7733	860-434-2989 (Town Hall)	TuTh 2-4 (and by appointment)
Madison	Madison	8 Campus Drive Madison, CT 06443	203-245-5661	203-245-5653	M-F 9-3
Manchester	Manchester	66 Center St. Manchester, CT 06040	860-647-3227	860-647-3236	M-F 8:30-12, 1-4:30 (Th 6-8 p.m. Information Session)
Mansfield	Mansfield Coventry	Municipal Bldg. 4 South Eagleville Rd. Storrs, CT 06268	860-429-3313	860-429-4088	Tu 9-12, 1:30-4:30 W 1:30-4:30 Th 1:30-6:30 F 9-12
Marlborough	Marlborough	P.O.Box 29 26 North Main St. Marlborough, CT 06447	860-295-6239	860-295-6122 (Town Hall)	TuW 1-4 Th 9-12 (other hours by appointment)
Meriden	Meriden	City Hall Rm. 113 142 E. Main St. Meriden, CT 06450	203-630-4150	203-630-4043	M 8:30-7 Tu-F 8:30-4:30
Middletown	Middletown Cromwell Durham Middlefield	94 Court St. Middletown, CT 06457	860-347-7424	860-346-1520	M-F 8:30-4:30
Milford	Milford	70 West River St. P.O.Box 414 Milford, CT 06460	203-783-3205	203-783-3364	M-F 9-5
Montville	Montville	310 Norwich-New	860-848-9847	860-848-	MTuThF 9-1

		London Tpke. Uncasville, CT 06382		2116	W 9-4:30
Naugatuck	Naugatuck	Town Hall 229 Church St. Naugatuck, CT 06770	203-720-7046	203-720-5476 (Judge's law office)	M-Th 8:30-4 F 8:30-2
New Canaan	New Canaan	Town Hall 77 Main St. New Canaan, CT 06840	203-594-3050	203-594-3128	M-F 8:30-4:30 (Fri. 8:30-1 July to Labor Day)
New Fairfield	New Fairfield Seymour	4 Brush Hill Road New Fairfield, CT 06812	203-312-5627	203-312-5612	TuTh 9-12, 3-5 W 3-5
New Hartford	New Hartford Hartland	Town Hall 530 Main St. P.O. Box 308 New Hartford, CT 06057-0308	860-379-3254	860-379-8560 (Judge's law office)	MTuTh 8:00-3:00 W 8-6 Fri. 8-12
New Haven	New Haven	200 Orange St., 1st Fl. P.O. Box 905 New Haven, CT 06504-0905	203-946-4880	203-946-5962	M-F 9-4
New London	New London Waterford	181 Captain's Walk P.O.Box 148 New London, CT 06320	860-443-7121	860-437-8155	M-F 9-4
New Milford	New Milford	10 Main St. New Milford, CT 06776	860-355-6029	860-355-6024 (Mayor's Office)	M-Th 9-12, 1-5;
Newington	Newington Wethersfield Rocky Hill	66 Cedar Street Newington, CT 06111	860-665-1285	860-665-1331	M-W, F 9-4 Th 9-7
Newtown	Newtown	Edmond Town Hall 45 Main St. Newtown, CT 06470-2157	203-270-4280	203-270-4205 (1st Sel. Office)	M-F 8:30-12, 1-4:30
North Haven	North Haven	18 Church St. P.O.Box 175 North Haven, CT 06473-0175	203-239-5321 x 775	203-239-1874	M-Th 8:30-4:30 (and by appointment)
North Stonington	North Stonington	391 Norwich Westerly Rd. #2 P.O.Box 204 No. Stonington, CT 06359-0204	860-535-8441	860-535-8441 (Call first)	MW 9-12 TuF 4-7 Th 4-7
Northwest Corner	Canaan Cornwall Norfolk Salisbury Sharon North Canaan	Canaan Town Hall 100 Pease St. P.O.Box 849 Canaan, CT 06018-0849	860-824-7114	860-824-3139 (1st Sel. Office)	M-Th 9-2
Norwalk	Norwalk Wilton	125 East Ave P.O.Box 2009 Norwalk, CT 06852-2009	203-854-7737	203-854-7825	M-F 9-4:30

Norwich	Norwich Voluntown Franklin Lisbon Preston Sprague	100 Broadway P.O.Box 38 Norwich, CT 06360-0038	860-887-2160	860-887-2401	M-F 9-4:30
Old Lyme	Old Lyme	Town Hall 52 Lyme Street Old Lyme, CT 06371	860-434-1605 x 223	860-434-9283 (Town Clerk's Office)	M-F 9-12, 1-4
Old Saybrook	Old Saybrook	263 Main Street, Suite 105 Old Saybrook, CT 06475	860-395-3128	860-395-3125	M-F 9-3 No evening hours.
Orange	Orange	525 Orange Center Rd. Orange, CT 06477	203-891-2160	203-891-2161	M-F 8:30-1 (and by appointment)
Oxford	Oxford	Town Hall, Rte. 67 Oxford, CT 06478	203-888-2543	203-888-2136 (Town Hall)	M 7:00-9:00PM TuW 1-5 Th 9-5, 7-9
Plainfield	Plainfield Sterling	Town Hall 8 Community Ave. Plainfield, CT 06374	860-230-3031	860-230-3033 (1st Sel. Office)	M-Th 8:30-3:30 F 8:30 - 12:30
Plainville	Plainville	1 Central Square Plainville, CT 06062	860-793-0221 x 250	860-793-2424	M-Th 9-3 F 9-1
Plymouth	Plymouth	80 Main Street Terryville, CT 06786	860-585-4014		M 1:30-4:30 W 8:30-2 (and by appointment)
Pomfret	Pomfret	5 Haven Rd. (Rte. 44) Pomfret Center, CT 06259	860-974-0186	860-974-3950 (1st Sel. Office)	WF 9-12
Portland	Portland	P.O.Box 71 33 East Main St. Portland, CT 06480-0071	860-342-6739	860-342-0001 (Town Clerk's Office)	M-F 9-2 (and by appointment)
Putnam	Putnam	Town Hall 126 Church Street Putnam, CT 06260	860-963-6868	860-963-6817	M-F 1-4
Redding	Redding	Town Hall 100 Hill Hall P.O. Box 1125 Redding, CT 06875	203-938-2326	203-938-8816	M-F 9-1
Ridgefield	Ridgefield	Town Hall 400 Main Street Ridgefield, CT 06877	203-431-2776	203-431-2722	M-F 8:30-4:30
Roxbury	Roxbury	Town Hall 29 North St. P.O. Box 203 Roxbury, CT 06783	860-354-1184	860-355-3091	TuTh 9-3 (and by appointment)
Salem	Salem	270 Hartford Road Salem, CT 06420	860-859-3873	860-537-1433	M-Th (by appt) F 10-12 evenings & weekends

					by appt
Saybrook	Saybrook Chester	203 Middlesex Avenue PO Box 628 Chester, CT 06412	860-526- 0013 x221	860-526- 0004 (1st Sel. Office)	TuWTh 9:30-12:30 (and by appointment)
Shelton	Shelton	60 Perry Hill Road P.O.Box 127 Shelton, CT 06484	203-924-8462	203-924- 8943	M-F 9-5 (6:30 on first and third Tues. of the month)
Simsbury	Simsbury	P.O.Box 495 933 Hopmeadow St. Simsbury, CT 06070- 0495	860-658-3277	860-658- 3204 (Town Hall)	M-F 9-1, 2-4:30 (and by appointment)
Southbury	Southbury	421 Main Street South P.O.Box 674 Southbury, CT 06488- 0674	203-262-0641	203-264- 9310	M-F 9-4:30 (7 PM 1st and 3rd Tu of each month) (and by appointment)
Southington	Southington	75 Main Street P.O.Box 165 Southington, CT 06489- 0165	860-276-6253	860-276- 6255	MTuWF 8:30-4:30 Th 8:30-7
Stafford	Stafford Somers	Town Hall P.O.Box 63 Stafford Springs, CT 06076-0063	860-684-1783	860-684- 1797	M 9-12, 1-4:30 Tu-F 9-12 (and by appointment)
Stamford	Stamford	888 Washington Blvd. P.O. Box 10152 Stamford, CT 06904- 2152	203-323-2149	203-964- 1830	M-F 9-4
Stonington	Stonington Mystic	152 Elm St. P.O.Box 312 Stonington, CT 06378- 0312	860-535-5090	860-535- 0520	M-F 9-12, 1-4
Stratford	Stratford	468 Birdseye St., 2nd Floor Stratford, CT 06615	203-385-4023	203-375- 6253	M-F 9:30-4:30
Suffield	Suffield	Town Hall 83 Mountain Rd. P.O. Box 234 Suffield, CT 06078- 0234	860-668-3835	860-668- 3029	M-F 9-1 (and by appointment)
Thomaston	Thomaston	158 Main St. P.O.Box 136 Thomaston, CT 06787	860-283-4874	860-283- 1013 (Police Dept.)	T-Th 3:00-6:00 (and by appointment)
Thompson	Thompson	815 Riverside Dr. P.O.Box 74 No.Grosvenordale, CT 06255	860-923-2203	860-923- 3836 (1st Sel. Office)	M-F 9:00-12:00 (Saturdays and evenings by appointment)
Tolland	Tolland Willington	21 Tolland Green Tolland, CT 06084	860-871-3640	860-871- 3641	M-W 9:00-1:30 Th 5:30-8:30pm (and by appointment)
Torrington	Torrington Goshen	Municipal Building 140 Main Street Torrington, CT 06790	860-489-2215	860-496- 5910	M-W 8:30-4:00 Th 8:30-6:30 F 8:30-12:30
Trumbull	Trumbull Easton	Town Hall 5866 Main Street	203-452-5068	203-452- 5092	M-F 9:00-4:30

	Monroe	Trumbull, CT 06611-5416			
Wallingford	Wallingford	Town Hall 45 South Main Street Wallingford, CT 06492	203-294-2100	203-294-2109	M-F 9:00-5:00
Washington	Washington	Town Hall 2 Bryan Mem. Plaza P.O. Box 295 Washington Depot, CT 06794-0295	860-868-7974	860-868-0512	MWF 9:00-12:00, 1:00-3:00 (and by appointment)
Waterbury	Waterbury Wolcott Middlebury	236 Grand St. Waterbury, CT 06702	203-755-1127	203-597-0824	MTWF 9:00-4:45 Th 9:00-6:00 Sa 9:00-12:00 (no eve./Sat. hours from June - Labor Day)
West Hartford	West Hartford	50 South Main Street West Hartford, CT 06107	860-561-7940	860-561-7591	M-F 8:30-4:30
West Haven	West Haven	355 Main Street. P.O.Box 127 West Haven, CT 06516	203-937-3552	203-937-3556	M-F 9:00-4:00
Westbrook	Westbrook	866 Boston Post Road Westbrook, CT 06498	860-399-5661	860-399-3092	M-F 1:00-4:30 (and by appointment)
Westport	Westport Weston	Town Hall 110 Myrtle Ave. Westport, CT 06880	203-341-1100	203-341-1102	M-F 9:00-4:30
Winchester	Winchester Winsted Colebrook	338 Main St. P.O. Box 625 Winsted, CT 06098-0625	860-379-5576	860-738-7053 (Town Hall)	M-W 9:00-12:00,1:00-4:00 Th 9:00-2:00,3:00-7:00 F 9:00-12:00
Windham	Windham Willimantic Scotland	979 Main St. P.O.Box 34 Willimantic, CT 06226	860-465-3049	860-465-3012	M-Th 9:00-2:00 F 9:00-12:00 (and by appointment)
Windsor	Windsor	P.O.Box 342 275 Broad St. Windsor, CT 06095	860-285-1976	860-285-1909 (Town Clerk's Office)	M-Th 8:30-4:30 F 8:30-12:00 (and by appointment)
Windsor Locks	Windsor Locks	Town Office Bldg. 50 Church St. Windsor Locks, CT 06096	860-627-1450	860-627-1451	M-Th 9:00-2:00
Woodbridge	Woodbridge	Town Hall 11 Meetinghouse Lane Woodbridge, CT 06525	203-389-3410	203-389-3480	M 9:00-1:00 W 9:00-2:00
Woodbury	Woodbury Watertown	P.O.Box 843 281 Main St. South Woodbury, CT 06798	203-263-2417	203-263-2748	M-F 9:00-4:00

## Appendix B: CHRO regional offices

If alleged discrimination took place in:

Avon	Granby	Simsbury	Unionville
Bloomfield	Hartford	Suffield	New Canaan
Canton	New Britain	West Hartford	Farmington
Collinsville	Newington	Wethersfield	Rocky Hill
East Granby	Plainville	Windsor	Windsor Locks

### CONTACT:

#### CAPITOL REGION OFFICE

999 Asylum Avenue, Second Floor  
Hartford, CT 06105

PHONE: (860) 566-7710

FAX: (860) 566-1997

TDD: (860) 566-7710

Click here for directions to the [Capitol Region Office](#)

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If alleged discrimination took place in:

Andover	East Lyme	Lyme	Somers
Ashford	East Windsor	Manchester	South Windsor
Bolton	Ellington	Mansfield	Sprague
Bozrah	Enfield	Marlborough	Stafford
Brooklyn	Essex	Montville	Sterling
Canterbury	Franklin	New London	Stonington
Chaplin	Glastonbury	North Stonington	Thompson
Chester	Griswold	Norwich	Tolland
Clinton	Groton	Old Lyme	Union
Colchester	Haddam	Plainfield	Vernon
Columbia	Hampton	Pomfret	Voluntown
Coventry	Hebron	Portland	Waterford
Deep River	Killingly	Preston	Westbrook
Eastford	Killingworth	Old Saybrook	Willington
East Haddam	Lebanon	Putnam	Windham
East Hampton	Ledyard	Salem	Woodstock
East Hartford	Lisbon	Scotland	

### CONTACT:

#### EASTERN REGION OFFICE

100 Broadway

Norwich, CT 06360

PHONE: (860) 886-5703

FAX: (860) 886-2550

TDD: (860) 886-5707

Click here for directions to the [Eastern Region Office](#)

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If alleged discrimination took place in:

Ansonia	East Haven	New Hartford	Southington
Barkhamsted	Goshen	New Haven	Thomaston
Beacon Falls	Guildford	Norfolk	Torrington
Berlin	Hamden	North Branford	Wallingford
Bethany	Hartland	North Canaan	Warren
Bethlehem	Harwinton	North Haven	Washington
Branford	Kent	Orange	Waterbury
Bristol	Litchfield	Oxford	Watertown
Burlington	Madison	Plymouth	West Haven
Canaan	Meriden	Prospect	Winchester
Cheshire	Middlebury	Roxbury	Wolcott
Colebrook	Middlefield	Salisbury	Woodbridge
Cornwall	Middletown	Seymour	Woodbury
Cromwell	Milford	Sharon	Winsted
Derby	Morris	Shelton	
Durham	Naugatuck	Southbury	

CONTACT:

WEST CENTRAL REGION OFFICE

Rowland State Government Center

55 West Main Street, Suite 210

Waterbury, CT 06702-2004

PHONE: (203) 805-6530

FAX: (203) 805-6559

TDD: (203) 805-6579

Click here for directions to the [West Central Region Office](#)

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If alleged discrimination took place in:

Bethel	Easton	New Milford	Stratford
Bridgeport	Fairfield	Newton	Trumbull
Bridgewater	Greenwich	Redding	Weston
Brookfield	Monroe	Ridgefield	Westport
Danbury	New Canaan	Sherman	Wilton
Darien	New Fairfield	Stamford	Norwalk

CONTACT: SOUTHWEST REGION OFFICE

1057 Broad Street; Bridgeport, CT 06604; PHONE: (203) 579-6246;

## **Appendix C: Social Security Administration Policy OUTS Transsexuals!**

CT Transadvocacy Coalition Alert  
June 14, 2004

[http://www.transadvocacy.com/alerts/SSA\\_6\\_14.htm](http://www.transadvocacy.com/alerts/SSA_6_14.htm)

As we all are highly aware these days, identity verification, theft and security are on the tips of many bureaucrats' tongues, as well as government agencies. And of course this includes the United States Social Security Administration. If you are not a transsexual or an immigrant you probably are not aware of a little known item termed: SSA's no-match letters. These are letters sent by the Social Security Administration to an employer if the employee's W-2 detail information does not match the Social Security Administrations record. And of course, for some unknown reason, gender is one of the fields in this information match! Now you may say, "What is the big deal?" Well if you are transsexual, transgendered, or gender non-conforming, it is a very BIG deal.

As background, let me explain a little about one's gender and the Social Security Administration. As noted recently by the National Transgender Advocacy Coalition regarding changing ones gender on their SSA record:

The new SSA policy (RM 00203.210 paragraph C) requires a person — the Number Holder (NH) in SSA parlance — to provide clinic or medical records or other combination of documents showing the sex change surgery has been completed. All documents must clearly identify the NH. Previous policy required documents that show sex change surgery has either been completed or started.

If you are a fully post-operative transsexual, you have no problems. However, if you are one of the more numerous transsexuals that have not had the privilege and/or desire to have this expensive and major surgery, what is the impact of the SSA's policy to you? Well, in that case, expect to receive a call from your employer, asking you to explain why your employment gender (or sex) does not match that on the SSA records.

And of course, if as with many transsexuals you are not Out at your workplace, you have just been OUTED by the Federal Government!!!! And even if you are Out at work, your operative status may not be out (last time I checked, employers did not do crotch checks) and of course, at best, such a situation is highly humiliating and degrading.

In fact yours truly can attest directly to this! On June 17th, 2003 at 4:07 PM an email was mailed from my HR/Payroll department to me stating:

"Social Security Administration has reviewed the information that we have on file for you and they have indicated that your gender does not match the record that they have. ..."

Needless to say, even though I am very out at work, this email was highly humiliating and degrading. And of course, my first concern was that will I be fired or required to change my company's employee gender designation? For details on how this situation unfolded, you are referred to my write-up on the CTAC website at:

<http://www.transadvocacy.com/ssa>

At any rate, this issue is not about me. In 2003, the SSA began notifying employers if any employee record had a mismatch and I was simply one of the very first to be impacted by this revised SSA policy. And unfortunately other Transsexuals are now receiving similar letters, some with not as positive outcomes as I have had!!!

Clearly, this is a violation of one's privacy rights. I shall excerpt a portion of a letter from Linton Joaquin, Director of Litigation at the National Immigration Law Center (<http://www.nilc.org>) and co-signed by over thirty other organizations, that was sent to the SSA:

“Alerting the employer of the specific reason for the mismatch serves no useful purpose; instead, it will violate individuals’ privacy rights by giving out unnecessary information. For example, the second code explanation notifies the employer that there is an SSN/gender mismatch. Currently, there are many jurisdictions that enforce transgender explicit non-discrimination laws. Code explanation two could potentially facilitate discrimination against transgender individuals whose names/numbers appear on a no match. To prevent this, we firmly believe that only the employee should know or needs to know the reason for the mismatch. We feel it would be prudent for the SSA to avoid potential conflicts with other areas of the law by keeping the reason for the mismatch confidential. Ensuring such confidentiality is especially sensible given that only an employee can amend his/her records.”

Perhaps I am wrong, but if a similar Outing by a Government Agency was being done to gays and lesbians, I would venture we would hear a vociferous outcry by Congressmen such as Barney Frank or Edward Kennedy. Not to mention the National Gay and Lesbian organizations. Yet outside of this alert, or those by the National Transgender Advocacy Coalition, there is precious little VOICE OF OUTRAGE!

Well, the Connecticut TransAdvocacy Coalition is reaching out to you and your organizations to join us in a collective VOICE OF OUTRAGE, at this illegal and wrong OUTING of Transsexuals by the SSA. We are also talking with some trans-supportive national organizations in the hope that they also will add their voice to this wrongdoing by the SSA. And remember, there is still a struggle for gender identity or expression inclusion in the National Employment Non-Discrimination Act (ENDA) as well as precious few states having non-discrimination laws protecting gender identity or expression. Clearly, I cannot think of a better reason than this horrific Outing by the Federal Government, to include non-discrimination protections for gender identity or expression.