

# CONNECTICUT LABOR LAW POSTINGS



## WORKERS' COMPENSATION

### NOTICE TO EMPLOYEES



State of Connecticut Workers' Compensation Commission

Revised 10-01-2021

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer,

to provide benefits to you in case of injury or occupational disease in the course of employment.

Section 31-294b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment shall immediately report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the administrative law judge may reduce the award of compensation proportionately to any prejudice that it finds the employer has sustained by reason of the failure, provided the burden of proof with respect to such prejudice shall rest upon the employer."

An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation Commission's Form 30C is necessary to satisfy this requirement.

NOTE: You must comply with P.A. 17-141 (see next box, below) when filing a compensation claim.

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Name \_\_\_\_\_ Address \_\_\_\_\_ Telephone \_\_\_\_\_

City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Approved Medical Care Plan  Yes  No

The State of Connecticut Workers' Compensation Commission office for this workplace is located at:

Address \_\_\_\_\_ Telephone \_\_\_\_\_

City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Public Act 17-141 allows an employer the option to designate and post - "in the workplace location where other labor law posters required by the Labor Department are prominently displayed" and to the Workers' Compensation Commission's website [wcc.state.ct.us] - a location where employees must file claims for compensation.

If your employer has listed a location below, you **MUST** file your compensation claim there.

When filing your claim, you are also required - by law - to send it by certified mail.

If blank below, ask your employer where to file your claim.

Employer Name \_\_\_\_\_ Address \_\_\_\_\_ Telephone \_\_\_\_\_

City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD-FACE AND POSTED IN A CONSPICUOUS PLACE IN EACH PLACE OF EMPLOYMENT. FAILURE TO POST THIS NOTICE WILL SUBJECT THE EMPLOYER TO STATUTORY PENALTY (Section 31-279 C.G.S.).

Date Posted: \_\_\_\_\_

Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer, the insurance company, or the Workers' Compensation Commission (1-800-223-9675).

## DOMESTIC VIOLENCE



### DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a pattern of coercive, controlling behavior that can include emotional abuse, psychological abuse, physical abuse, sexual abuse, and/or financial abuse. It is the result of a person's feeling of entitlement to have power and control over their partner or family member and their choice to use abusive behaviors to gain and maintain that power and control. The pattern of abusive behavior is designed to make the victim dependent upon the abuser, leaving the victim feeling scared, confused, and insecure about their ability to survive on their own, financially or otherwise.

If you or someone you know is experiencing an abusive relationship, help is available.

Whether you need information, help, or just someone to talk to, we're here to listen.

Connecticut's domestic violence information and resource hub  
CTSafeConnect.org | 888.774.2900  
CALL • TEXT • CHAT • EMAIL • 24/7

All services are safe, free, confidential &amp; voluntary

Safe Connect advocates can help you think through options and get you connected with one of CCADV's 18 local domestic violence organizations for services such as counseling, support groups, advocacy for accessing basic needs, court-based advocacy, age-appropriate child advocacy, and support in finding shelter and other housing options."

### IT IS ILLEGAL TO DISCRIMINATE AGAINST SOMEONE BASED ON THEIR STATUS AS A VICTIM OF DOMESTIC VIOLENCE

Your employer cannot treat you differently or take actions against you based on your status as a victim of domestic violence, nor can they deny you reasonable leave of absence for certain issues related to the abuse you or your dependent children have experienced, including:

- (i) Seeking attention for injuries caused by domestic violence, including for a child;
- (ii) Obtaining services including safety planning from a domestic violence or rape crisis center;
- (iii) Obtaining psychological counseling related to domestic violence, including for a child;
- (iv) Taking other actions to increase safety from future incidents of domestic violence, including temporary or permanent relocation;
- (v) Obtaining legal services, assisting in the prosecution of the offense, or otherwise participating in legal proceedings in relation to domestic violence.

If you feel you have been discriminated against due to your status as a victim of domestic violence or if you have been denied a reasonable leave of absence to deal with issues related to abuse, contact the Connecticut

Commission on Human Rights and Opportunities at

860-541-3400, CT Toll Free 1-800-477-5737,

or online at [www.ct.gov/CHRO](http://www.ct.gov/CHRO)

## FAIR EMPLOYMENT



### State of Connecticut COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES

EMPLOYMENT, HOUSING, PUBLIC  
ACCOMMODATIONS, AND CREDIT TRANSACTIONS

On the basis of:

age  
alienage  
ancestry  
color  
disability  
(past and present intellectual, mental, learning, and physical disabilities, including, but not limited to, blindness, deafness, mobility impairments, and/or a guide dog or guide dog in training)  
disability status  
(housing only)

gender identity or expression  
genetic information  
(employment only)  
lawful source of income  
(housing and public accommodations only)  
marital status  
national origin  
race  
religious creed  
sex  
(including pregnancy, childbirth and related conditions, accommodations for pregnancy, breastfeeding, and sexual harassment)

sexual orientation  
status as a veteran  
status as a victim of domestic violence  
criminal conviction  
erased criminal history  
retaliation for protected activity  
(including filing with CHRO)

Do you believe you have been discriminated against? Call us at (860) 541-3400, scan the QR Code or visit [https://portal.ct.gov/CHRO](http://portal.ct.gov/CHRO) to contact CHRO today.

## SEXUAL HARASSMENT

### State of Connecticut COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES Promoting Equality and Justice for all People

#### SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by  
The Connecticut Discrimination Employment Practices Act, and  
Title VII of the Civil Rights Act of 1964

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Individuals who engage in acts of sexual harassment may be subject to civil and criminal penalties.

Examples of Sexual Harassment	Remedies For Sexual Harassment
<ul style="list-style-type: none"> <li>• Unwelcome sexual advances</li> <li>• Suggestive or lewd remarks</li> <li>• Unwanted hugs, touches, or kisses</li> <li>• Requests for sexual favors</li> <li>• Retaliation for complaining about sexual harassment</li> <li>• Derogatory or pornographic posters, cartoons or drawings</li> </ul>	<ul style="list-style-type: none"> <li>• Cease and desist orders</li> <li>• Back pay</li> <li>• Compensatory damages</li> <li>• Hiring, promotion or reinstatement</li> <li>• Emotional distress damages</li> </ul>

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date the alleged harassment for events occurring on or after October 1, 2019. For harassment occurring before October 1, 2019, complaints must be filed within 180 days of the harassment.

If you feel you have been discriminated against, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at [www.ct.gov/CHRO](http://www.ct.gov/CHRO)

## PREGNANCY DISCRIMINATION

### NOTICE Connecticut General Statutes §§ 46a-60(a), (b)(7), (d)(1) Pregnancy Discrimination and Accommodation in the Workplace

#### Covered Employers

Each employer with one or more employees must comply with these anti-discrimination and reasonable accommodation laws related to an employee or job applicant's pregnancy, childbirth or related conditions, including lactation.

#### Prohibition of Discrimination

No employer may discriminate against an employee or job applicant because of her pregnancy, childbirth or other related conditions (e.g., breastfeeding or expressing milk at work).

#### Prohibited discriminatory conduct includes:

- Terminating employment because of pregnancy,
- Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)
- Denying disability or leave benefits accrued under plans maintained by the employer
- Failing to reinstate employee to original job or equivalent position after pregnancy
- Limiting, segregating or classifying the employee in a way that would deprive her of employment opportunities
- Discriminating against her in the terms or conditions of employment

\*Note: To demonstrate an undue hardship, the employer must show that the accommodation would require a significant or expensive expense in light of its circumstances.

#### Prohibition of Retaliation

Employers are prohibited from retaliating against an employee because of a request for reasonable accommodation.

#### Notice Requirements

Employers must post or provide this notice to all existing employees by January 28, 2018; to an existing employee within 10 days after she notifies the employer of her pregnancy or related conditions; and to new employees upon commencing employment.

#### Complaint Process

Any employee aggrieved by a violation of these statutes may file a complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO). Complaints may be filed within 180 days of the alleged act of discrimination, or from the time that you reasonably became aware of the discrimination, in which to file a complaint. It is illegal for anyone to retaliate against you for filing a complaint.

CHRO name: 860-541-3400

CHRO website: [https://portal.ct.gov/CHRO](http://portal.ct.gov/CHRO)

CHRO phone: 860-541-3400

DOL: 1-800-263-6791

DOL complaint form: [https://www.ctdol.state.ct.us/wgkstd/forms-wvinstuct.htm](http://www.ctdol.state.ct.us/wgkstd/forms-wvinstuct.htm)

DOL number: 860-263-6791

DOL complaint form: [https://www.ctdol.state.ct.us/wgkstd/forms-wvinstuct.htm](http://www.ctdol.state.ct.us/wgkstd/forms-wvinstuct.htm)

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