

CITY OF NEW HAVEN



COMMISSION ON EQUAL OPPORTUNITIES

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Mayor

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Coordinator

ANSWERS TO THE MOST OFTEN ASKED QUESTIONS ABOUT THE COMMISSION

WHAT IS THE COMMISSION?

The Commission was created in 1965 officially by the Board of Aldermen following the passage of the City's Equal Opportunities Ordinance. The Commission is a municipal agency, which enforces civil rights laws.

WHAT ARE THE CIVIL RIGHTS LAWS THE COMMISSION ENFORCES?

The Commission enforces Fair Employment Practices, laws regarding credit discrimination, services to persons with AIDS, public accommodations, persons with disabilities, sexual harassment, sexual orientation, and contract compliance under the:

ARTICLE II. HIRING PRACTICES IN THE CONSTRUCTION TRADES

WHAT IS THE FAIR EMPLOYMENT PRACTICES ORDINANCE?

The law makes it illegal to discriminate against an employee or potential employee because of their race, color, sex, sexual orientation, religion, ancestral origin, disability, or age (over 40). The law covers hiring, promotion, salary, terms and conditions, termination, pregnancy and sexual harassment. Companies with four (4) or more employees are covered.

WHAT IS THE CREDIT LAW?

The law makes it illegal to deny credit or set different credit terms because of a person's race, color, sex, sexual orientation, religion, ancestral origin, disability, or age (18+), marital status, or familial status.

WHAT IS THE AIDS SERVICE LAW?

The law makes it illegal to deny services to persons who are either HIV positive or who have AIDS. This law covers persons, agencies, organizations or corporation bodies and make it illegal for them to discriminate in housing, employment, credit, public accommodations, or delivery for services.

Board of Commissioners

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WHAT IS THE PUBLIC ACCOMMODATIONS LAW?

The law makes it illegal to discriminate against a person because of their race, color, sex, sexual orientation, religion, ancestral origin, disability, or age (over 18). The laws covers places of public accommodations such as restaurants, theaters, public transportation, hotels, stores, banks, gyms, hospitals, or any other establishment open to the public. Accommodations that are distinctly private in nature are not covered by ordinance.

WHAT HAPPENS AFTER A COMPLAINT IS FILED?

Once a complaint is filed, an impartial investigation is commenced. The investigator gathers evidence to determine whether or not a violation of the law(s) has been committed. After the investigation is completed, the investigator make a probable cause or no probable cause finding based on evidence presented. If there is a cause finding attempts to settle through conciliation are made. If this fails, the case will go to a public hearing. If there is a no cause finding the case is dismissed.

WHO ARE THE COMMISSIONERS?

The Commission has eight (8) Commissioners who are appointed by the Mayor, and one (1) appointed by the Board of Aldermen. The Commissioners serve various terms of 1 year, 2 year, and 3 years terms, which are staggered.

CAN A COMPLAINT GO TO COURT?

A person can seek the right to sue in court.

WHAT CAN THE COMMISSION DO IF THEY FIND DISCRIMINATION?

The Commission has the authority to award damages to victims of discrimination. The award may vary based on each particular complaint. The Commission can award back pay or the next available job or apartment.

DOES THE COMMISSION CHARGE FOR ITS SERVICES?

There is no charge for service.

INFORMATION HEREIN IS ONLY A SUMMARY OF FUNCTIONS AND RESPONSIBILITIES OF THE COMMISSION. FOR FURTHER INFORMATION, PLEASE CALL (203) 946-8160