

## e-Alert

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# New Connecticut Law Bans Inquiries about Applicants' Age or Graduation Date

## Background

Connecticut has expanded its fair employment law to encompass additional segments of discrimination. This new law, which applies to employers with three or more employees, takes effect on October 1, 2021.

## Summary

Connecticut's [fair employment law](#) acknowledges discrimination based on an individual's race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, present or history of mental disability, intellectual disability, learning disability, and physical disability, including, but not limited to, blindness or status as a veteran.

The age category will now prohibit employers from asking an individual's age, date of birth, and/or dates of attendance at or graduation from an educational institution on an

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employment application.

## Employer Next Steps

- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).
- If you have further questions regarding this e-Alert, please [email us](#).

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