



# Connecticut Employee Rights

Section 31-379 of the Connecticut General Statutes prohibits reprisals, in any form, against public sector employees who exercise rights under the Connecticut Occupational Safety and Health Act of 1973 (Public Act 73-379). In accordance with Public Act No. 99-146, Section 31-379 is as follows:

## **An Act Concerning Whistleblower Protection for Health and Safety Violations.**

- No person shall discharge, discipline, penalize or in any manner discriminate against any employee (1) because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this chapter, (2) because such employee has testified or is about to testify in any such proceeding, or (3) because of the exercise by such employee on behalf of such employee or others of any right afforded by this chapter.
- Any employee who believes that such employee has been discharged, disciplined, penalized or otherwise discriminated against by any person in violation of subsection (a) of this section may, not later than one hundred eighty days after such violation occurs, file a complaint with the commissioner alleging such violation. Upon receipt of such complaint the commissioner shall hold a hearing in accordance with the provisions of chapter 54.
- The commissioner may award an aggrieved employee all appropriate relief, including rehiring or reinstatement of the employee to the employee's former position, back pay and reestablishment of any employee benefits to which the employee would otherwise have been eligible if such violation had not occurred. The commissioner shall award a prevailing employee such employee's costs, together with reasonable attorneys' fees to be determined by the commissioner.
- Any party aggrieved by the commissioner's decision under subsection (c) of this section may appeal the decision to the Superior Court in accordance with the provisions of chapter 54.
- Last Updated: