

Connecticut

Connecticut Creates New Disability Notice Requirements

Connecticut recently enacted a [law](#) creating new disability notice requirements for employers. The law is effective **Oct. 1, 2026**.

Background

The federal Americans with Disabilities Act (ADA) generally prohibits private-sector employers with 15 or more employees from discriminating against an individual due to their disability and requires employers to provide reasonable accommodations to qualified individuals with disabilities, absent undue hardship. In addition, the Connecticut Fair Employment Practices Act prohibits all employers in the state with one or more employees from discriminating against an individual based on their disability. Employers must also provide reasonable accommodations that may be necessary due to an individual's disability.

New Law

The new law creates disability notice requirements for employers. Employers must provide **written notice** of an employee's right to reasonable accommodations in the workplace for a disability under the ADA to:

- New employees at the commencement of employment;
- Existing employees within 120 days of Oct. 1, 2026; and
- Any employee who notifies the employer of their disability within 10 days of the notification.

The Connecticut labor commissioner **will post** information online concerning the ADA, including the definition of a disability and how it relates to reasonable accommodations in the workplace. The information will be in a form available for download by employers to display at their place of business in both English and Spanish. An employer may comply with the provisions above by **displaying the poster** created by the labor commissioner in a conspicuous place, accessible to employees, at the employer's place of business.

In addition, according to the new law, the labor commissioner may adopt regulations to establish additional requirements concerning the means by which employers must provide the notice.

Highlights

Connecticut recently enacted a law creating new disability notice requirements for employers. Under the new law:

- Employers must provide written notice of an employee's right to reasonable accommodations in the workplace for a disability under the ADA; and
- An employer may comply with the requirement above by displaying a poster created by the labor commissioner.

The law is effective Oct. 1, 2026.

Next Steps for Employers

Employers should monitor for the new poster from the Connecticut labor commissioner and be sure to comply with the new law by the effective date. In addition, employers should monitor for any additional requirements the labor commissioner may adopt concerning the means by which employers must provide notice.