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Ruling Allows Discrimination

The article entitled, "Small Employers Win Court Backing" on the first page of the June 27th newspaper highlighted the issue of discrimination within Connecticut's small businesses.

The Supreme Court's decision in the Nicole Ann Thibodeau case argues that discrimination is permissible. The Connecticut Women's Education and Legal Fund, a statewide nonprofit organization that provides women and their families with legal information and education, was one of the first contact points for Ms. Thibodeau in 1998. She was terminated from her job during the last trimester of pregnancy. Nicole is not alone. Every year we receive dozens of phone calls from victims of pregnancy discrimination who find that these laws do not protect them

While the court is concerned with subjecting this state's smallest employers to the significant burdens associated with the defense of employment discrimination claims, as stated in Justice Richard N.

Palmer's majority report, it fails to protect the employees of these small businesses.

As attorney Gary Phelan pointed out, this ruling allows discrimination to take place without any repercussion. This includes not only pregnant women, but anyone who can be subjected to racial, sexual orientation or gender discrimination.

So, although the majority of employers in Connecticut can be held accountable for discriminatory employment practices why should 53,000 of them not be.

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