

● **STATE WHISTLEBLOWER LAW**

*STATUTORY CITATION:* Conn. Gen. Stat. § 31-51m

*GENERAL SUMMARY:* It is illegal for an employer to discharge, discipline or otherwise penalize an employee because the employee, among other things, reports a violation or suspected violation of any state or federal law or regulation to a public body. Likewise, retaliation against an employee for having participated in an investigation, hearing or inquiry requested by a public body is also unlawful.

*PROVISIONS APPLICABLE TO AGRICULTURE:* This law applies to virtually all public- and private-sector employers and employees in Connecticut, without regard to industry or occupation.

*ADMINISTRATION AND ENFORCEMENT*

PRIMARY ENFORCEMENT AGENCY — *None.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — After exhausting any available administrative remedies, a worker who is fired or disciplined in any other way in violation of this provision may file a civil action in superior court against the offending employer, using a private attorney or public legal service provider. The action must generally commence no later than 90 days after the violation is alleged to have occurred. If the charge is sustained, the court may order reinstatement to the job, payment of back wages, or restitution of employee benefits to which the worker would otherwise have been entitled if the violation had not occurred. The court may also award reasonable attorney's fees and court costs.