

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. **Bill Number:** HB569

House of Origin Introduced Substitute Engrossed
Second House In Committee Substitute Enrolled

2. **Patron:** Henson

3. **Committee:** Labor and Commerce

4. **Title:** Employment discrimination; employee notification of federal and state statute of limitations.

5. **Summary:** Requires an employer (including the Commonwealth and its agencies, institutions, and political subdivisions) who receives an employee complaint alleging sexual assault, harassment, or any other form of discrimination for which the employee may seek enforcement by the U.S. Equal Employment Opportunity Commission (EEOC) or the Office of the Attorney General to notify such employee that a charge may be filed with the EEOC or the Office of the Attorney General within 300 days after the alleged unlawful discriminatory practice occurred. The bill also requires an employer to provide this information as part of any new employee training provided at the commencement of employment or anti-discrimination training provided to an employee.

6. **Budget Amendment Necessary:** No

7. **Fiscal Impact Estimates:** Preliminary

8. **Fiscal Implications:** The Department of Labor and Industry and the Office of the Attorney General anticipate that this bill will not result in a fiscal impact.

Impact estimates from the Department of Human Resource Management are not yet available.

9. **Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry, Office of the Attorney General, all agencies, institutions, and political subdivisions.

10. **Technical Amendment Necessary:** No

11. **Other Comments:** None