

Department of Planning and Budget 2010 Fiscal Impact Statement

1. Bill Number: HB454

House of Origin	<u>X</u>	Introduced	<u> </u>	Substitute	<u> </u>	Engrossed
Second House	<u> </u>	In Committee	<u> </u>	Substitute	<u> </u>	Enrolled

2. Patron: Herring

3. Committee: Committee Referral Pending

4. Title: **Virginia Human Rights Council; causes of action in employment discrimination.**

5. Summary: Expands the protection for employees for discrimination by certain employers (those having more than five but less than 15 employees) for failure or refusal to hire or for otherwise discriminating against any individual with respect to his compensation, terms, conditions, or privileges of employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, including lactation, or of age if the employee is 40 years old or older. Currently, causes of action are limited to wrongful discharge.

6. Fiscal Impact Estimates: None

7. Budget Amendment Necessary: No

8. Fiscal Implications: The Human Rights Council reports no fiscal impact to the agency.

9. Specific Agency or Political Subdivisions Affected: The Human Rights Council

10. Technical Amendment Necessary: No

11. Other Comments: None

Date: 1/14/2010 ckb

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