

2020 SESSION

ENROLLED

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to direct the Division of Human Rights to determine the requirements for proactively enforcing*  
3 *statutory requirements for equal pay irrespective of sex.*

4 [H 624]  
5 Approved

6 **Be it enacted by the General Assembly of Virginia:**

7 **1. § 1.** *That the Division of Human Rights of the Department of Law (the Division) is directed to*  
8 *develop recommendations regarding the type of information about businesses and their employees and*  
9 *the accompanying methodology that would be required for the Division to proactively enforce the*  
10 *provisions of § 40.1-28.6 of the Code of Virginia requiring equal pay of similarly situated employees*  
11 *irrespective of sex. Additionally, the Division shall develop recommendations regarding the data and*  
12 *methodological requirements for proactively enforcing a requirement for equal pay irrespective of race.*  
13 *The Division shall also develop recommendations regarding appropriate enforcement mechanisms,*  
14 *including causes of action and civil remedies, to address discrimination in compensation based on sex*  
15 *and race. In developing such recommendations, the Division shall engage stakeholders representing*  
16 *employers and employees in the Commonwealth. The Division shall report its findings and*  
17 *recommendations to the Governor and the General Assembly no later than November 30, 2020.*

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