

Department of Planning and Budget

2020 Fiscal Impact Statement

1. **Bill Number:** HB1418

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

2. **Patron:** Vivian E. Watts

3. **Committee:** General Laws

4. **Title:** Virginia Human Rights Act; discrimination on the basis of sex; sexual harassment.

5. **Summary:** Creates a cause of action against any employer employing more than five but fewer than 15 persons who engages in an unlawful discriminatory act against any employee on the basis of sex. Under current law, an employee who has been discriminated against on the basis of sex may only file an action against his employer if the employee is discharged by the employer on the basis of sex. The bill permits a court, in cases where the employee prevails, to award compensatory or punitive damages and attorney fees not to exceed 25 percent of the amount awarded. The bill also clarifies that for purposes of the cause of action, discrimination on the basis of sex includes harassment on the basis of sex. The bill defines the types of conduct that amount to harassment on the basis of sex. The bill contains technical amendments.

6. **Budget Amendment Necessary:** Yes, Item 61.

7. **Fiscal Impact Estimates:**

7a. Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2020			
2021	\$267,603	2	General Fund
2022	\$267,603	2	General Fund
2023	\$267,603	2	General Fund
2024	\$267,603	2	General Fund
2025	\$267,603	2	General Fund
2026	\$267,603	2	General Fund

8. **Fiscal Implications:** The Attorney General and Department of Law indicates this bill will expand duties of the Division of Human Rights requiring an additional attorney and paralegal. Several similar bills require additional resources for the Division of Human Rights, if these bills expanding duties of the Division pass no additional resources will be required above those listed in this impact statement.

9. Specific Agency or Political Subdivisions Affected: Office of the Attorney General and Department of Law

10. Technical Amendment Necessary: No.

11. Other Comments: