Department of Planning and Budget
2020 Fiscal Impact Statement

1. **Bill Number:** HB827

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

2. **Patron:** Jennifer Carroll Foy

3. **Committee:** General Laws

4. **Title:** Virginia Human Rights Act; discrimination on the basis of pregnancy, childbirth, or related medical conditions; reasonable accommodation for the known limitations of persons related to pregnancy, childbirth, or related medical conditions

5. **Summary:** Requires employers, defined in the bill, to make reasonable accommodation for the known limitations of a person related to pregnancy, childbirth, or related medical conditions, if such accommodation is necessary to assist such person in performing a particular job, unless the employer can demonstrate that the accommodation would impose an undue hardship on the employer. The bill also prohibits employers from taking any adverse action against an employee who requests or uses a reasonable accommodation, and from denying employment or promotion opportunities to an otherwise qualified applicant or employee because such employer will be required to make reasonable accommodation to the applicant or employee. The bill creates a cause of action against any employer who denies any of the rights afforded by the bill, and permits the court or jury to award compensatory, punitive, and other damages. The bill makes technical amendments.

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

7. **Fiscal Impact Estimates:**

7a. Expenditure Impact:

Fiscal Year	*Dollars*	*Positions*	*Fund*
2020			
2021	$370,856	3	General Fund
2022	$370,856	3	General Fund
2023	$370,856	3	General Fund
2024	$370,856	3	General Fund
2025	$370,856	3	General Fund
2026	$370,856	3	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, paralegal, and administrative staff. Several similar bills require additional resources for the Division of

Human Rights, if these similar bills 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:** Similar to HB3, HB6, HB7, HB23, HB99, HB217, HB357, HB1200, HB1418, HB1663, SB66, SB97, SB866.