

## Department of Planning and Budget 2020 Fiscal Impact Statement

**1. Bill Number:** SB712

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

**2. Patron:** Jennifer L. McClellan

**3. Committee:** Education and Health

**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 damages, back pay, and other equitable relief. The bill makes technical amendments and is identical to HB 827.

**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               | \$252,603      | 2                | General Fund |
| 2022               | \$252,603      | 2                | General Fund |
| 2023               | \$252,603      | 2                | General Fund |
| 2024               | \$252,603      | 2                | General Fund |
| 2025               | \$252,603      | 2                | General Fund |
| 2026               | \$252,603      | 2                | General Fund |

**8. Fiscal Implications:** The Attorney General and Department of Law indicates this bill will expand the duties of the Division of Human Rights requiring an additional attorney and intake coordinator. 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:** Attorney General and Department of Law

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** Companion to HB827.