

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend the Code of Virginia by adding in Article 1 of Chapter 3 of Title 40.1 a section*
3 *numbered 40.1-28.7:11, relating to employment discrimination; employee notification of federal and*
4 *state statute of limitations.*

5 [H 569]

6 Approved

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

8 **1. That the Code of Virginia is amended by adding in Article 1 of Chapter 3 of Title 40.1 a**
9 **section numbered 40.1-28.7:11 as follows:**

10 **§ 40.1-28.7:11. Employers to notify employees of federal and state statute of limitations.**

11 *A. For the purposes of this section, "employer" means any employer as defined in § 40.1-2 that*
12 *employs 10 or more employees, and notwithstanding the provisions of § 40.1-2.1, "employer" includes*
13 *the Commonwealth and its agencies, institutions, and political subdivisions.*

14 *B. An employer or such employer's designee shall provide a written notification of an employee's*
15 *right to file a charge of discrimination with the U.S. Equal Employment Opportunity Commission or the*
16 *Office of the Attorney General within 300 days after the occurrence of an alleged unlawful*
17 *discriminatory practice to an employee:*

18 *1. As part of any new employee training provided to such employee at the commencement of*
19 *employment;*

20 *2. During any anti-discrimination training, including anti-harassment training, provided to such*
21 *employee; and*

22 *3. Upon such employer's receipt of an employee complaint alleging sexual assault, harassment, or*
23 *any other form of discrimination for which such employee may seek enforcement by the U.S. Equal*
24 *Employment Opportunity Commission or the Office of the Attorney General.*

ENROLLED

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