

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. Bill Number: HB1329

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|------------------------|-------------------------------------|--------------|--------------------------|------------|--------------------------|-----------|
| House of Origin | <input checked="" type="checkbox"/> | Introduced | <input type="checkbox"/> | Substitute | <input type="checkbox"/> | Engrossed |
| Second House | <input type="checkbox"/> | In Committee | <input type="checkbox"/> | Substitute | <input type="checkbox"/> | Enrolled |

2. Patron: Simon

3. Committee: Courts of Justice

4. Title: Virginia Human Rights Act; dual-filed civil actions.

5. Summary: Clarifies timelines for dual-filing complaints alleging unlawful discrimination under the Virginia Human Rights Act and the U.S. Equal Employment Opportunity Commission. The bill allows either the complainant or the respondent for any charge of discrimination to request a notice of the right to file a civil action after the Commission has closed its file on such charge of discrimination.

6. Budget Amendment Necessary: Preliminary.

7. Fiscal Impact Estimates: Preliminary – See Item 8.

8. Fiscal Implications: The Office of the Attorney General and Department of Law indicates this bill presents no fiscal impact. The impact to the Department of Human Resource Management is unknown at this time.

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

10. Technical Amendment Necessary: No.

11. Other Comments: Identical to HB782.

Date: 1/31/2024