

1 AN ACT

2 relating to the statute of limitations applicable to a sexual  
3 harassment complaint filed with the Texas Workforce Commission.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Section 21.201(g), Labor Code, is amended to  
6 read as follows:

7 (g) If a perfected complaint is not received by the  
8 commission within 180 days of the alleged unlawful employment  
9 practice or, for a complaint alleging sexual harassment, within 300  
10 days of the alleged sexual harassment, the commission shall notify  
11 the respondent that a complaint has been filed and that the process  
12 of perfecting the complaint is in progress.

13 SECTION 2. Section 21.202, Labor Code, is amended by  
14 amending Subsection (a) and adding Subsection (a-1) to read as  
15 follows:

16 (a) Except as provided by Subsection (a-1), a [A] complaint  
17 under this subchapter must be filed not later than the 180th day  
18 after the date the alleged unlawful employment practice occurred.

19 (a-1) A complaint under this subchapter alleging sexual  
20 harassment must be filed not later than the 300th day after the date  
21 the alleged sexual harassment occurred.

22 SECTION 3. The change in law made by this Act applies only  
23 to a sexual harassment complaint based on conduct occurring on or  
24 after the effective date of this Act. A sexual harassment complaint

1 that is based on conduct occurring before that date is governed by  
2 the law in effect on the date the conduct occurred, and the former  
3 law is continued in effect for that purpose.

4 SECTION 4. This Act takes effect September 1, 2021.

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President of the Senate

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Speaker of the House

I certify that H.B. No. 21 was passed by the House on April 30, 2021, by the following vote: Yeas 130, Nays 1, 1 present, not voting.

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Chief Clerk of the House

I certify that H.B. No. 21 was passed by the Senate on May 22, 2021, by the following vote: Yeas 30, Nays 0.

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Secretary of the Senate

APPROVED: \_\_\_\_\_

Date

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Governor