

By: West

S.B. No. 220

A BILL TO BE ENTITLED

AN ACT

relating to an employer's civil liability under the Texas Workers' Compensation Act for injuries sustained by certain victims of sexual assault or abuse.

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

SECTION 1. Subchapter A, Chapter 408, Labor Code, is amended by adding Section 408.0011 to read as follows:

Sec. 408.0011. CIVIL ACTION FOR INJURIES SUSTAINED BY CERTAIN VICTIMS OF SEXUAL ASSAULT OR ABUSE. (a) In this section:

(1) "Developmental disability" has the meaning assigned by Section 112.042, Human Resources Code.

(2) "Intellectual disability" has the meaning assigned by Section 591.003, Health and Safety Code.

(3) "Sexual abuse" means conduct described by Section 21.02 or 21.11, Penal Code.

(4) "Sexual assault" means conduct described by Section 22.011 or 22.021, Penal Code.

(b) Notwithstanding Section 408.001, an employee who is the victim of sexual assault or abuse may bring a cause of action against the employer if:

(1) the employee is an individual with an intellectual or developmental disability; and

(2) the employee's injuries arose from the employer's negligence.

1 SECTION 2. The change in law made by this Act applies only
2 to a cause of action that accrues on or after the effective date of
3 this Act.

4 SECTION 3. This Act takes effect September 1, 2025.