

BILL ANALYSIS

C.S.H.B. 3477
By: Neave
Juvenile Justice & Family Issues
Committee Report (Substituted)

BACKGROUND AND PURPOSE

Interested parties express concern that certain professionals who are required to report child abuse or neglect are sometimes retaliated against by the professional's employer for making such a report. The purpose of C.S.H.B. 3477 is to provide greater protections for such professionals, thereby encouraging those professionals to report the abuse or neglect.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

C.S.H.B. 3477 amends the Family Code to expand the prohibited adverse employment actions against an employee who in good faith reports child abuse or neglect to include prohibiting an employer from taking any adverse employment action that would dissuade a reasonable employee from making or supporting a report of abuse or neglect against a professional required to report child abuse or neglect who in good faith reports child abuse or neglect to certain entities or initiates or cooperates with an investigation or proceeding by a governmental entity relating to an allegation of child abuse or neglect. The bill authorizes a person who suffers such an action in violation of the bill's provisions to sue for injunctive relief, damages, or both.

EFFECTIVE DATE

September 1, 2017.

COMPARISON OF ORIGINAL AND SUBSTITUTE

C.S.H.B. 3477 differs from the original in minor or nonsubstantive ways by conforming to certain bill drafting conventions.