

BILL ANALYSIS

H.B. 21
By: Neave
International Relations & Economic Development
Committee Report (Unamended)

BACKGROUND AND PURPOSE

In the past few years, many women have come forward to share their stories of being discriminated against and experiencing sexual harassment in the workplace, but there are concerns that some women may not know about the statute of limitations for filing a complaint. It has been suggested that state law should provide the same opportunity to file a complaint of sexual harassment in the workplace as that permitted under federal law. H.B. 21 seeks to extend the statute of limitations for filing a sexual harassment complaint by setting the statute of limitations for filing the complaint with the Texas Workforce Commission at 300 days after the date the alleged conduct occurred.

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

H.B. 21 amends the Labor Code to set the statute of limitations for filing a complaint alleging sexual harassment with the Texas Workforce Commission at 300 days after the date the alleged conduct occurred.

EFFECTIVE DATE

September 1, 2021.