

By: Neave Criado

H.B. No. 3977

A BILL TO BE ENTITLED

AN ACT

relating to an employer's civil liability under the Texas Workers' Compensation Act for injuries sustained by a victim of sexual assault.

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 VICTIM OF SEXUAL ASSAULT. (a) Notwithstanding Section 408.001, an employee who is the victim of sexual assault may bring a cause of action against the employer if the employee's injuries arose from the employer's negligence.

(b) In this section, "sexual assault" means conduct described by Section 22.011 or 22.021, Penal Code.

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

SECTION 3. This Act takes effect September 1, 2023.