

SUBJECT: Extending statute of limitations for certain sexual harassment complaints

COMMITTEE: International Relations and Economic Development — favorable, without amendment

VOTE: 9 ayes — Button, C. Morales, Beckley, C. Bell, Canales, Hunter, Larson, Metcalf, Ordaz Perez

0 nays

WITNESSES: For — Shana Khader, Equal Justice Center and Texas Employment Lawyers Association; Katherine Strandberg, Texas Association Against Sexual Assault; Javier Perez: (*Registered, but did not testify*: Rene Lara, Texas AFL-CIO; Thomas Parkinson)

Against — None

On — Bryan Snoddy, Texas Workforce Commission

BACKGROUND: Labor Code sec. 21.201 permits a person claiming to be aggrieved by an unlawful employment practice to file a complaint with the Texas Workforce Commission. Sec. 21.202 establishes the statute of limitations for a complaint as not later than the 180th day after the date the alleged unlawful practice occurred.

Interested parties note that extending the deadline for filing a complaint for sexual harassment would allow persons who were unaware of the 180-day statute of limitations additional time to file a complaint.

DIGEST: HB 21 would extend the statute of limitations for filing a complaint with the Texas Workforce Commission alleging sexual harassment to not later than the 300th day after the date the alleged sexual harassment occurred.

The bill would take effect September 1, 2021, and would apply only to a sexual harassment complaint based on conduct occurring on or after that date.

