

## Committee on Judiciary

### **CS/HB 1407 — Commencement of Civil Actions**

by Judiciary Committee and Rep. Duggan and others (CS/SB 1096 by Rules Committee and Senator Burgess)

The bill establishes a statute of limitation to clarify and limit the amount of time that a person who files an employment discrimination complaint with the Equal Employment Opportunity Commission (EEOC) or the Florida Human Relations Commission (Commission) has to file a civil action for the alleged discrimination.

The bill provides that a complainant who chooses to file a civil action must file no later than 1 year after the Commission issues a determination of reasonable cause or the EEOC issues a Notice of Right to Sue, whichever occurs first. However, if a determination is not made or a notice is not issued within 180 days after a complaint is filed, a civil action may be brought by the complainant, but no later than 18 months after the complaint was filed.

The bill also deletes a requirement that the Commission send certain correspondence to the parties through registered mail. Instead, the Commission may send correspondence relating to complaints, reasonable cause determinations, and the complainant's rights by other means such as regular U.S. Mail.

If approved by the Governor, or allowed to become law without the Governor's signature, these provisions take effect on July 1, 2026.

*Vote: Senate 37-0; House 108-0*