

**By Senator Davis**

5-00630A-26

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A bill to be entitled

An act relating to the Florida Commission on Human Relations; amending s. 760.11, F.S.; deleting the requirement that the Florida Commission on Human Relations send certain information to certain persons by registered mail; making technical changes; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Subsections (1) and (3) of section 760.11, Florida Statutes, are amended to read:

## 760.11 Administrative and civil remedies; construction.—

(1) Any person aggrieved by a violation of ss. 760.01-

760.10 may file a complaint with the commission within 365 days after ~~of~~ the alleged violation, naming the employer, employment agency, labor organization, or joint labor-management committee, or, in the case of an alleged violation of s. 760.10(5), the person responsible for the violation and describing the violation. Any person aggrieved by a violation of s. 509.092 may file a complaint with the commission within 365 days after ~~of~~ the alleged violation, naming the person responsible for the violation and describing the violation. The commission, a commissioner, or the Attorney General may in like manner file such a complaint. On the same day the complaint is filed with the commission, the commission shall clearly stamp on the face of the complaint the date the complaint was filed with the commission. In lieu of filing the complaint with the commission, a complaint under this section may be filed with the federal

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30 Equal Employment Opportunity Commission or with any unit of  
31 government of the state which is a fair-employment-practice  
32 agency under 29 C.F.R. ss. 1601.70-1601.80. If the date the  
33 complaint is filed is clearly stamped on the face of the  
34 complaint, that date is the date of filing. The date the  
35 complaint is filed with the commission for purposes of this  
36 section is the earliest date of filing with the Equal Employment  
37 Opportunity Commission, the fair-employment-practice agency, or  
38 the commission. The complaint must ~~shall~~ contain a short and  
39 plain statement of the facts describing the violation and the  
40 relief sought. The commission may require additional information  
41 to be in the complaint. The commission, within 5 days after ~~of~~  
42 the complaint being filed, shall ~~by registered mail~~ send a copy  
43 of the complaint to the person who allegedly committed the  
44 violation. The person who allegedly committed the violation may  
45 file an answer to the complaint within 25 days after ~~of~~ the date  
46 the complaint was filed with the commission. Any answer filed  
47 must ~~shall~~ be mailed to the aggrieved person by the person  
48 filing the answer. Both the complaint and the answer must ~~shall~~  
49 be verified.

50 (3) Except as provided in subsection (2), the commission  
51 shall investigate the allegations in the complaint. Within 180  
52 days after ~~of~~ the filing of the complaint, the commission shall  
53 determine whether ~~if~~ there is reasonable cause to believe that  
54 discriminatory practice has occurred in violation of the Florida  
55 Civil Rights Act of 1992. When the commission determines whether  
56 ~~or not~~ there is reasonable cause, the commission ~~by registered~~  
57 ~~mail~~ shall promptly notify the aggrieved person and the  
58 respondent of the reasonable cause determination, the date of

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59 such determination, and the options available under this  
60 section.

61       Section 2. This act shall take effect July 1, 2026.