

By Senator Davis

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

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