

By Senator Davis

5-00189-25

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1 A bill to be entitled
2 An act relating to the Florida Commission on Human
3 Relations; amending s. 760.11, F.S.; deleting the
4 requirement that the Florida Commission on Human
5 Relations send certain information to certain persons
6 by registered mail; making technical changes;
7 providing an effective date.

8
9 Be It Enacted by the Legislature of the State of Florida:

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

13 760.11 Administrative and civil remedies; construction.—

14 (1) Any person aggrieved by a violation of ss. 760.01-
15 760.10 may file a complaint with the commission within 365 days
16 after ~~of~~ the alleged violation, naming the employer, employment
17 agency, labor organization, or joint labor-management committee,
18 or, in the case of an alleged violation of s. 760.10(5), the
19 person responsible for the violation and describing the
20 violation. Any person aggrieved by a violation of s. 509.092 may
21 file a complaint with the commission within 365 days after ~~of~~
22 the alleged violation, naming the person responsible for the
23 violation and describing the violation. The commission, a
24 commissioner, or the Attorney General may in like manner file
25 such a complaint. On the same day the complaint is filed with
26 the commission, the commission shall clearly stamp on the face
27 of the complaint the date the complaint was filed with the
28 commission. In lieu of filing the complaint with the commission,
29 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, 2025.