

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.

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

61 **Section 2.** This act shall take effect July 1, 2025.