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LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
03/03/2026	.	
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The Committee on Rules (Davis) recommended the following:

Senate Amendment (with title amendment)

Delete lines 17 - 19

and insert:

Section 1. Subsections (1), (3), and (5) 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,



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12 or, in the case of an alleged violation of s. 760.10(5), the
13 person responsible for the violation and describing the
14 violation. Any person aggrieved by a violation of s. 509.092 may
15 file a complaint with the commission within 365 days after ~~of~~
16 the alleged violation, naming the person responsible for the
17 violation and describing the violation. The commission, a
18 commissioner, or the Attorney General may in like manner file
19 such a complaint. On the same day the complaint is filed with
20 the commission, the commission shall clearly stamp on the face
21 of the complaint the date the complaint was filed with the
22 commission. In lieu of filing the complaint with the commission,
23 a complaint under this section may be filed with the federal
24 Equal Employment Opportunity Commission or with any unit of
25 government of the state which is a fair-employment-practice
26 agency under 29 C.F.R. ss. 1601.70-1601.80. If the date the
27 complaint is filed is clearly stamped on the face of the
28 complaint, that date is the date of filing. The date the
29 complaint is filed with the commission for purposes of this
30 section is the earliest date of filing with the Equal Employment
31 Opportunity Commission, the fair-employment-practice agency, or
32 the commission. The complaint must ~~shall~~ contain a short and
33 plain statement of the facts describing the violation and the
34 relief sought. The commission may require additional information
35 to be in the complaint. The commission, within 5 days after ~~of~~
36 the complaint being filed, shall ~~by registered mail~~ send a copy
37 of the complaint to the person who allegedly committed the
38 violation. The person who allegedly committed the violation may
39 file an answer to the complaint within 25 days after ~~of~~ the date
40 the complaint was filed with the commission. Any answer filed



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41 ~~must shall~~ be mailed to the aggrieved person by the person
42 filing the answer. Both the complaint and the answer must ~~shall~~
43 be verified.

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

55
56 ===== T I T L E A M E N D M E N T =====

57 And the title is amended as follows:

58 Delete lines 2 - 6

59 and insert:

60 An act relating to the Florida Civil Rights Act;
61 amending s. 760.11, F.S.; deleting the requirement
62 that the Florida Commission on Human Relations send
63 certain information to certain persons by registered
64 mail; making technical changes; revising the timeframe
65 when a civil action may be brought for violations of
66 the act; providing that if the commission or the Equal