

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: SB 1250

INTRODUCER: Senator Davis

SUBJECT: Florida Commission on Human Relations

DATE: January 30, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	McVaney	McVaney	GO	<b>Favorable</b>
2.			JU	
3.			RC	

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**I. Summary:**

SB 1250 eliminates the requirement that the Commission on Human Relations (Commission) use registered mail to provide notice (a copy of the complaint) to the person who allegedly committed a violation under the Florida Civil Rights Act (FCRA). Likewise, the bill also eliminates the requirement that the Commission use registered mail to notify the aggrieved person and the respondent of the Commission’s determination of “reasonable cause” for such complaint.

These changes allow the Commission to use a less expensive method of providing notice to parties under the FCRA.

The bill clarifies the times allowed for filing the initial complaint and the answer to the complaint and sending the notice to the respondent and the notice of whether the Commission has found reasonable cause a violation occurred.

The Commission may save an insignificant amount on mailing costs. Otherwise, the bill is not expected to impact state and local government revenues and expenditures.

The bill takes effect July 1, 2026.

**II. Present Situation:**

**The Florida Civil Rights Act (Part I, Chapter 760, F.S.)**

The Florida Civil Rights Act (FCRA) protects persons from discrimination in areas of employment, housing, certain public accommodations, and other opportunities based on race,

color, religion, sex, pregnancy, national origin, age, handicap, and marital status.<sup>1</sup> The FCRA establishes the Florida Commission on Human Relations (Commission) within the Department of Management Services (DMS); however, the Commission is not subject to any control of or supervision by or direction from the DMS.<sup>2</sup> The Commission possesses the requisite powers to enforce the FCRA.<sup>3</sup> The Governor appoints, and the Senate confirms, the 12 members of the Commission.<sup>4</sup>

### **The Florida Commission on Human Relations**

The Commission is empowered to receive, initiate, investigate, conciliate, hold hearings on, and act upon complaints alleging discriminatory practices.<sup>5</sup> Additionally, the Attorney General may initiate a civil action for damages, injunctive relief, civil penalties of up to \$10,000 per violation, and other appropriate relief.<sup>6</sup>

#### ***Administrative and Civil Remedies***

An aggrieved person (the person filing the complaint), the Commission, a commissioner, or the Attorney General must file within 365 days of the alleged violation a complaint with the Commission naming the person responsible for the violation and describing the violation.<sup>7</sup> The Commission, within five days of the complaint being filed, is required to send by registered mail a copy of the complaint to the respondent (the person who allegedly committed the violation).<sup>8</sup> Within 180 days of the filing, the Commission must make a determination of whether reasonable cause exists to believe that a discriminatory practice has occurred.<sup>9</sup> The Commission is required to notify the aggrieved person and the respondent of its determination by registered mail.<sup>10</sup>

If the Commission issues a finding of reasonable cause, the aggrieved person may request an administrative hearing or bring a civil action.<sup>11</sup> A civil action must be brought within one year after the determination of reasonable cause.<sup>12</sup> The FCRA expressly requires a plaintiff to exhaust his or her administrative remedy as a prerequisite to filing a civil action alleging unlawful discrimination, including housing discrimination.<sup>13</sup> The remedies available through an administrative hearing are affirmative relief from the effects of the practice, including back pay, and attorney's fees, while remedies available through a civil action include affirmative relief

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<sup>1</sup> Section 760.01(2), F.S.

<sup>2</sup> Section 760.04

<sup>3</sup> Section 760.06(6), F.S.

<sup>4</sup> Section 760.03(1), F.S.

<sup>5</sup> Section 760.06(5), F.S.

<sup>6</sup> Section 760.021(1), F.S.

<sup>7</sup> Section 760.11(1), F.S.

<sup>8</sup> *Id.*

<sup>9</sup> Section 760.11(3), F.S.

<sup>10</sup> *Id.*

<sup>11</sup> Section 760.11(4), F.S.

<sup>12</sup> Section 760.11(5), F.S. If, however, the commission fails to make a determination of reasonable cause, the four-year statute of limitations for cause of action based on statutory liability applies. *Joshua v. City of Gainesville*, 768 So.2d 432 at 439 (Fla. 2000).

<sup>13</sup> Section 760.07, F.S.

such as back pay, injunctive relief, compensatory damages, punitive damages up to \$100,000, and attorney's fees.<sup>14</sup>

Alternatively, under s. 760.11(7), F.S., if the Commission makes a determination that there is not reasonable cause, the claimant may request an administrative hearing within 35 days of the date of the "no cause" determination. If the claim is not made within 35 days, the claim is barred.<sup>15</sup>

### **Registered Mail, Certified Mail, and Regular Mail**

"First class mail" is the least expensive, most immediate option for mailing postcards, letters, and large envelopes. Tracking services are typically not available for this type of mail. The cost for first class mail is 78 cents for the first ounce and 29 cents for each additional ounce.<sup>16</sup>

"Priority mail" is an option of sending mail based on weight and dimension or via Flat Rate envelopes or boxes in a fast and affordable way. In most instances, delivery is made within one, two, or three days. The sender may purchase extra services such as Insurance and Return Receipt, but USPS Tracking is provided for priority mail items at no additional charge. The cost is generally \$10.30.<sup>17</sup>

"Certified mail" is an additional service added to first-class mail or priority mail whereby the sender is provided a mailing receipt as confirmation that the item was sent. This service requires a signature from the addressee, and Return Receipt Service can be added to provide the sender with proof of signature that the item was received.<sup>18</sup> The cost for this service is generally \$5.30.<sup>19</sup>

"Registered mail" is the United States Postal Service's most secure service, protected by safes, cages, sealed containers, locks, and keys. Tracking services are not available while the item is en route to its destination. At its destination, the package can be delivered only to the addressee or the addressee's authorized agent and requires a signature upon delivery. Because registered mail is kept highly secured and processed manually, the delivery process is slower than other mail.<sup>20</sup> The cost of sending an item through registered mail starts at \$19.70 plus the costs of insurance.<sup>21</sup>

### **III. Effect of Proposed Changes:**

**Section 1** amends s. 760.11, F.S., to eliminate the requirement that the Commission use registered mail to send a copy of a complaint to the person who allegedly committed a violation of the FCRA. Likewise, Section 1 eliminates the requirement that the Commission use registered

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<sup>14</sup> Section 760.11(5), (6), and (7), F.S.

<sup>15</sup> Section 760.11(7), F.S.

<sup>16</sup> USPS.COM, *Types of First-Class Mail*, <https://faq.usps.com/s/article/Types-of-First-Class-Mail> (last visited Jan. 27, 2026).

<sup>17</sup> USPS.COM, *What is Priority Mail*, <https://faq.usps.com/s/article/What-is-Priority-Mail> (last visited Jan. 27, 2026).

<sup>18</sup> USPS.COM, *Certified Mail - The Basics*, <https://faq.usps.com/s/article/Certified-Mail-The-Basics#fees> (last visited Jan. 27, 2026).

<sup>19</sup> USPS.COM, *Insurance & Extra Services*, <https://www.usps.com/ship/insurance-extra-services.htm> (last visited Jan. 27, 2026).

<sup>20</sup> USPS.COM, *Registered Mail – The Basics*, <https://faq.usps.com/s/article/Registered-Mail-The-Basics> (last visited Jan. 27, 2026).

<sup>21</sup> *Supra* note 19.

mail to send the reasonable cause determination to the aggrieved person and the respondent relating to a complaint under the FCRA. This section also clarifies the times allowed for filing the initial complaint and answer and sending the notice to the respondent and the notice of whether the Commission has found reasonable cause that a violation occurred.

**Section 2** provides the bill takes effect July 1, 2026.

#### **IV. Constitutional Issues:**

**A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

**B. Public Records/Open Meetings Issues:**

None.

**C. Trust Funds Restrictions:**

None.

**D. State Tax or Fee Increases:**

None.

**E. Other Constitutional Issues:**

None identified.

#### **V. Fiscal Impact Statement:**

**A. Tax/Fee Issues:**

None.

**B. Private Sector Impact:**

None.

**C. Government Sector Impact:**

The Commission should reduce its costs associated with notifying the people involved in the alleged violations of the FCRA.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

None identified.

**VIII. Statutes Affected:**

This bill substantially amends section 760.11 of the Florida Statutes:

**IX. Additional Information:**

**A. Committee Substitute – Statement of Changes:**

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

**B. Amendments:**

None.