

1 A bill to be entitled  
2 An act relating to the Florida Commission on Human  
3 Relations; amending s. 760.11, F.S.; removing 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  
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, 2026.  
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