

## **BILL ANALYSIS**

H.B. 1529  
By: Neave  
International Relations & Economic Development  
Committee Report (Unamended)

### **BACKGROUND AND PURPOSE**

It has been noted that the Texas statute of limitations for certain complaints relating to sexual harassment in the workplace is not aligned with the statute of limitations for similar offenses under federal law. H.B. 1529 seeks to provide that alignment by setting the statute of limitations for such complaints filed with the Texas Workforce Commission at 300 days from the date of occurrence.

### **CRIMINAL JUSTICE IMPACT**

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

### **RULEMAKING AUTHORITY**

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

### **ANALYSIS**

H.B. 1529 amends the Labor Code to set the statute of limitations for a complaint alleging sexual harassment that is filed with the Texas Workforce Commission at 300 days from the date the alleged conduct occurred.

### **EFFECTIVE DATE**

September 1, 2019.