Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

PUBLISHED: 2/11/2026 9:35 AM **ORIGINAL**

Bill Number: HB1173 **Patron:** Tran
Bill Title: Virginia Human Rights Act; reasonable accommodation for known limitations related to menopause; report.

Bill Summary: Amends provisions of the Virginia Human Rights act that provide employment protections for reasonable accommodation for known limitations related to pregnancy, childbirth, or related medical conditions to include menopause. The bill also directs the Commissioner of Labor and Industry, in consultation with the Commissioner of Health, to conduct a study on menopause in the workforce, menopause accommodations in employment environments, and the scope of existing menopause-related policies and to develop best practices related to menopause accommodations in employment environments. The bill directs the Commissioners to submit such report to the Governor and General Assembly by July 1, 2028, and to post such report on the Department of Labor and Industry's website.

Budget Amendment Necessary: No **Items Impacted:** N/A
Explanation: This bill involves the Department of Labor and Industry (DOLI) and the Virginia Department of Health (VDH); however, no budget amendment is necessary.

Fiscal Summary: It is anticipated that any increase in workload or costs associated with the provisions of this bill on DOLI and VDH can be absorbed within existing resources.

Fiscal Analysis: This fiscal impact statement is preliminary. This bill requires the Commissioner of DOLI, in consultation with the Commissioner of Health, to conduct a study on menopause in the workforce, menopause-related accommodations in employment environments, and the scope of existing menopause-related policies. In conducting this study, the Commissioners shall develop best practices for menopause-related accommodations in employment environments. The Commissioners shall submit a report of their findings and recommendations to the Governor and the General Assembly and shall publish such report on the Department of Labor and Industry's website no later than July 1, 2028. It is anticipated that any increase in workload or costs associated with the provisions of this bill can be absorbed within existing resources.

Other: None