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

PUBLISHED: 3/10/2026 2:35 PM **ORIGINAL**

Bill Number: SB637-H1 **Patron:** Ebbin
Bill Title: Virginia Human Rights Act; nondiscrimination; procedures for a charge of unlawful discrimination.

Bill Summary: Provides that, for the purposes of nondiscrimination in places of public accommodation and nondiscrimination in employment under the Virginia Human Rights Act, such provisions shall be governed by the statute of limitations of two years in current law for causes of action for failure to provide reasonable accommodations under the Virginia Human Rights Act. The bill also amends the definition of "employer" for purposes of nondiscrimination in employment by reducing from 15 to five the number of employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year. Under current law, "employer" also includes a person employing one or more domestic workers.

Budget Amendment Necessary: No. **Items Impacted:** None.
Explanation: The proposed legislation is not expected to have a state fiscal impact.

Fiscal Summary: The Office of the Attorney General and Department of Law (OAG) is not expected to need additional resources to implement the provisions of this bill.

Fiscal Analysis: The legislation is not expected to have a fiscal impact on the OAG.

Other: None.