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

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Bill Number: HB925-ER **Patron:** Lopez
Bill Title: Virginia Human Rights Act; unlawful discriminatory practices; civil actions; statute of limitations.

Bill Summary: Provides that a complaint alleging discrimination in employment in violation of the Virginia Human Rights Act shall be filed no later than two years from the day upon which the alleged discriminatory practice occurred. Under current law, the filing requirement is no later than 300 days. The bill further provides that if 180 days have passed since a complaint was filed in a local human rights commission, an aggrieved person may commence a timely civil action in an appropriate general district or circuit court. Under current law, such allowance is limited to filings in the Office of Civil Rights of the Department of Law.

Budget Amendment Necessary: No. **Items Impacted:** None.
Explanation: According to the Attorney General and Department of Law (OAG), the fiscal impact of the proposed legislation cannot be determined at this time.

Fiscal Summary: The fiscal impact of the proposed legislation cannot be determined at this time. The fiscal impact statement will be revised if additional information is available.

Fiscal Analysis: The fiscal impact cannot be determined at this time.

Other: No.