HOUSE RESEARCH

Bill Summary

Section

1   **Charge processing.** Current law requires the Human Rights Department to make a probable cause determination on a charge within 12 months. The bill specifies that time another agency is investigating the case under a work-sharing agreement does not count against the 12-month limit, but the department must make a determination within 24 months after the charge is filed.

   Current law allows the chief administrative law judge to set sanctions for intentional and frivolous delay by a charging party or respondent. The bill specifies (1) that sanctions include but are not limited to, damages, attorney fees, and costs and (2) that the department or any party may ask the chief administrative law judge for sanctions.

2   **Access to closed files.** Current law provides that data in a closed human rights act case file are private data, with certain exceptions that are public. The bill allows the commissioner to disclose data in a closed case file to another government entity to assist in case processing or avoid duplicating investigative efforts. Requires that when this happens, (1) the data keeps the same classification in the receiving entity as it had in the department, and (2) the commissioner must notify the data subject when these disclosures are made.

3   **Repealer.** Repeals a provision that allows a charging party to demand a hearing if there has been no finding on probable cause by 180 days after a charge is filed.