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July 5, 2019

The Honorable Hannah-Beth Jackson
California State Senate
State Capitol
Sacramento, CA 95814

Re: AB 9 – Support

Dear Senator Jackson,

On behalf of the California Women's Law Center (CWLC), we write in support of AB 9, which extends the time limit for filing harassment and discrimination claims under California's Fair Employment and Housing Act (FEHA).

Currently, a workplace harassment victim must file a pre-litigation claim with the Department of Fair Employment and Housing (DFEH) within one year of the unlawful act, or they are barred from filing a lawsuit. AB 9 extends the time limit to three years, allowing victims additional time to make their claim.

Low-wage workers are harmed most by the short filing window because many are not aware of the one-year limit. In addition, many employees fail to immediately report discrimination and harassment due to a fear of retaliation or revisiting the trauma they endured. Extending the time to file a claim with DFEH will give parties time to resolve grievances outside of court, which will likely result in fewer cases being filed simply to meet the short deadline.

CWLC's mission is to break down barriers and advance the potential of women and girls through transformative litigation, policy advocacy and education. For 30 years, CWLC has been on the frontlines fighting against sexual discrimination, harassment and assault. All victims of workplace harassment deserve an adequate amount of time to exercise their rights.

For these reasons, the California Women's Law Center supports AB 9.

Sincerely,


Betsy Butler
Executive Director