

PROPOSED AMENDMENT

HB 1193 # 5

DIGEST

Discriminatory practice. Provides that a violation of a person's rights protected by certain federal statutes and certain adverse actions constitute a discriminatory practice. Requires the civil rights commission to transmit certain complaints to other state and federal agencies and allows the commission to enter into a memorandum of understanding with a state or federal agency if conditions are met.

- 1 Page 4, line 20, delete "or".
- 2 Page 4, delete lines 21 through 28, begin a new line block indented
- 3 and insert:
- 4 **"(7) a violation of a person's rights protected under:**
- 5 **(A) Title VI of the federal Civil Rights Act of 1964, as**
- 6 **amended (42 U.S.C. 2000e et seq.);**
- 7 **(B) Title VII of the federal Civil Rights Act of 1964, as**
- 8 **amended (42 U.S.C. 2000e et seq.); or**
- 9 **(C) Title IX of the Education Amendments of 1972 (20**
- 10 **U.S.C. 1681 et seq.); or**
- 11 **(8) an adverse action against a person because the person has**
- 12 **taken action to protect a right enjoyed by:**
- 13 **(A) the person; or**
- 14 **(B) another person;**
- 15 **under this article. As used in this subdivision, "taken action"**
- 16 **includes submitting or filing a charge or complaint with a**
- 17 **private or governmental entity or participating in any**
- 18 **proceeding related to a complaint of a discriminatory practice**
- 19 **described under this subsection."**
- 20 Page 9, between lines 25 and 26, begin a new paragraph and insert:
- 21 **"(r) If the commission receives a complaint that another state or**
- 22 **federal agency has jurisdiction to investigate, the commission:**
- 23 **(1) shall transmit the complaint and all supporting**
- 24 **documentation to the state or federal agency that has**
- 25 **jurisdiction to investigate the complaint; and**
- 26 **(2) may, after consulting with the state or federal agency,**

1 enter into a memorandum of understanding with the state or
2 federal agency that grants the commission enforcement
3 jurisdiction over the complaint.

4 **This section does not limit the authority granted by law to any**
5 **other state agency to investigate or enforce a matter within the**
6 **other state agency's jurisdiction that could be the subject of a**
7 **complaint under this article."**

(Reference is to HB 1193 as printed January 22, 2026.)