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April 13, 2018

The Honorable Eloise Reyes
California State Assembly
State Capitol, Room 2175
Sacramento, CA 95814

Re: AB 1870 – Support

Dear Assemblymember Reyes,

On behalf of the California Women's Law Center (CWLC), we write in support of AB 1870, which extends the time limit for filing harassment and discrimination claims under California's Fair Employment and Housing Act (FEHA).

Currently, a 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 face an absolute time bar and are unable to seek any redress. AB 1870 extends the time limit to three years, allowing victims additional time to seek redress and making it more consistent with the filing limits for other actions.

Low wage earners are harmed most by the short filing time because many are not aware of their legal rights if they do not file with DFEH within a year. Extending the time to file a claim with DFEH will also allow the parties additional time to resolve grievances outside court, which will likely result in fewer cases being filed to meet the short time limitation.

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

For these reasons, the California Women's Law Center supports AB 1870.

Sincerely,



Betsy Butler
Executive Director