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DELAWARE STATE SENATE  
148th GENERAL ASSEMBLY

SENATE BILL NO. 214

AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO DISCRIMINATION IN  
EMPLOYMENT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

1 Section 1. Amend § 712, Title 19 of the Delaware Code by making deletions as shown by strike through and  
2 insertions as shown by underline as follows:

3 § 712 Enforcement provisions; powers of the Department; administrative process.

4 (c) The administrative process requires the following:

5 (1) *Statute of limitation and filing procedure.* — Any person claiming to be aggrieved by a violation of this  
6 chapter shall first file a charge of discrimination within ~~120 days~~ 300 days of the alleged unlawful employment practice  
7 or its discovery, setting forth a concise statement of facts, in writing, verified and signed by the charging party. The  
8 Department shall serve a copy of the verified charge of discrimination upon the named respondent by certified mail.  
9 The respondent may file an answer within 20 days of its receipt, certifying that a copy of the answer was mailed to the  
10 charging party at the address provided.

SYNOPSIS

This Act increases the amount of time provided to a person seeking to file a charge of employment discrimination from 120 days to 300 days, making Delaware's statute of limitation consistent with the statute of limitations under federal discrimination law.

Author: Senator Peterson