

1 **Chapter 819 Civil Rights Division Rules**
2 **Age Discrimination**
3 **Policy Concept**
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5 **Background**

6 House Bill (HB) 1074, enacted by the 86th Texas Legislature, Regular Session (2019), and
7 signed into law effective September 1, 2019, repealed Texas Labor Code §21.054(b), which
8 states that age discrimination related to job training programs only applies to an individual who
9 is at least 40 years of age but younger than 56 years of age.

10 **Issue: Chapter 819 Alignment with Current Statutory Language Related to Age**
11 **Discrimination**

12 Section 819.12(d) of the Texas Workforce Commission Civil Rights Division rules includes the
13 provision that the prohibition against age discrimination in a job training program only applies to
14 individuals who are at least 40 years of age but younger than 56 years of age. This rule provision
15 needs to be amended to align with Texas Labor Code §21.054, as amended by HB 1074, by
16 adjusting the prohibition against age discrimination to those age 40 or older.

17 **Decision Point**

18 Staff seeks direction on amending §819.12(d) to align with the current statutory language in
19 Texas Labor Code §21.054.