



HAWAI‘I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KĪWILA O HAWAI‘I

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 586-8692

DATE: Wednesday, February 18, 2026
TIME: 9:05 AM
PLACE: Conference Room 016
State Capitol
415 South Beretania Street

To:

[COMMITTEE ON JUDICIARY](#)

Senator Karl Rhoads, Chair

Senator Mike Gabbard, Vice Chair

From: Alphonso Braggs, Chair
and Commissioners of the Hawai‘i Civil Rights Commission

Re: SB 2727 Relating to Discrimination
Testimony in SUPPORT

The Hawai‘i Civil Rights Commission (HCRC) carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5. HCRC has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment (Chapter 378, Part I, HRS), housing (Chapter 515, HRS), public accommodations (Chapter 489, HRS), and access to state and state-funded services (HRS § 368-1.5).

Hawai‘i must preserve the rights of its people regardless of shifting priorities in Washington. By passing SB2727, the Legislature ensures that our state remains a leader in civil rights protections and continues to uphold fairness and equality for everyone. Hawai‘i has the shortest filing period among comparable state agencies in the nation at just 180 days. This is out of step with other jurisdictions. Under the Equal Employment

Opportunity Commission, individuals have up to 300 days to file a complaint. For housing discrimination cases handled by the Department of Housing and Urban Development, the timeline is up to one year. Hawai'i's current law limits access to justice for people who need more time to come forward or may no longer be protected by federal law.

Most states provide significantly longer filing periods than Hawai'i. California and New York provide up to one year, and many other states range from 300 days to one year. Hawai'i's 180-day limit is the shortest among jurisdictions with similar civil rights protections. Extending the deadline to one year would bring us in line with these standards and ensure that victims of discrimination have a fair and reasonable opportunity to seek help regardless of available federal administrative remedies.

This change is about protecting rights. People who experience discrimination often need time to process what happened, find legal advice, or deal with personal and financial challenges before they can file a complaint. A short deadline can shut the door to justice before they even have a chance to act.

Extending the statute of limitations will not only provide a buffer of time for accessible justice for complainants and capture any loss of federal protection, but it will also give the Commission the flexibility to manage intakes and investigations responsibly without sacrificing fairness or quality.

For these reasons, the HCRC urges the Committee to pass SB2727 and strengthen Hawai'i's commitment to justice.



February 17, 2026

Position: **SUPPORT** of **SB2727**, Relating to Discrimination

To: Senator Karl Rhoads, Chair
Senator Mike Gabbard, Vice Chair
Members of the Senate Committee on Judiciary

From: Llasmin Chaine, LSW, Executive Director, Hawaii State Commission on the Status of Women

Re: Testimony in SUPPORT of SB2727, Relating to Discrimination

Hearing: Wednesday, February 18, 2026, 9:05 a.m.
Conference Room 016, State Capitol

The Hawaii State Commission on the Status of Women is dedicated to advancing gender equity and protecting individuals from discrimination in all forms. The Commission **supports SB2727**, as it proposes to lengthen the statute of limitations for filing discrimination complaints with the Hawaii Civil Rights Commission to one year. **Timely and accessible recourse is critical for individuals who have experienced discrimination, and this bill directly impacts the ability of women and other marginalized groups to seek justice.**

Extending the statute of limitations recognizes the real-world barriers that victims of discrimination often face, including fear of retaliation, trauma, lack of awareness of rights, or uncertainty about the complaint process. National best practices and research suggest that **longer filing periods** can **encourage more victims to come forward**, especially in cases involving power imbalances or sensitive circumstances. By allowing additional time, SB2727 aligns with the Commission's commitment to ensuring meaningful access to remedies for those most vulnerable to discrimination.

This measure also **supports a fairer process** by acknowledging that discrimination is often not immediately recognized or reported. The current limitations period may inadvertently prevent valid claims from being heard, particularly for individuals who need time to process their experiences or to secure support.

Thank you for considering this important step toward strengthening civil rights protections in Hawaii. We respectfully urge this Committee to **pass SB2727**.

Thank you for this opportunity to submit testimony.

LATE

SB-2727

Submitted on: 2/18/2026 10:25:13 AM

Testimony for JDC on 2/18/2026 9:05:00 AM

| Submitted By | Organization | Testifier Position | Testify |
|-----------------------------------|---|---------------------------|---------------------------|
| Michael Golojuch, Jr. (he/him) | Testifying for Pride at Work – Hawai‘i | Support | Written Testimony Only |

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports Senate Bill 2727.

We ask that you support this needed piece of legislation.

Mahalo,

Michael Golojuch, Jr. (he/him)

President

[Pride at Work – Hawai‘i](#)

SB-2727

Submitted on: 2/12/2026 1:58:39 AM

Testimony for JDC on 2/18/2026 9:05:00 AM

| Submitted By | Organization | Testifier Position | Testify |
|---------------------|---------------------|---------------------------|------------------------|
| Debra Bringman | Individual | Support | Written Testimony Only |

Comments:

I strongly support SB2727 because extending the statute of limitations for filing discrimination complaints from 180 days to one year is essential to ensuring fair access to justice. Many individuals experiencing discrimination need more time to understand what happened, gather documentation, and feel safe coming forward, and a 180-day deadline often prevents valid cases from ever being heard. By lengthening the timeframe to one year, this bill better reflects Hawai'i's commitment to fairness, dignity, and equal protection, and ensures that people have a meaningful opportunity to seek redress under our civil rights laws.

To: Senator Karl Rhoads, Chair
Senator Mike Gabbard, Vice Chair
Committee on Judiciary

From: Veronica Moore, Individual Citizen

Date: February 17, 2026

RE: Senate Bill 2727
Measure Title: RELATING TO DISCRIMINATION.
Report Title: Hawai'i Civil Rights Commission; Anti-discrimination; Statute of
Limitations

To All Concerned,

My name is Veronica Moore and I support Senate Bill 2727. Thank you for introducing this bill.

Sincerely,

Veronica M. Moore