



Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission



Advocating for the Hawai'i LGBTQIA+ Community

Mailing Address: LGBTQ+ Commission, c/o The Department of Human Services,
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March 15, 2026

House's Committee on Judiciary and Hawaiian Affairs
Hawai'i State Capitol
415 South Beretania Street
Honolulu, HI 96813

Hearing: Tuesday, March 17, 2026 at 2:00 PM

RE: **STRONG SUPPORT for Senate Bill 2727**

Aloha Chair Tarnas, Vice-Chair Poepoe and fellow committee members,

I am writing in strong support of Senate Bill 2727 on behalf of the Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Commission, which was established by the 2022 Hawai'i State Legislature to

“improve the State's interface with members of the lesbian, gay, bisexual, transgender, queer, plus community; identify the short- and long-range needs of its members; and ensure that there is an effective means of researching, planning, and advocating for the equity of this population in all aspects of state government.”

The Hawai'i State LGBTQ+ Commission respectfully submits testimony in **strong support of Senate Bill 2727**, which would extend the statute of limitations to file a complaint of discrimination with the **Hawaii Civil Rights Commission** to one year. The Commission was established to advise state government on issues affecting lesbian, gay, bisexual, transgender, queer, and other sexual and gender minority communities across Hawai'i. Ensuring that individuals have meaningful access to civil rights protections is central to that mission.

Discrimination can have profound and lasting impacts on individuals and families. For many people, particularly those in vulnerable communities, coming forward to report discrimination is not immediate. Individuals may need time to process what has occurred, gather documentation, seek legal advice, or secure emotional and financial stability before filing a complaint. Māhū, LGBTQIA+ and QTPI+ individuals may face additional barriers, including fear of retaliation, concerns about being outed, or uncertainty about how their identity may affect their employment, housing, or access to services.

Proudly established pursuant to Hawai'i Revised Statutes Chapter 369, as enacted through Act 41, Session Laws of Hawai'i 2022

HI State LGBTQ+ Commission Testimony in Support of SB 2727

The current filing deadline can place an unrealistic burden on individuals navigating these circumstances. Extending the statute of limitations to one year ensures that people who experience discrimination have a fair and reasonable opportunity to access the protections provided under Hawai'i's civil rights laws.

Importantly, this measure strengthens the effectiveness of Hawai'i's civil rights framework without altering the substantive standards of the law. It simply ensures that the protections enforced by the **Hawaii Civil Rights Commission** remain accessible to those they are intended to protect.

For these reasons, the Hawai'i State LGBTQ+ Commission respectfully urges the Committee to pass Senate Bill 2727.

If you or any member of your staff has any questions regarding my testimony you can reach me at hawaiistatelgbtqpluscommission@gmail.com.

Mahalo nui loa for your time and consideration,

Sandy Harjo Livingston (he/him/they/them)
Chair
[Hawai'i State LGBTQ+ Commission](#)

[Inclusive LGBTQIA+ Glossary](#)

The [Hawai'i State LGBTQ+ Commission](#) has this webpage and that is dedicated to understanding and being able to use the correct terms when talking about the rainbow community from mähū to LGBTQIA+ to QTPI+ to MVPFAFF+ and beyond. The list found on this page is not an exhaustive list and will be updated as appropriate.



March 15, 2026

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

To: Representative David A. Tarnas, Chair
Representative Mahina Poepoe, Vice Chair
Members of the House Committee on Judiciary & Hawaiian Affairs

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

Re: Testimony in SUPPORT of SB2727, Relating to Discrimination

Hearing: Tuesday, March 17, 2026, 2:00 p.m.
Conference Room 325, State Capitol

The Hawaii State Commission on the Status of Women is dedicated to advancing gender equity and ensuring that all individuals in Hawaii are protected from discrimination. The Commission **supports SB2727** because it directly impacts the ability of those experiencing discrimination, particularly women and other marginalized groups, to seek redress through the Hawaii Civil Rights Commission.

Extending the statute of limitations to one year recognizes the real-world barriers that often prevent or delay the reporting of discrimination. Victims may face fear of retaliation, uncertainty about their rights, or emotional distress that delays their decision to file a complaint. National best practices and research indicate that **longer filing periods can improve access to justice, especially for those who are most vulnerable or isolated.**

This measure aligns with the Commission's goal to ensure that anti-discrimination protections are meaningful and accessible. It provides a more reasonable timeframe for individuals to come forward, which is especially important in cases involving complex power dynamics or trauma.

We respectfully recommend that the Committee **pass SB2727** as a step toward greater equity in Hawaii's civil rights framework. We also encourage continued outreach and education to ensure that individuals are aware of their rights and the new filing deadline, maximizing the positive impact of this change.

Thank you for this opportunity to submit testimony.



DISABILITY AND COMMUNICATION ACCESS BOARD

Ka 'Oihana Ho'oka'a'ike no ka Po'e Kīnānā

1010 Richards Street, Rm. 118 • Honolulu, Hawai'i 96813
Ph. (808) 586-8121 (V) • Fax (808) 586-8129 • (808) 204-2466 (VP)

March 17, 2026

TESTIMONY TO THE HOUSE COMMITTEE ON JUDICIARY AND HAWAIIAN AFFAIRS

Senate Bill 2727– Relating to Discrimination

The Disability and Communication Access Board (DCAB) supports Senate Bill 2727 - Relating to Discrimination. This bill lengthens the statute of limitations to file a complaint of discrimination with the Hawai'i Civil Rights Commission to one year. It is effective 7/1/3000.

People with disabilities continue to face discrimination when seeking equal access to government programs and services, to goods and services offered by places of public accommodation, and to fair treatment in employment. It often goes unaddressed simply because individuals do not have enough time to file a complaint.

Hawaii's current filing deadline of 180 days is among the shortest in the nation. Extending the deadline to one year would ensure that people with disabilities who face discrimination have an opportunity to pursue justice.

Thank you for the opportunity to testify.

Respectfully submitted,

KRISTINE PAGANO
Acting Executive Director



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

Tuesday, March 17, 2026 2:00 p.m.
Conference Room 325 & Videoconference
State Capitol, 415 South Beretania Street

To:

[COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS](#)

Rep. David A. Tarnas, Chair

Rep. Mahina Poepoe, 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 federal priorities. By passing SB 2727, the Legislature ensures that our state remains a leader in civil rights protections and continues to uphold fairness and equality for everyone. Hawai‘i currently has one of the shortest filing periods among state agencies in the nation at just 180 days. Many states with comparable protections to Hawai‘i provide significantly longer filing periods than our State. For instance, California has a statute of limitations of 1 year, and Massachusetts has a

statute of limitations of 300 days.¹

Under the U.S. Equal Employment Opportunity Commission, individuals have up to 300 days to file a complaint for dual-filed cases. Similarly, for housing discrimination cases handled by the U.S. Department of Housing and Urban Development, the timeline is up to one year.

Hawai'i's short deadline limits access to justice for people who need more time to come forward or may no longer be protected by federal law. 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. Currently, if a person misses the short deadline to file a complaint with the HCRC they often have no remedy at all. The law provides no exception for individuals who may be unable to file promptly due to the lasting effects of discrimination, such as severe emotional distress, homelessness, or other physical or emotional hardships. A short deadline can close the door to justice before a person is even able to act.

Extending the statute of limitations will provide a more accessible pathway to justice and capture cases that may lose federal protection, as well as give the Commission 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.

¹ See Cal. Gov. Code § 12960(e), Mass. Gen. Laws ch. 151B, §§ 5. Other states similar to the current Hawai'i deadline of 180 days or less to file a complaint of discrimination include: Alabama, North Carolina, South Carolina, Oklahoma, Tennessee, Virginia, Utah, among a handful of others.



March 13, 2026

Rep. David A. Tarnas, Chair
Rep. Mahina Poepoe, Vice Chair
Judiciary and Hawaiian Affairs

Re: S.B. 2727: Relating to Discrimination

Hearing: Tuesday, March 17, 2026, 2:00 PM, Conference Room 325 & Videoconference

Dear Chair Tarnas, Vice Chair Poepoe and the Members of the Committee on Judiciary and Hawaiian Affairs:

Hawaii Women Lawyers is a lawyer's trade organization that aims to improve the lives and careers of women in all aspects of the legal profession, influence the future of the legal profession, and enhance the status of women and promote equal opportunities for all.

Hawaii Women Lawyers submits testimony in strong support of S.B. 2727 Relating to Discrimination.

We strongly concur with the Legislature that an extension of the statute of limitations would ensure that individuals in Hawaii have a greater access to civil-rights protections.

Extending the statute of limitations for discrimination claims is highly beneficial for women by recognizing the lasting impact of harassment, giving individuals time to secure new employment, and overcome fear of retaliation. Expanded filing deadlines are particularly important for survivors who may not immediately recognize misconduct or feel able to report it. Survivors of sexual harassment or assault frequently require additional time to process their experiences before pursuing legal remedies. A longer reporting period allows individuals to collect relevant evidence and consult with legal counsel without feeling rushed.

Many victims are also unaware that certain behaviors constitute unlawful conduct or may not fully understand the workplace protections available to them. Data from the Equal Employment Opportunity Commission shows that while only 25% of women reported experiencing sexual harassment when asked directly, nearly 60% identified such experiences when questioned about specific behaviors, including sexually explicit or suggestive remarks, gestures, or inappropriate physical contact.

Hawaii Women Lawyers commends and thanks the Legislature for prioritizing realities faced by victims of discrimination and for taking steps to ensure that our laws meaningfully support access to justice.

For the above reasons, we strongly support S.B. 2727 Relating to Discrimination.

Thank you for the opportunity to testify in strong support of this measure.



March 15, 2026

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Hawai'i State Capitol
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Hearing: Tuesday, March 17, 2026 at 2:00 PM

RE: **STRONG SUPPORT for Senate Bill 2727**

Aloha Chair Tarnas, Vice-Chair Poepoe and fellow committee members,

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 submits this testimony in **strong support of Senate Bill 2727**, which extends the statute of limitations to file a discrimination complaint with the **Hawaii Civil Rights Commission** to one year.

Under current law, individuals who experience workplace discrimination must file a complaint with the **Hawaii Civil Rights Commission** within a very limited timeframe. For many workers—particularly those facing discrimination based on sexual orientation, gender identity, race, disability, or other protected characteristics—this window can close before they are able to fully understand their rights, secure legal advice, or feel safe enough to come forward. Extending the filing period to one year provides a more reasonable and humane timeline for workers navigating the aftermath of discrimination.

Workplace discrimination often occurs in environments where employees fear retaliation, job loss, or further harassment. LGBTQ+ workers and other marginalized communities may face additional barriers, including economic vulnerability, lack of access to legal resources, and the emotional toll of confronting discrimination. By allowing a full year to file a complaint, Senate Bill 2727 recognizes these realities and helps ensure that victims are not denied justice simply because they needed more time to come forward.

Importantly, extending the statute of limitations does not create new causes of action or impose undue burdens on employers. Rather, it aligns Hawai'i with best practices that ensure civil rights protections are accessible and meaningful. Civil rights laws are only effective when people can realistically use them.

For these reasons, **Pride at Work – Hawai'i strongly urges the Committee to pass Senate Bill 2727.**

Mahalo for the opportunity to testify in strong support.

In Solidarity,

Michael Golojuch, Jr. (he/him)
President
[Pride at Work – Hawai'i](#)

SB-2727

Submitted on: 3/12/2026 3:43:16 PM

Testimony for JHA on 3/17/2026 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry, Support

2727 SB RELATING TO DISCRIMINATION.