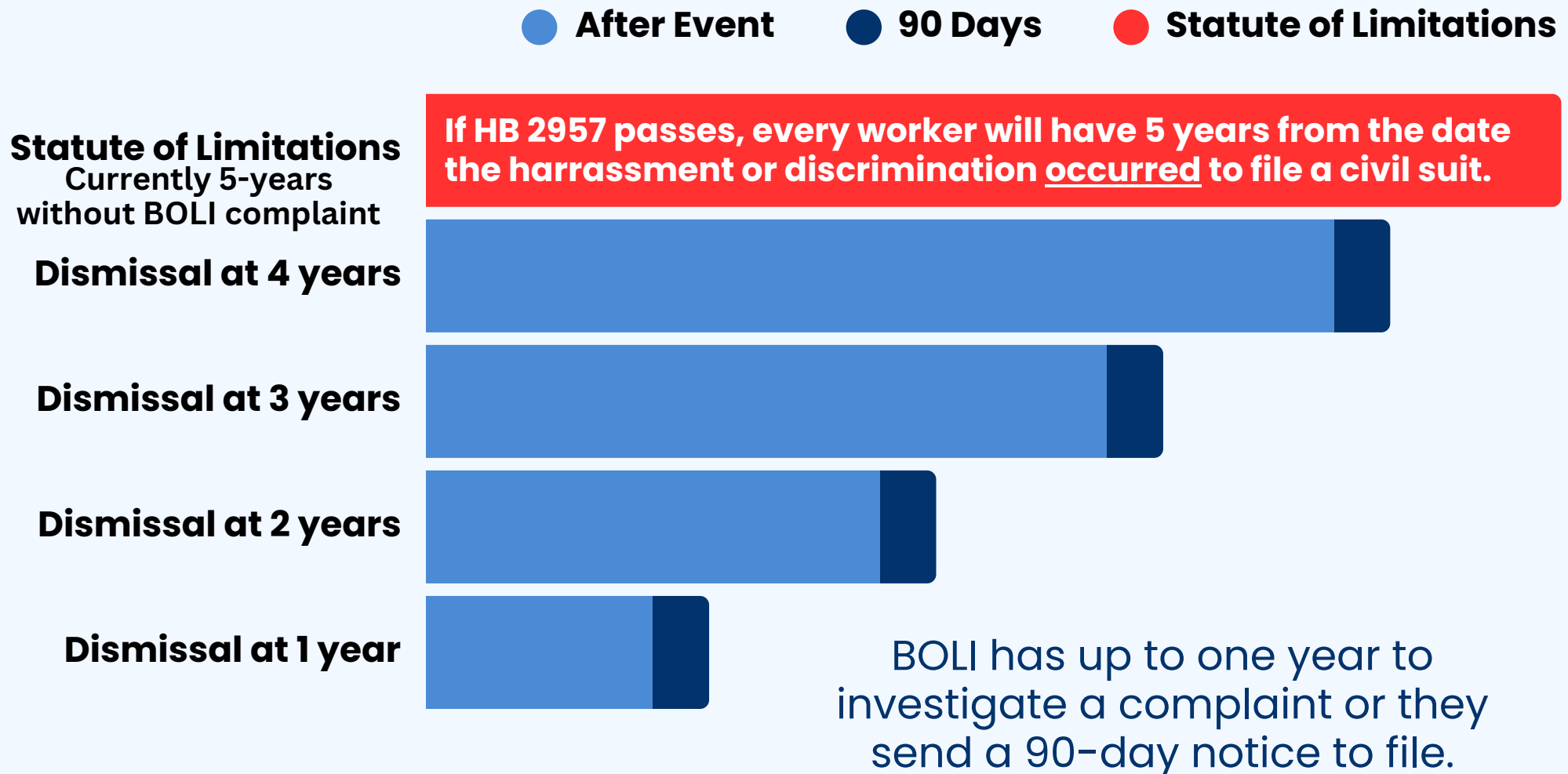


Statute of Limitation for Filing Civil Actions Based on Harassment and Discrimination

Discrimination based on disability, sex (including harassment), religion, sexual orientation, gender identity, race, color, national origin, marital status, age, expunged juvenile record, or a person's service in the military.



Real World Example

- A woman facing sexual harassment at work for **six months** before she finally decides to take action.
- She files a complaint with BOLI.
- BOLI releases her case after **one year** due to lack of resources.
 - BOLI is required to send the 90-day notice after one year of receiving a complaint.
- She now only has **90-days** to find an attorney, build her case, and file a lawsuit.
- She would have had **3.5 years** if she had only gone through the courts.



Statute of Limitations



After Event



90 Days

Statute of Limitations
Without BOLI Complaint

She would have 3.5 years
remaining if she DID NOT
go to BOLI for help

Filed with BOLI

1.5 years after
harassment
began

The statute of limitations starts at the SAME point in both situations.