

117TH CONGRESS
1ST SESSION

H. R. 5994

To prevent discrimination and harassment in employment.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 17, 2021

Ms. CLARK of Massachusetts (for herself, Ms. PRESSLEY, Ms. SLOTKIN, Ms. GARCIA of Texas, Ms. STRICKLAND, Ms. BARRAGÁN, Ms. BASS, Ms. BLUNT ROCHESTER, Ms. BONAMICI, Mr. BOWMAN, Ms. BROWNLEY, Mr. CARSON, Mr. CARTWRIGHT, Mr. CASTEN, Ms. CHU, Mr. COHEN, Mr. DANNY K. DAVIS of Illinois, Ms. DEAN, Mr. DEFazio, Ms. DELBENE, Mrs. DINGELL, Mr. ESPAILLAT, Mr. EVANS, Ms. LOIS FRANKEL of Florida, Mr. GARAMENDI, Mr. GARCÍA of Illinois, Mr. GRIJALVA, Mrs. HAYES, Ms. JACKSON LEE, Ms. JACOBS of California, Ms. JAYAPAL, Mr. JOHNSON of Georgia, Mr. KEATING, Ms. KELLY of Illinois, Mr. KILDEE, Mr. KILMER, Ms. KUSTER, Mrs. LAWRENCE, Mr. LAWSON of Florida, Ms. LEE of California, Ms. LEGER FERNANDEZ, Mr. LEVIN of Michigan, Mr. LIEU, Mr. LOWENTHAL, Mr. LYNCH, Mrs. CAROLYN B. MALONEY of New York, Mrs. MCBATH, Mr. MEEKS, Ms. MENG, Mr. MOULTON, Ms. NEWMAN, Ms. NORTON, Mr. PAYNE, Mr. POCAN, Mr. RASKIN, Miss RICE of New York, Ms. SCANLON, Ms. SCHAKOWSKY, Mr. SMITH of Washington, Ms. SPEIER, Mr. SUOZZI, Ms. TITUS, Ms. TLAIB, Mrs. TORRES of California, Mrs. TRAHAN, Ms. WASSERMAN SCHULTZ, Mrs. WATSON COLEMAN, Mr. WELCH, Ms. WILLIAMS of Georgia, Ms. WILSON of Florida, Mr. YARMUTH, Mr. AUCHINCLOSS, and Ms. JOHNSON of Texas) introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on the Judiciary, House Administration, Oversight and Reform, and Veterans' Affairs, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To prevent discrimination and harassment in employment.

1 *Be it enacted by the Senate and House of Representa-*
 2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Bringing an End to
 5 Harassment by Enhancing Accountability and Rejecting
 6 Discrimination in the Workplace Act” or the “BE
 7 HEARD in the Workplace Act”.

8 **SEC. 2. TABLE OF CONTENTS.**

9 The table of contents of this Act is as follows:

- Sec. 1. Short title.
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- Sec. 3. Purposes.

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- Sec. 101. Mandatory nondiscrimination policies.
- Sec. 102. Nondiscrimination training.
- Sec. 103. Resource materials on policies and trainings for small businesses.
- Sec. 104. Education, training, and technical assistance to employers.
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- Sec. 111. National prevalence survey on harassment in employment.
- Sec. 112. Study and report on harassment in the Federal Government.
- Sec. 113. Studies, reports, and further research.

Subtitle C—Preventing Harassment of Tipped Employees

Sec. 121. Tipped employees.

TITLE II—STRENGTHENING WORKPLACE RIGHTS

- Sec. 201. Clarifying sexual orientation discrimination and gender identity dis-
 crimination are unlawful sex discrimination.
- Sec. 202. Covered employers.
- Sec. 203. Compensatory and punitive damages available.

- Sec. 204. Harassment and discrimination; standards of proof.
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- Sec. 206. Supervisor liability.
- Sec. 207. Extending the statutes of limitations.
- Sec. 208. Extending the time limitations on Federal employees filing a complaint.

TITLE III—BROADENING PROTECTIONS AND ENSURING
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- Sec. 301. Independent contractors, interns, fellows, volunteers, and trainees.
- Sec. 302. Nondisclosure agreements.
- Sec. 303. Prohibition on mandatory arbitration and protection of concerted legal action.
- Sec. 304. Federal contractor compliance with civil rights laws.

TITLE IV—NATIONWIDE GRANTS TO PREVENT AND RESPOND TO
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- Sec. 401. Definitions.

Subtitle A—National Grants for Preventing and Addressing Employment
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- Sec. 411. Definitions.
- Sec. 412. Grants.
- Sec. 413. Authorization of appropriations.

Subtitle B—Grants for Legal Assistance for Low-Income Workers

- Sec. 421. Definitions.
- Sec. 422. Grants for civil legal needs related to employment discrimination.
- Sec. 423. Authorization of appropriations.

Subtitle C—Grants for a System of State Advocacy

- Sec. 431. Purpose.
- Sec. 432. Definitions.
- Sec. 433. Allotments and payments.
- Sec. 434. System required.
- Sec. 435. Administration.
- Sec. 436. Authorization of appropriations.

TITLE V—GENERAL PROVISIONS

- Sec. 501. Severability.

1 **SEC. 3. PURPOSES.**

2 The purposes of this Act are—

- 3 (1) to prevent and reduce prohibited discrimina-
- 4 tion and harassment in employment;

1 (2) to prevent and reduce discriminatory and
2 harassing conduct in the workplace;

3 (3) to identify and implement best practices in
4 creating a workplace free from discrimination and
5 harassment;

6 (4) to update and clarify certain employment
7 nondiscrimination laws; and

8 (5) to expand workers' access to counsel and
9 advocacy services to protect the legal and human
10 rights of workers by preventing and reducing dis-
11 crimination and harassment and responding to viola-
12 tions of worker's rights.

13 **TITLE I—RESEARCHING AND**
14 **PREVENTING WORKPLACE**
15 **HARASSMENT; TIPPED EM-**
16 **PLOYEES**

17 **SEC. 100. DEFINITIONS.**

18 In this title:

19 (1) COMMISSION.—The term “Commission”
20 means the Equal Employment Opportunity Commis-
21 sion.

22 (2) EMPLOYER.—The term “employer” has the
23 meaning given the term in section 701 of the Civil
24 Rights Act of 1964 (42 U.S.C. 2000e), as amended
25 by section 202 of this Act.

1 **Subtitle A—Preventing Workplace**
2 **Harassment**

3 **SEC. 101. MANDATORY NONDISCRIMINATION POLICIES.**

4 (a) POLICIES.—

5 (1) IN GENERAL.—Beginning not later than 1
6 year after the date of enactment of this Act, each
7 employer who has 15 or more employees shall adopt,
8 maintain, and periodically review a comprehensive
9 nondiscrimination policy, which shall establish poli-
10 cies and procedures concerning prohibited discrimi-
11 nation and harassment in employment.

12 (2) DISSEMINATION AND POSTING.—The em-
13 ployer shall disseminate the comprehensive non-
14 discrimination policy to each employee at the begin-
15 ning of employment, annually, and on the issuance
16 of any update to the comprehensive nondiscrimina-
17 tion policy. The employer shall post the comprehen-
18 sive nondiscrimination policy in prominent locations,
19 including in a prominent location on the employer’s
20 website.

21 (b) CONTENTS.—At a minimum, the comprehensive
22 nondiscrimination policy shall include—

23 (1) a definition of prohibited discrimination and
24 prohibited harassment in employment;

1 (2) a description of the types of behaviors pro-
2 hibited by the policy;

3 (3) the identification of multiple persons to
4 whom an employee may report such discrimination
5 or harassment;

6 (4) a description of multiple methods for re-
7 porting such discrimination or harassment;

8 (5) a general description of how the employer
9 will conduct prompt, thorough, and impartial inves-
10 tigations and respond to complaints regarding such
11 discrimination or harassment;

12 (6) a prohibition against retaliation related to
13 such discrimination or harassment, including dis-
14 closing, reporting, or challenging such discrimination
15 or harassment;

16 (7) a description of potential consequences for
17 violating the policy; and

18 (8) any additional components required by the
19 Commission for the purpose of preventing unlawful
20 discrimination and harassment.

21 (c) ACCESSIBILITY.—The comprehensive non-
22 discrimination policy shall be made available in plain
23 English and in an accessible manner for individuals with
24 disabilities and for individuals who primarily speak a lan-
25 guage other than English.

1 (d) ENFORCEMENT.—

2 (1) Subject to paragraph (2), an employer who
3 fails to comply with this section shall be fined not
4 more than \$1,000 for each separate offense.

5 (2) An employer who repeatedly or willfully fails
6 to comply with this section shall be fined not less
7 than \$5,000 for each separate offense.

8 (e) REGULATIONS.—The Commission shall have au-
9 thority to promulgate regulations to carry out this section.

10 **SEC. 102. NONDISCRIMINATION TRAINING.**

11 (a) IN GENERAL.—The Commission shall promulgate
12 regulations to require appropriate employers, as deter-
13 mined by the Commission, to provide—

14 (1) in-person or other interactive training for
15 each employee regarding discriminatory and harass-
16 ing behaviors in employment; and

17 (2) training specifically designed for supervisors
18 regarding the prevention of and response to dis-
19 crimination and harassment in employment, includ-
20 ing retaliation.

21 (b) REQUIRED TRAINING.—The requirements de-
22 scribed in subsection (a) shall—

23 (1) be based on research on effective training;
24 and

25 (2) identify specific elements of such training.

1 (c) ENFORCEMENT.—The Commission shall issue
2 remedies for noncompliance by regulation.

3 **SEC. 103. RESOURCE MATERIALS ON POLICIES AND**
4 **TRAININGS FOR SMALL BUSINESSES.**

5 (a) IN GENERAL.—Not later than 1 year after the
6 date of enactment of this Act, the Commission shall make
7 publicly available resource materials on comprehensive
8 nondiscrimination policies and trainings on such policies
9 for employers with fewer than 15 employees.

10 (b) CONTENTS.—Such resource materials shall in-
11 clude, at a minimum—

12 (1) model comprehensive nondiscrimination
13 policies concerning prohibited discrimination and
14 harassment in employment, as described in section
15 101, for use by employers with fewer than 15 em-
16 ployees, which shall—

17 (A) be designed to be easily distributed by
18 such employers to employees;

19 (B) take into account the resources avail-
20 able to such employers;

21 (C) take into account the particular needs
22 of employees of such employers;

23 (D) be made available in plain English and
24 in accessible formats for individuals with dis-

1 abilities and for individuals who primarily speak
2 a language other than English;

3 (E) include a definition of prohibited dis-
4 crimination and harassment in employment;

5 (F) include examples of prohibited dis-
6 criminatory and harassing behaviors;

7 (G) describe how the employer may con-
8 duct prompt, thorough, and impartial investiga-
9 tions and respond to complaints regarding such
10 prohibited discrimination and harassment;

11 (H) include a prohibition against retalia-
12 tion related to such discrimination or harass-
13 ment;

14 (I) include policies that reflect the needs of
15 a variety of different types of workplaces, in-
16 cluding those with differing work structures, fa-
17 cilities, or tasks;

18 (J) describe behaviors that would con-
19 stitute retaliation; and

20 (K) include a description of potential con-
21 sequences for violating the comprehensive non-
22 discrimination policy; and

23 (2) model trainings regarding prohibited dis-
24 crimination and harassment in employment, as de-

1 scribed in section 102, for use by employers with
2 fewer than 15 employees, which shall—

3 (A) take into account the resources avail-
4 able to such employers;

5 (B) take into account the particular needs
6 of employees of such employers;

7 (C) be made available in plain English and
8 in accessible formats for individuals with dis-
9 abilities and for individuals who primarily speak
10 a language other than English;

11 (D) be made available in an online format
12 that is widely available to such employers and
13 employees of such employers;

14 (E) include an explanation of prohibited
15 discrimination and harassment in employment,
16 including retaliation related to such discrimina-
17 tion and harassment;

18 (F) describe the affirmative behaviors that
19 contribute to preventing and reducing harass-
20 ment and discrimination in employment;

21 (G) include trainings designed to address
22 the needs of a variety of workplaces, including
23 those with differing work structures, facilities,
24 and tasks;

1 (H) include best practices for preventing
2 prohibited discrimination and harassment spe-
3 cific to industries in which the Commission de-
4 termines that harassment is particularly preva-
5 lent or severe; and

6 (I) include any additional information the
7 Commission determines may prevent discrimi-
8 nation and harassment of employees.

9 (c) INDIVIDUALIZATION.—The Commission shall en-
10 sure that resource materials under this section are de-
11 signed to facilitate individual employers to customize
12 training to address the needs of their workplaces, includ-
13 ing differing work structures, facilities, and tasks.

14 **SEC. 104. EDUCATION, TRAINING, AND TECHNICAL ASSIST-**
15 **ANCE TO EMPLOYERS.**

16 The Commission shall have the authority to—

17 (1) reasonably adjust the fees the Commission
18 charges for any education, technical assistance, or
19 training the Commission offers in accordance with
20 section 705(j)(1) of the Civil Rights Act of 1964 (42
21 U.S.C. 2000e-4(j)(1));

22 (2) use the materials developed by the Commis-
23 sion for any education, technical assistance, or train-
24 ing offered by the Commission in accordance with

1 that section in any education and outreach activities
2 carried out by the Commission; and

3 (3) use funds from the Commission’s EEOC
4 Education, Technical Assistance, and Training Re-
5 volving Fund, established under section 705(k) of
6 the Civil Rights Act of 1964 (42 U.S.C. 2000e-
7 4(k)), to pay the full salaries of any Commission em-
8 ployees that develop and administer any education,
9 technical assistance, or training programs offered by
10 the Commission.

11 **SEC. 105. TASK FORCE REGARDING HARASSMENT.**

12 (a) IN GENERAL.—The Commission shall establish
13 and periodically convene a harassment prevention task
14 force (referred to in this subsection as the “Task Force”)
15 to study prohibited harassment in employment.

16 (b) MEMBERSHIP.—The Task Force established
17 under paragraph (1) shall include membership that re-
18 flects a broad diversity of experience and expertise relating
19 to prohibited harassment, including—

20 (1) employee advocates;

21 (2) researchers with expertise in organizational
22 culture change or reducing behavior related to har-
23 assment and discrimination;

1 (3) legal practitioners with professional exper-
2 tise related to harassment litigation on behalf of em-
3 ployees;

4 (4) legal practitioners with experience serving
5 as a chief legal officer or human resource officer in
6 a corporate legal department;

7 (5) individuals with expertise in diversity and
8 inclusion initiatives;

9 (6) individuals who have experienced prohibited
10 harassment in employment; and

11 (7) union leaders.

12 (c) DUTIES.—The Task Force shall—

13 (1) identify strategies and recommend proposals
14 to prevent prohibited harassment in employment;
15 and

16 (2) provide guidance on effective strategies to
17 prevent prohibited harassment that are specific to
18 industries in which the Task Force determines that
19 harassment is particularly prevalent or severe.

20 (d) REPORT.—Not less than once every 5 years, the
21 Commission shall prepare and publish a report on the
22 Commission’s website, which shall be based on the work
23 of the Task Force and shall include—

1 (1) a review of the prevalence of prohibited har-
2 assment in employment, including the results of the
3 national prevalence survey described in section 111;

4 (2) recommendations for Federal, State, and
5 local initiatives, reforms, and legislation to prevent
6 prohibited harassment in employment;

7 (3) assessments of the effectiveness of employ-
8 ment policies designed to prevent prohibited harass-
9 ment in employment by changing behavior and cul-
10 ture;

11 (4) assessments of the effectiveness of processes
12 for investigations into prohibited harassment in em-
13 ployment;

14 (5) assessments of the effectiveness of different
15 types of training to reduce and prevent harassment
16 in employment; and

17 (6) assessments of the effectiveness of other
18 proactive initiatives and interventions to reduce and
19 prevent harassment in employment.

20 **SEC. 106. RESOURCE MATERIALS ON EMPLOYMENT CLI-**
21 **MATE ASSESSMENTS.**

22 (a) IN GENERAL.—Not later than 1 year after the
23 date of enactment of this Act, the Commission shall de-
24 velop and make publicly available resource materials for
25 employers on assessing the employment climate, including

1 the occurrence of prohibited harassment in employment,
2 in order to assist such employers in determining the effec-
3 tiveness of measures the employer takes to prevent and
4 address prohibited harassment in employment.

5 (b) EMPLOYMENT CLIMATE SURVEY.—Such resource
6 materials shall include a model survey regarding prohib-
7 ited harassment in employment, which shall be available
8 for an employer to use (at the employer’s discretion and
9 employer’s expense) in order to assess the employment cli-
10 mate. The model survey shall be—

11 (1) designed to assess employees’ experiences
12 related to prohibited harassment in employment;

13 (2) fair, unbiased, and scientifically valid to the
14 greatest extent practicable;

15 (3) designed to solicit confidential submissions
16 and to provide data without revealing personally
17 identifiable information; and

18 (4) inclusive of individuals required to be af-
19 farded protection under section 301.

20 (c) CONTENTS.—The model survey may include—

21 (1) questions designed to assess the prevalence
22 of prohibited harassment in employment;

23 (2) questions designed to understand whether
24 employees have access to and are familiar with the

1 employer's nondiscrimination and anti-harassment
2 policies and procedures;

3 (3) questions to assess the employment climate;
4 and

5 (4) any additional questions the Commission
6 determines are consistent with the purposes of this
7 section.

8 (d) MANDATORY EMPLOYEE PARTICIPATION PRO-
9 HIBITED.—An employer may not compel or require em-
10 ployees to participate in a survey regarding prohibited
11 harassment or discrimination in employment.

12 (e) REVIEW AND REVISION.—The Commission shall
13 periodically review and revise the resource materials de-
14 scribed in subsection (a) and the model survey developed
15 under subsection (b).

16 **SEC. 107. ESTABLISHING AN OFFICE OF EDUCATION AND**
17 **OUTREACH WITHIN THE EQUAL EMPLOY-**
18 **MENT OPPORTUNITY COMMISSION.**

19 (a) IN GENERAL.—The Commission shall establish
20 and maintain an Office of Education and Outreach to—

21 (1) conduct outreach and education concerning
22 prohibited discrimination and harassment in employ-
23 ment under Federal civil rights laws and available
24 resources and remedies relating to those laws; and

1 (2) conduct a multi-year public awareness cam-
2 paign to improve public awareness of the Commis-
3 sion, which shall include disseminating information
4 about—

5 (A) the purpose of the Commission;

6 (B) the resources available through the
7 Commission to prevent prohibited discrimina-
8 tion and harassment in employment;

9 (C) the ways in which an individual can
10 file a complaint with the Commission; and

11 (D) the process by which the Commission
12 investigates charges of discrimination.

13 (b) INFORMATION DISSEMINATED.—The information
14 disseminated in accordance with subsection (a)(2) shall be
15 made available in plain English and in an accessible man-
16 ner for individuals with disabilities and for individuals who
17 primarily speak a language other than English.

18 **SEC. 108. RELATIONSHIP TO OTHER LAWS.**

19 Compliance with section 101 or 102, or use of mate-
20 rials provided under subtitle A, is not an affirmative de-
21 fense under applicable employment nondiscrimination
22 laws.

23 **SEC. 109. AUTHORIZATION OF APPROPRIATIONS.**

24 There are authorized to be appropriated to the Com-
25 mission such sums as may be necessary to carry out the

1 Commission’s duties and activities, including such duties
2 and activities authorized under this subtitle.

3 **Subtitle B—Research and Addi-**
4 **tional Resources for Harass-**
5 **ment Prevention**

6 **SEC. 111. NATIONAL PREVALENCE SURVEY ON HARASS-**
7 **MENT IN EMPLOYMENT.**

8 (a) SURVEY.—The Bureau of the Census, the Com-
9 mission, and the Bureau of Labor Statistics shall jointly
10 develop a national prevalence survey on the prevalence of
11 prohibited harassment in employment (referred to in this
12 section as the “national prevalence survey”). Such survey
13 shall be administered by the Bureau of the Census not
14 later than 1 year after the date of enactment of this Act,
15 and every 3 years thereafter.

16 (b) CONTENTS.—The national prevalence survey
17 shall include questions designed to collect such informa-
18 tion from individuals as may be necessary to examine ex-
19 isting beliefs, attitudes, and understanding of prohibited
20 harassment in employment, and the extent to which such
21 harassment is experienced or observed by individuals, su-
22 pervisors, and employers, including the information nec-
23 essary for the report described in subsection (c).

24 (c) REPORT.—

1 (1) IN GENERAL.—Not later than 6 months
2 after each national prevalence survey has been ad-
3 ministered, the Bureau of the Census, the Commis-
4 sion, and the Bureau of Labor Statistics shall jointly
5 prepare and submit to the Committee on Health,
6 Education, Labor, and Pensions of the Senate and
7 the Committee on Education and Labor of the
8 House of Representatives a report on the results of
9 that survey.

10 (2) REQUIRED INFORMATION.—The report
11 under this subsection shall include, at minimum—

12 (A) information about the extent to which
13 individuals experience prohibited harassment in
14 employment on the basis of sex (including sex-
15 ual orientation, gender identity, pregnancy,
16 childbirth, a medical condition related to preg-
17 nancy or childbirth, and a sex stereotype), race,
18 color, religion, national origin, age, disability,
19 genetic information, and uniformed service sta-
20 tus, and information about the interaction of
21 different characteristics that may be the basis
22 of harassment in employment;

23 (B) information about the prevalence of
24 each such form of prohibited harassment in em-

1 ployment, disaggregated by industry and salary
2 level, including across all wage bands; and

3 (C) an analysis of the economic impacts of
4 prohibited harassment.

5 (3) DISAGGREGATION OF SEX-BASED HARASS-
6 MENT.—The report under this subsection shall sepa-
7 rately, and in the aggregate, report each of the fol-
8 lowing bases of sex harassment:

9 (A) Sexual orientation.

10 (B) Gender identity.

11 (C) Pregnancy.

12 (D) Childbirth.

13 (E) A medical condition related to preg-
14 nancy or childbirth.

15 (F) A sex stereotype.

16 (G) Sexual in nature.

17 (4) PUBLIC AVAILABILITY.—The report shall be
18 made publicly available on the websites of the Bu-
19 reau of the Census, the Commission, and Bureau of
20 Labor Statistics.

21 (d) AUTHORIZATION OF APPROPRIATIONS.—There
22 are authorized to be appropriated for the Bureau of the
23 Census to carry out this section such sums as may be nec-
24 essary for each fiscal year the national prevalence survey

1 is to be administered under subsection (a) or the report
2 is to be submitted under subsection (c).

3 **SEC. 112. STUDY AND REPORT ON HARASSMENT IN THE**
4 **FEDERAL GOVERNMENT.**

5 (a) IN GENERAL.—Not later than 1 year after the
6 date of enactment of this Act, and not less than once every
7 3 years thereafter, the Merit Systems Protection Board
8 shall prepare and submit to the Committee on Health,
9 Education, Labor, and Pensions of the Senate and the
10 Committee on Education and Labor of the House of Rep-
11 resentatives a report containing the following information:

12 (1) The prevalence of specific behaviors associ-
13 ated with prohibited harassment in employment
14 among Federal employees, including information
15 about such behaviors disaggregated by each wage
16 band.

17 (2) The impact of prohibited harassment in em-
18 ployment and violations of Federal civil rights laws
19 on the Federal Government, in terms of monetary
20 costs, attrition, and morale.

21 (3) The particular impact of prohibited harass-
22 ment in employment on the experience of Federal
23 employees with disabilities.

24 (4) Working in coordination with the Commis-
25 sion's Office of Federal Operations, a description of

1 the differences in Federal agency policies, strategies,
2 reporting mechanisms, training programs, and other
3 practices regarding preventing and addressing pro-
4 hibited harassment in employment.

5 (5) A description of which policies, strategies,
6 reporting mechanisms, training programs, and other
7 practices described in paragraph (4) have prevented,
8 addressed, or reduced prohibited harassment in em-
9 ployment.

10 (6) Working in coordination with the Commis-
11 sion's Office of Federal Operations, joint rec-
12 ommendations from such Office and the Merit Sys-
13 tems Protection Board to Federal agencies on how
14 to prevent and address prohibited harassment in em-
15 ployment.

16 (b) AUTHORIZATION OF APPROPRIATIONS.—There
17 are authorized to be appropriated to the Merit Systems
18 Protection Board such sums as may be necessary to carry
19 out this section.

20 **SEC. 113. STUDIES, REPORTS, AND FURTHER RESEARCH.**

21 (a) STUDY AND REPORT ON ENFORCEMENT OF NON-
22 DISCRIMINATION LAWS PROHIBITING HARASSMENT
23 LAWS.—Not later than 1 year after the date of enactment
24 of this Act, the United States Commission on Civil Rights
25 shall prepare and submit to the Committee on Health,

1 Education, Labor, and Pensions of the Senate and the
2 Committee on Education and Labor of the House of Rep-
3 resentatives a report that shall examine enforcement of
4 the nondiscrimination laws prohibiting harassment includ-
5 ing—

- 6 (1) trends in enforcement of such laws;
- 7 (2) barriers to effective enforcement of such
8 laws;
- 9 (3) best practices in enforcement of such laws;
- 10 (4) recommendations about how to improve en-
11 forcement of such laws, including whether estab-
12 lishing individual liability for discrimination and har-
13 assment in employment would improve enforcement
14 of such laws; and
- 15 (5) how the experience of harassment for em-
16 ployees and individuals required to be afforded pro-
17 tections under section 301 has changed over time
18 since the passage of such laws.

19 (b) STUDY AND REPORT ON PREVENTION OF HAR-
20 ASSMENT IN EMPLOYMENT.—

- 21 (1) IN GENERAL.—Not later than 60 days after
22 the date of enactment of this Act, the Director of
23 the National Institutes of Health shall enter into an
24 agreement with the National Academies of Sciences,
25 Engineering, and Medicine, through which the Na-

1 tional Academies of Science, Engineering, and Medi-
2 cine shall conduct a study on preventing and ad-
3 dressing prohibited harassment in employment.

4 (2) CONTENTS.—Such study shall include—

5 (A) an evaluation of the existing research
6 of the causes of prohibited harassment in em-
7 ployment, including retaliation related to such
8 harassment, and gaps in such research;

9 (B) a review of the existing research re-
10 garding how prohibited harassment in employ-
11 ment impacts individuals;

12 (C) an evaluation of the existing research
13 on training to prevent prohibited harassment in
14 employment, including essential components of
15 effective training to prevent such prohibited
16 harassment and retaliation, and gaps in such
17 research;

18 (D) an assessment of the efficacy and
19 availability of training models and programs to
20 prevent prohibited harassment in employment;

21 (E) the identification of employment or so-
22 cietal factors that increase the likelihood of pro-
23 hibited harassment in employment, particularly
24 across industries with a high number of individ-
25 uals who are vulnerable to experiencing such

1 prohibited harassment, including whether diver-
2 sity in leadership positions within an organiza-
3 tion reduces the likelihood of such prohibited
4 harassment;

5 (F) an examination of methods of induc-
6 ing, scaling, and sustaining institutional or or-
7 ganizational change to prevent prohibited har-
8 assment in employment;

9 (G) an analysis of policies, strategies, and
10 practices that have been the most successful in
11 preventing and addressing prohibited harass-
12 ment in employment; and

13 (H) any other information or analysis nec-
14 essary to identify the gaps in research and
15 other measures described in subsection (c).

16 (3) REPORT.—Not later than 1 year after the
17 date of enactment of this Act, the National Acad-
18 emies of Sciences, Engineering, and Medicine shall
19 prepare and submit to the Committee on Health,
20 Education, Labor, and Pensions of the Senate, the
21 Committee on Education and Labor of the House of
22 Representatives, and the Director of the National
23 Institutes of Health, a report containing the results
24 of the study conducted under this subsection and
25 make recommendations to Congress, executive

1 branch agencies, private employers, and researchers.
2 Such recommendations shall include ways that such
3 training could be improved to result in behavioral
4 and cultural changes that prevent and reduce behav-
5 iors associated with prohibited harassment in em-
6 ployment. The report and recommendations shall be
7 made publicly available.

8 (c) SUPPORTING FURTHER RESEARCH ON PRE-
9 VENTING AND UNDERSTANDING HARASSMENT IN EM-
10 PLOYMENT.—

11 (1) IN GENERAL.—Not later than 6 months
12 after the submission required under subsection
13 (b)(3), the Director of the National Institutes of
14 Health, in consultation with the Commission and the
15 Secretary of Labor, shall enter into agreements (in-
16 cluding through the use of grants, contracts, cooper-
17 ative agreements, or other transactions) to support
18 research regarding—

19 (A) the gaps identified in the report re-
20 quired under subsection (b)(3) in research on
21 the causes of prohibited harassment in employ-
22 ment, including retaliation related to such har-
23 assment;

24 (B) the gaps identified in the report re-
25 quired under subsection (b)(3) in research on

1 the psychological sequelae of prohibited harass-
2 ment in employment, including retaliation re-
3 lated to such harassment;

4 (C) gaps identified in the report required
5 under subsection (b)(3) in research on special
6 populations and their risk for prohibited harass-
7 ment in employment, including adolescents,
8 older individuals, racial and ethnic minorities,
9 individuals with disabilities, women, and other
10 populations that could be disproportionately af-
11 fected by prohibited harassment in employment;

12 (D) gaps identified in the report required
13 under subsection (b)(3) in research on prohib-
14 ited harassment in employment, including retal-
15 iation related to such harassment, as a risk fac-
16 tor for various mental health problems;

17 (E) gaps identified in the report required
18 under subsection (b)(3) in research on
19 sociocultural correlations within prohibited har-
20 assment in employment, including retaliation
21 related to such harassment; and

22 (F) systematic and quantifiable measures
23 to evaluate prevention strategies for victims and
24 perpetrators of prohibited harassment in em-

1 employment, including retaliation related to such
2 harassment.

3 (2) AUTHORIZATION OF APPROPRIATIONS.—

4 There are authorized to be appropriated to the Na-
5 tional Institutes of Health to carry out this sub-
6 section such sums as may be necessary.

7 **Subtitle C—Preventing Harassment**
8 **of Tipped Employees**

9 **SEC. 121. TIPPED EMPLOYEES.**

10 (a) BASE MINIMUM WAGE FOR TIPPED EMPLOYEES
11 AND TIPS RETAINED BY EMPLOYEES.—Section
12 3(m)(2)(A)(i) of the Fair Labor Standards Act of 1938
13 (29 U.S.C. 203(m)(2)(A)(i)) is amended to read as fol-
14 lows:

15 “(i) the cash wage paid such em-
16 ployee, which for purposes of such deter-
17 mination shall be not less than—

18 “(I) for the 1-year period begin-
19 ning on the effective date under sub-
20 section (e), \$3.60 an hour;

21 “(II) for each succeeding 1-year
22 period until the hourly wage under
23 this clause equals the wage in effect
24 under section 6(a)(1) for such period,
25 an hourly wage equal to the amount

1 determined under this clause for the
2 preceding year, increased by the lesser
3 of—

4 “(aa) \$1.50; or

5 “(bb) the amount necessary
6 for the wage in effect under this
7 clause to equal the wage in effect
8 under section 6(a)(1) for such
9 period, rounded up to the nearest
10 multiple of \$0.05; and

11 “(III) for each succeeding 1-year
12 period after the increase made pursu-
13 ant to subclause (II), the minimum
14 wage in effect under section 6(a)(1);
15 and”.

16 (b) TIPS RETAINED BY EMPLOYEES.—Section
17 3(m)(2)(A) of the Fair Labor Standards Act of 1938 (29
18 U.S.C. 203(m)(2)(A)) is amended—

19 (1) in the second sentence of the matter fol-
20 lowing clause (ii), by striking “of this subsection,
21 and all tips received by such employee have been re-
22 tained by the employee” and inserting “of this sub-
23 section. Any employee shall have the right to retain
24 any tips received by such employee”; and

1 (2) by adding at the end the following: “An em-
2 ployer shall inform each employee of the right and
3 exception provided under the preceding sentence.”.

4 (c) PUBLICATION OF NOTICE.—Section 6 of the Fair
5 Labor Standards Act of 1938 (29 U.S.C. 206) is amended
6 by adding at the end the following:

7 “(h) Not later than 60 days prior to the effective date
8 of any increase in the required wage determined in accord-
9 ance with subclause (II) or (III) of section 3(m)(2)(A)(i),
10 the Secretary shall publish in the Federal Register and
11 on the website of the Department of Labor a notice an-
12 nouncing each increase in such required wage.”.

13 (d) SCHEDULED REPEAL OF SEPARATE MINIMUM
14 WAGE FOR TIPPED EMPLOYEES.—

15 (1) TIPPED EMPLOYEES.—Section 3(m)(2)(A)
16 of the Fair Labor Standards Act of 1938 (29 U.S.C.
17 203(m)(2)(A)), as amended by subsections (a) and
18 (b), is further amended by striking the sentence be-
19 ginning with “In determining the wage an employer
20 is required to pay a tipped employee,” and all that
21 follows through “of this subsection.” and inserting
22 “The wage required to be paid to a tipped employee
23 shall be the wage set forth in section 6(a)(1).”.

24 (2) PUBLICATION OF NOTICE.—Section 6 of the
25 Fair Labor Standards Act of 1938 (29 U.S.C. 206),

1 as amended by subsection (e), is further amended by
 2 striking subsection (h).

3 (3) EFFECTIVE DATE.—The amendments made
 4 by paragraphs (1) and (2) shall take effect on the
 5 date that is one day after the date on which the
 6 hourly wage under subclause (III) of section
 7 3(m)(2)(A)(i) of the Fair Labor Standards Act of
 8 1938 (29 U.S.C. 203(m)(2)(A)(i)), as amended by
 9 subsection (a), takes effect.

10 (e) EFFECTIVE DATE.—Except as provided in sub-
 11 section (d)(3), this section and the amendments made by
 12 this section shall take effect on the first day of the third
 13 month that begins after the date of enactment of this Act.

14 **TITLE II—STRENGTHENING** 15 **WORKPLACE RIGHTS**

16 **SEC. 201. CLARIFYING SEXUAL ORIENTATION DISCRIMINA-**
 17 **TION AND GENDER IDENTITY DISCRIMINA-**
 18 **TION ARE UNLAWFUL SEX DISCRIMINATION.**

19 (a) EMPLOYMENT.—

20 (1) RULES OF CONSTRUCTION.—Title VII of
 21 the Civil Rights Act of 1964 is amended by inserting
 22 after section 701 (42 U.S.C. 2000e) the following:

23 **“SEC. 701A. RULES OF CONSTRUCTION.**

24 **“Section 1106 shall apply to this title except that for**
 25 **purposes of that application, a reference in that section**

1 to an ‘unlawful practice’ shall be considered to be a ref-
2 erence to an ‘unlawful employment practice’.”

3 (2) UNLAWFUL EMPLOYMENT PRACTICES.—

4 Section 703 of the Civil Rights Act of 1964 (42
5 U.S.C. 2000e–2) is amended—

6 (A) in the section header, by striking
7 “**SEX,**” and inserting “**SEX (INCLUDING SEX-**
8 **UAL ORIENTATION, GENDER IDENTITY,**
9 **PREGNANCY, CHILDBIRTH, A MEDICAL**
10 **CONDITION RELATED TO PREGNANCY OR**
11 **CHILDBIRTH, AND A SEX STEREOTYPE),”;**

12 (B) except in subsections (e), (j) and (m),
13 by striking “sex,” each place it appears and in-
14 serting “sex (including sexual orientation, gen-
15 der identity, pregnancy, childbirth, a medical
16 condition related to pregnancy or childbirth,
17 and a sex stereotype),”;

18 (C) in subsection (e)(1), by striking “en-
19 terprise,” and inserting “enterprise, if, in a sit-
20 uation in which sex is a bona fide occupational
21 qualification, individuals are recognized as
22 qualified in accordance with their gender iden-
23 tity,”;

24 (D) in subsection (h), by striking “sex”
25 the second place it appears and inserting “sex

1 (including sexual orientation, gender identity,
2 pregnancy, childbirth, a medical condition re-
3 lated to pregnancy or childbirth, and a sex
4 stereotype),”;

5 (E) in subsection (j)—

6 (i) by striking “sex,” the first place it
7 appears and inserting “sex (including sex-
8 ual orientation, gender identity, pregnancy,
9 childbirth, a medical condition related to
10 pregnancy or childbirth, and a sex stereo-
11 type),”;

12 (ii) by striking “sex,” the second and
13 third places it appears and inserting “sex
14 (including sexual orientation, gender iden-
15 tity, pregnancy, childbirth, a medical con-
16 dition related to pregnancy or childbirth,
17 and a sex stereotype),”;

18 (F) in subsection (m), by striking “sex,”
19 and inserting “sex (including sexual orientation,
20 gender identity, pregnancy, childbirth, a med-
21 ical condition related to pregnancy or childbirth,
22 and a sex stereotype),”.

23 (3) OTHER UNLAWFUL EMPLOYMENT PRAC-
24 TICES.—Section 704(b) of the Civil Rights Act of
25 1964 (42 U.S.C. 2000e-3(b)) is amended—

1 (A) by striking “sex,” the first place it ap-
2 pears and inserting “sex (including sexual ori-
3 entation, gender identity, pregnancy, childbirth,
4 a medical condition related to pregnancy or
5 childbirth, and a sex stereotype),”; and

6 (B) by striking “employment.” and insert-
7 ing “employment, if, in a situation in which sex
8 is a bona fide occupational qualification, indi-
9 viduals are recognized as qualified in accord-
10 ance with their gender identity.”.

11 (4) CLAIMS.—Section 706(g)(2)(A) of the Civil
12 Rights Act of 1964 (2000e–5(g)(2)(A)) is amended
13 by striking “sex,” and inserting “sex (including sex-
14 ual orientation, gender identity, pregnancy, child-
15 birth, a medical condition related to pregnancy or
16 childbirth, and a sex stereotype),”.

17 (5) EMPLOYMENT BY FEDERAL GOVERN-
18 MENT.—Section 717 of the Civil Rights Act of 1964
19 (42 U.S.C. 2000e–16) is amended—

20 (A) in subsection (a), by striking “sex,”
21 and inserting “sex (including sexual orientation,
22 gender identity, pregnancy, childbirth, a med-
23 ical condition related to pregnancy or childbirth,
24 and a sex stereotype),”; and

1 (B) in subsection (c), by striking “sex”
2 and inserting “sex (including sexual orientation,
3 gender identity, pregnancy, childbirth, a med-
4 ical condition related to pregnancy or childbirth,
5 and a sex stereotype),”.

6 (6) GOVERNMENT EMPLOYEE RIGHTS ACT OF
7 1991.—The Government Employee Rights Act of
8 1991 (42 U.S.C. 2000e–16a et seq.) is amended—

9 (A) in section 301(b), by striking “sex,”
10 and inserting “sex (including sexual orientation,
11 gender identity, pregnancy, childbirth, a med-
12 ical condition related to pregnancy or childbirth,
13 and a sex stereotype),”;

14 (B) in section 302(a)(1), by striking “sex,”
15 and inserting “sex (including sexual orientation,
16 gender identity, pregnancy, childbirth, a med-
17 ical condition related to pregnancy or childbirth,
18 and a sex stereotype),”; and

19 (C) by adding at the end the following:

20 **“SEC. 305. RULES OF CONSTRUCTION AND CLAIMS.**

21 “Sections 1101(b), 1106, and 1107 of the Civil
22 Rights Act of 1964 shall apply to this title except that
23 for purposes of that application, a reference in that section
24 1106 to ‘race, color, religion, sex (including sexual orienta-
25 tion, gender identity, pregnancy, childbirth, a medical con-

1 dition related to pregnancy or childbirth, and a sex stereo-
2 type), or national origin’ shall be considered to be a ref-
3 erence to ‘race, color, religion, sex (including sexual ori-
4 entation, gender identity, pregnancy, childbirth, a medical
5 condition related to pregnancy or childbirth, and a sex
6 stereotype), national origin, age, or disability’.”.

7 (7) CONGRESSIONAL ACCOUNTABILITY ACT OF
8 1995.—The Congressional Accountability Act of 1995
9 (2 U.S.C. 1301 et seq.) is amended—

10 (A) in section 201(a)(1) (2 U.S.C.
11 1311(a)(1)) by striking “sex,” and inserting
12 “sex (including sexual orientation, gender iden-
13 tity, pregnancy, childbirth, a medical condition
14 related to pregnancy or childbirth, and a sex
15 stereotype),”; and

16 (B) by adding at the end of title II (42
17 U.S.C. 1311 et seq.) the following:

18 **“SEC. 209. RULES OF CONSTRUCTION AND CLAIMS.**

19 “Sections 1101(b), 1106, and 1107 of the Civil
20 Rights Act of 1964 shall apply to section 201 (and reme-
21 dial provisions of this Act related to section 201) except
22 that for purposes of that application, a reference in that
23 section 1106 to ‘race, color, religion, sex (including sexual
24 orientation, gender identity, pregnancy, childbirth, a med-
25 ical condition related to pregnancy or childbirth, and a sex

1 stereotype), or national origin’ shall be considered to be
2 a reference to ‘race, color, religion, sex (including sexual
3 orientation, gender identity, pregnancy, childbirth, a med-
4 ical condition related to pregnancy or childbirth, and a sex
5 stereotype), national origin, age, or disability’.”.

6 (8) CIVIL SERVICE REFORM ACT OF 1978.—
7 Chapter 23 of title 5, United States Code, is amend-
8 ed—

9 (A) in section 2301(b)(2), by striking
10 “sex,” and inserting “sex (including sexual ori-
11 entation, gender identity, pregnancy, childbirth,
12 a medical condition related to pregnancy or
13 childbirth, and a sex stereotype),”;

14 (B) in section 2302—

15 (i) in subsection (b)(1)(A), by striking
16 “sex,” and inserting “sex (including sexual
17 orientation, gender identity, pregnancy,
18 childbirth, a medical condition related to
19 pregnancy or childbirth, and a sex stereo-
20 type),”; and

21 (ii) in subsection (d)(1), by striking
22 “sex,” and inserting “sex (including sexual
23 orientation, gender identity, pregnancy,
24 childbirth, a medical condition related to

1 pregnancy or childbirth, and a sex stereo-
2 type),”;

3 (C) by adding at the end the following:

4 **“SEC. 2307. RULES OF CONSTRUCTION AND CLAIMS.**

5 “Sections 1101(b), 1106, and 1107 of the Civil
6 Rights Act of 1964 shall apply to this chapter (and reme-
7 dial provisions of this title related to this chapter) except
8 that for purposes of that application, a reference in that
9 section 1106 to ‘race, color, religion, sex (including sexual
10 orientation, gender identity, pregnancy, childbirth, a med-
11 ical condition related to pregnancy or childbirth, and a sex
12 stereotype), or national origin’ shall be considered to be
13 a reference to ‘race, color, religion, sex (including sexual
14 orientation, gender identity, pregnancy, childbirth, a med-
15 ical condition related to pregnancy or childbirth, and a sex
16 stereotype), national origin, age, disability, marital status,
17 or political affiliation’.”.

18 (b) MISCELLANEOUS.—Title XI of the Civil Rights
19 Act of 1964 is amended—

20 (1) by redesignating sections 1101 through
21 1104 (42 U.S.C. 2000h et seq.) and sections 1105
22 and 1106 (42 U.S.C. 2000h–5, 2000h–6) as sections
23 1102 through 1105 and sections 1108 and 1109, re-
24 spectively;

1 (2) by inserting after the title heading the fol-
2 lowing:

3 **“SEC. 1101. DEFINITIONS AND RULES.**

4 “(a) DEFINITIONS.—In title VII:

5 “(1) RACE; COLOR; RELIGION; SEX; SEXUAL
6 ORIENTATION; GENDER IDENTITY; NATIONAL ORI-
7 GIN.—The term ‘race’, ‘color’, ‘religion’, ‘sex’, or
8 ‘national origin’, used with respect to an individual,
9 includes—

10 “(A) the race, color, religion, sex (includ-
11 ing sexual orientation, gender identity, preg-
12 nancy, childbirth, a medical condition related to
13 pregnancy or childbirth, and a sex stereotype),
14 or national origin, respectively, of another per-
15 son with whom the individual is associated or
16 has been associated; and

17 “(B) a perception or belief, even if inac-
18 curate, concerning the race, color, religion, sex
19 (including sexual orientation, gender identity,
20 pregnancy, childbirth, a medical condition re-
21 lated to pregnancy or childbirth, and a sex
22 stereotype), or national origin, respectively, of
23 the individual.

24 “(2) GENDER IDENTITY.—The term ‘gender
25 identity’ means the gender-related identity, appear-

1 ance, mannerisms, or other gender-related character-
2 istics of an individual, regardless of the individual’s
3 designated sex at birth.

4 “(3) INCLUDING.—The term ‘including’ means
5 including, but not limited to, consistent with the
6 term’s standard meaning in Federal law.

7 “(4) SEXUAL ORIENTATION.—The term ‘sexual
8 orientation’ means homosexuality, heterosexuality, or
9 bisexuality.

10 “(b) RULES.—In title VII—

11 “(1) with respect to sex, an individual’s preg-
12 nancy, childbirth, or related medical condition shall
13 not receive less favorable treatment than other phys-
14 ical conditions; and

15 “(2) with respect to gender identity, an indi-
16 vidual shall not be denied access to a shared facility,
17 including a restroom, a locker room, and a dressing
18 room, that is in accordance with the individual’s
19 gender identity.”; and

20 (3) by inserting after section 1105 the fol-
21 lowing:

22 **“SEC. 1106. RULES OF CONSTRUCTION.**

23 “(a) SEX.—Nothing in section 1101 or the provisions
24 of title VII incorporating a term defined or a rule specified
25 in that section shall be construed—

1 “(1) to limit the protection against an unlawful
2 practice on the basis of pregnancy, childbirth, a
3 medical condition related to pregnancy or childbirth
4 provided by section 701(k); or

5 “(2) to limit the protection against an unlawful
6 practice on the basis of sex available under any pro-
7 vision of Federal law other than title VII, prohib-
8 iting a practice on the basis of sex.

9 “(b) CLAIMS AND REMEDIES NOT PRECLUDED.—
10 Nothing in section 1101 or title VII shall be construed
11 to limit the claims or remedies available to any individual
12 for an unlawful practice on the basis of race, color, reli-
13 gion, sex (including sexual orientation, gender identity,
14 pregnancy, childbirth, a medical condition related to preg-
15 nancy or childbirth, and a sex stereotype), or national ori-
16 gin including claims brought pursuant to section 1979 or
17 1980 of the Revised Statutes (42 U.S.C. 1983, 1985) or
18 any other law, including a Federal law amended by the
19 BE HEARD in the Workplace Act, regulation, or policy.

20 “(c) NO NEGATIVE INFERENCE.—Nothing in section
21 1101 or title VII shall be construed to support any infer-
22 ence that any Federal law prohibiting a practice on the
23 basis of sex does not prohibit discrimination on the basis
24 of pregnancy, childbirth, a medical condition related to

1 pregnancy or childbirth, sexual orientation, gender iden-
2 tity, or a sex stereotype.

3 **“SEC. 1107. CLAIMS.**

4 “The Religious Freedom Restoration Act of 1993 (42
5 U.S.C. 2000bb et seq.) shall not provide a claim con-
6 cerning, or a defense to a claim under, title VII, or provide
7 a basis for challenging the application or enforcement of
8 title VII.”.

9 **SEC. 202. COVERED EMPLOYERS.**

10 Section 701(b) of the Civil Rights Act of 1964 (42
11 U.S.C. 2000e(b)) is amended by striking “fifteen” and in-
12 serting “one”.

13 **SEC. 203. COMPENSATORY AND PUNITIVE DAMAGES AVAIL-**
14 **ABLE.**

15 (a) CIVIL RIGHTS; DISABILITY.—

16 (1) IN GENERAL.—Section 1977A(b) of the Re-
17 vised Statutes (42 U.S.C. 1981a(b)) is amended by
18 striking paragraph (3) and inserting the following:

19 “(3) LOSSES.—Compensatory damages are
20 available under this section for future pecuniary
21 losses, emotional pain, suffering, inconvenience,
22 mental anguish, loss of enjoyment of life, and other
23 nonpecuniary losses.”.

24 (2) CONFORMING AMENDMENTS.—

1 (A) Section 201(b) of the Congressional
2 Accountability Act of 1995 (2 U.S.C. 1311(b))
3 is amended, in paragraphs (1)(B) and (3)(B)—

4 (i) by striking “and, irrespective of
5 the size of the employing office,
6 1977A(b)(3)(D)” and inserting “and
7 1977A(b)(3)”; and

8 (ii) by striking “and 1981a(b)(3)(D)”
9 and inserting “and 1981a(b)(3)”.

10 (B) Section 411(b) of title 3, United
11 States Code, is amended, in paragraphs (1)(B)
12 and (3)(B), by striking “and, irrespective of the
13 size of the employing office, 1977A(b)(3)(D)”
14 and inserting “and 1977A(b)(3)”.

15 (C) Section 207 of the Genetic Information
16 Nondiscrimination Act of 2008 (42 U.S.C.
17 2000ff–16) is amended, in paragraph (3) of
18 each of subsections (a) through (e), by striking
19 “, including the limitations contained in sub-
20 section (b)(3) of such section 1977A,”.

21 (b) AGE.—Section 7(b) of the Age Discrimination in
22 Employment Act of 1967 (29 U.S.C. 626(b)) is amend-
23 ed—

1 (1) by striking “(b) The” and all that follows
2 through the third sentence and inserting the fol-
3 lowing:

4 “(b)(1) Except as otherwise provided in another sub-
5 section of this section, or section 9, the powers, remedies,
6 and procedures set forth in sections 705, 706, 707, 709,
7 and 710 of the Civil Rights Act of 1964 (42 U.S.C.
8 2000e-4, 2000e-5, 2000e-6, 2000e-8, and 2000e-9)
9 shall be the powers, remedies, and procedures this Act
10 provides to the Commission, to the Attorney General, or
11 to any person alleging discrimination on the basis of age
12 in violation of section 4, or regulations promulgated under
13 section 9.”; and

14 (2) in the second sentence of that subsection
15 (b), as amended by paragraph (1), by striking “or
16 enforcing the liability for amounts deemed to be un-
17 paid minimum wages or unpaid overtime compensa-
18 tion under this section” and inserting “and includ-
19 ing any type of legal or equitable relief available
20 under title VII of the Civil Rights Act of 1964 (42
21 U.S.C. 2000e et seq.)”.

22 **SEC. 204. HARASSMENT AND DISCRIMINATION; STANDARDS**
23 **OF PROOF.**

24 (a) FINDINGS.—Congress finds that—

1 (1) harassment is a persistent and significant
2 problem in the workplace in the United States;

3 (2) workers are harassed because of their sex
4 (including sexual orientation, gender identity, preg-
5 nancy, childbirth, or a medical condition related to
6 pregnancy or childbirth, and a sex stereotype), race,
7 color, religion, national origin, age, disability, genetic
8 information, and uniformed services status;

9 (3) Congress enacted title VII of the Civil
10 Rights Act of 1964 intending to provide broad pro-
11 tection from many forms of bias in the workplace;

12 (4) the Supreme Court has recognized in *City*
13 *of Los Angeles Department of Water and Power v.*
14 *Manhart*, 435 U.S. 702 (1978), that the protection
15 against sex discrimination in the terms, conditions,
16 or privileges of employment under title VII of the
17 Civil Rights Act of 1964 reflects Congress' intent to
18 "strike at the entire spectrum" of sex-based dis-
19 crimination in employment;

20 (5) in 1980, the Equal Employment Oppor-
21 tunity Commission (referred to in this section as
22 "the Commission") amended its Guidelines on Dis-
23 crimination Because of Sex (referred to in this sec-
24 tion as "the Guidelines") to specify that sexual har-

1 assessment is a form of sex discrimination prohibited
2 by title VII of the Civil Rights Act of 1964;

3 (6) in the Guidelines, the Commission explained
4 that harassing conduct is unlawful where—

5 (A) “submission to such conduct is made
6 either explicitly or implicitly a term or condition
7 of an individual’s employment”;

8 (B) “submission to or rejection of such
9 conduct by an individual is used as the basis for
10 employment decisions”; or

11 (C) the conduct “has the purpose or effect
12 of unreasonably interfering with an individual’s
13 work performance or creating an intimidating,
14 hostile, or offensive working environment”;

15 (7) the Commission further explained that, with
16 respect to the evidence required to support a finding
17 of unlawful harassment, it “will look at the record
18 as a whole and at the totality of the circumstances,
19 such as the nature of the sexual advances and the
20 context in which the alleged incidents occurred” and
21 emphasized that the “determination of the legality of
22 a particular action will be made from the facts, on
23 a case by case basis”;

24 (8) six years later, the Supreme Court in
25 *Meritor Savings Bank v. Vinson*, 477 U.S. 57

1 (1986), recognized that the protections under title
2 VII of the Civil Rights Act of 1964 are not limited
3 to discrimination that causes “economic” or “tan-
4 gible” loss, and held that the phrase “terms, condi-
5 tions, or privileges of employment” in title VII of
6 such Act is an “expansive concept that sweeps with-
7 in its protective ambit” the practice of creating a
8 hostile work environment based on discrimination in
9 the form of harassment;

10 (9) in reaching this conclusion in the Meritor
11 decision, the Supreme Court cited and approved the
12 Guidelines;

13 (10) in the Meritor decision, the Supreme Court
14 cited with approval lower court decisions that con-
15 cluded that a hostile work environment based on
16 race, religion, or national origin violates the prohibi-
17 tion of discrimination in the terms, conditions, or
18 privileges of employment under title VII of the Civil
19 Rights Act of 1964, which decisions included—

20 (A) *Rogers v. EEOC*, 454 F.2d 234 (5th
21 Cir. 1971);

22 (B) *Firefighters Institute for Racial
23 Equality v. City of St. Louis*, 549 F.2d 506
24 (8th Cir. 1977);

1 (C) *Gray v. Greyhound Lines*, 545 F.2d
2 169 (D.C. Cir. 1976);

3 (D) *Compston v. Borden, Inc.*, 424 F.
4 Supp. 157 (S.D. Ohio 1976); and

5 (E) *Cariddi v. Kansas City Chiefs Football*
6 *Club, Inc.*, 568 F.2d 87 (8th Cir. 1977);

7 (11) in defining the evidence required to prove
8 a violation of title VII of the Civil Rights Act of
9 1964, in the *Meritor* decision, the Supreme Court
10 noted that harassment would be actionable when it
11 is “sufficiently severe or pervasive ‘to alter the con-
12 ditions of [the victim’s] employment and create an
13 abusive working environment’” (quoting *Rogers v.*
14 *EEOC*, 454 F.2d 234 (5th Cir. 1971));

15 (12) in *Harris v. Forklift Systems, Inc.*, 510
16 U.S. 17 (1993), the Supreme Court clarified that
17 harassment need not seriously affect an employee’s
18 psychological well-being or lead the employee to suf-
19 fer injury in order to be unlawful, but rather, need
20 merely create a work environment that a reasonable
21 person in the protected class would find hostile or
22 abusive;

23 (13) in *Harris v. Forklift Systems, Inc.*, the Su-
24 preme Court held that whether a work environment
25 is unlawfully hostile or abusive does not depend on

1 any mathematically precise test, but rather, is to be
2 determined by looking at all of the circumstances,
3 with no single factor required;

4 (14) in *National Railroad Passenger Corp. v.*
5 *Morgan*, 536 U.S. 101 (2002), the Supreme Court
6 reaffirmed the Harris decision and further held that
7 the hostility or abusiveness of each harassing act
8 should be considered in the aggregate, not in isola-
9 tion, regardless of whether such acts occur over days
10 or even years;

11 (15) notwithstanding the rulings of the Su-
12 preme Court specified in this subsection, some lower
13 court decisions have treated harassing conduct's se-
14 verity or pervasiveness as the only 2 relevant factors
15 in evaluating whether such conduct violates title VII
16 of the Civil Rights Act of 1964;

17 (16) some lower court decisions have treated
18 "severe or pervasive" as a threshold for liability,
19 when the relevant inquiry is whether the harassing
20 conduct actually altered the terms, conditions, or
21 privileges of employment;

22 (17) some lower court decisions further have in-
23 terpreted the "severe or pervasive" language in the
24 Meritor decision so narrowly as to recognize only the
25 most egregious conduct as unlawful, despite Con-

1 gress’ intent that title VII of the Civil Rights Act of
2 1964 afford a broad scope of protection from dis-
3 crimination;

4 (18) examples of decisions that use the erro-
5 neous analysis described in paragraphs (15) through
6 (17) in the context of harassment on the basis of sex
7 include—

8 (A) *Singleton v. Department of Correc-*
9 *tional Education*, 115 Fed. Appx. 119 (4th Cir.
10 2004);

11 (B) *Black v. Zaring Homes, Inc.*, 104 F.3d
12 822 (6th Cir. 1997);

13 (C) *Weiss v. Coca-Cola Bottling Co.*, 990
14 F.2d 333 (7th Cir. 1993);

15 (D) *Rickard v. Swedish Match North*
16 *America, Inc.*, 773 F.3d 181 (8th Cir. 2014);

17 (E) *Mitchell v. Pope*, 189 F. Appx. 911
18 (11th Cir. 2006); and

19 (F) *Brooks v. City of San Mateo*, 229
20 F.3d 917 (9th Cir. 2000);

21 (19) lower courts have made similar erroneous
22 decisions in the context of harassment on the basis
23 of race, national origin, age, and disability such as
24 in *Crawford v. Medina General Hospital*, 96 F.3d
25 830 (6th Cir. 1996), *Shaver v. Independent Stave*

1 Co., 350 F.3d 716 (8th Cir. 2003), and *Motley v.*
2 *Parker-Hannifan Corp.*, No. 1: 94–CV–639 (W.D.
3 Mich. 1995);

4 (20) in contrast, other lower court decisions ap-
5 plying the *Meritor* case and its progeny have appro-
6 priately recognized that a wide range of harassing
7 behavior may alter the terms, conditions, or privi-
8 leges of employment, with no single type, frequency,
9 or duration of conduct required to make a showing
10 of severe or pervasive harassment;

11 (21) for example, in the context of harassment
12 based on sex, those decisions have recognized that—

13 (A) conduct need not be physical to create
14 a hostile or abusive work environment, as in
15 *Billings v. Town of Grafton*, 515 F.3d 39 (1st
16 Cir. 2008);

17 (B) an individual need not be the target of
18 sexually demeaning conduct in order to experi-
19 ence unlawful harassment, as in *Petrosino v.*
20 *Bell Atlantic*, 385 F.3d 210 (2d Cir. 2004);

21 (C) power disparities, such as the young
22 age of the individual harassed, compound the
23 conduct’s harmful effects, as in *EEOC v. R&R*
24 *Ventures*, 244 F.3d 334 (4th Cir. 2001);

1 (D) gender-based epithets were based on
2 sex and supported a finding that the workplace
3 was objectively hostile, as in *Gallagher v. C.H.*
4 *Robinson Worldwide, Inc.*, 567 F.3d 263 (6th
5 Cir. 2009); and

6 (E) a single incident can alter the terms,
7 conditions, or privileges of employment, as in
8 *Howley v. Town of Stratford*, 217 F.3d 141 (2d
9 Cir. 2000);

10 (22) similarly, in the context of harassment
11 based on other protected characteristics, other
12 courts have appropriately held that—

13 (A) calling an individual an “old man” and
14 “pops” could contribute to actionably hostile
15 work environment based on age, as in *Dediol v.*
16 *Best Chevrolet, Inc.*, 655 F.3d 435 (5th Cir.
17 2011);

18 (B) repeatedly calling an individual with
19 mental illness “crazy” and stating that the indi-
20 vidual is a threat to security is sufficient to
21 support a finding of a hostile work environment
22 based on disability, as in *Quiles-Quiles v. Hen-*
23 *derson*, 439 F.3d 1 (1st Cir. 2006); and

24 (C) a single incident of calling an African-
25 American individual the “n word” by a super-

1 visor is sufficient to support a finding of a hos-
2 tile work environment based on race, as in Rod-
3 gers v. Western-Southern Life Insurance Co.,
4 12 F.3d 668 (7th Cir. 1993); and

5 (23) similar erroneous decisions have been ren-
6 dered in the context of harassment on the basis of
7 sex in employment under title IX of the Education
8 Amendments of 1972 (20 U.S.C. 1681 et seq.), as
9 in Farmer v. Troy University, No. 5:17-CV-70-B0
10 (E.D.N.C. 2017).

11 (b) PURPOSES.—The purposes of this section are
12 to—

13 (1) enact into statutory law provisions that es-
14 tablish that workplace harassment is a violation of
15 the—

16 (A) protections from discrimination in the
17 “terms, conditions, or privileges of employ-
18 ment” found in title VII of the Civil Rights Act
19 of 1964 (42 U.S.C. 2000e et seq.);

20 (B) protections from disability discrimina-
21 tion found in title I of the Americans with Dis-
22 abilities Act of 1990 (42 U.S.C. 12111 et seq.)
23 and sections 501 and 505 of the Rehabilitation
24 Act of 1973 (29 U.S.C. 791, 794a);

1 (C) protections from age discrimination
2 found in the Age Discrimination in Employ-
3 ment Act of 1967 (29 U.S.C. 621 et seq.);

4 (D) protections from genetic information
5 discrimination found in title II of the Genetic
6 Information Nondiscrimination Act of 2008 (42
7 U.S.C. 2000ff et seq.); and

8 (E) protections from uniformed services
9 status discrimination found in section 4311 of
10 title 38, United States Code; and

11 (2) establish a liability standard for workplace
12 harassment that fulfills Congress' intent of providing
13 broad protection from discrimination in employment
14 on the basis of race, color, religion, sex (including
15 sexual orientation, gender identity, pregnancy, child-
16 birth, a medical condition related to pregnancy or
17 childbirth, and a sex stereotype), national origin,
18 age, disability, genetic information, and uniformed
19 services status.

20 (c) ENACTING INTO STATUTORY LAW PROVISIONS
21 ESTABLISHING WORKPLACE HARASSMENT AS AN UNLAW-
22 FUL EMPLOYMENT PRACTICE.—

23 (1) CIVIL RIGHTS ACT OF 1964.—Section 703 of
24 the Civil Rights Act of 1964 (42 U.S.C. 2000e–2)
25 is amended by adding at the end the following:

1 “(o)(1)(A) In this subsection, the term ‘workplace
2 harassment’ means conduct based on race, color, religion,
3 sex (including sexual orientation, gender identity, preg-
4 nancy, childbirth, a medical condition related to pregnancy
5 or childbirth, and a sex stereotype), or national origin, re-
6 gardless of whether it is direct or indirect, or verbal or
7 nonverbal, that unreasonably alters an individual’s terms,
8 conditions, or privileges of employment, including by cre-
9 ating an intimidating, hostile, or offensive work environ-
10 ment.

11 “(B)(i) In this subsection, the term also means sexual
12 harassment, which is conduct that takes place in a cir-
13 cumstance described in clause (ii) and that takes the form
14 of—

15 “(I) a sexual advance;

16 “(II) a request for sexual favors; or

17 “(III) any other conduct of a sexual nature.

18 “(ii) A circumstance described in this clause is a situ-
19 ation in which—

20 “(I) submission to the conduct involved is made
21 either explicitly or implicitly a term or condition of
22 employment;

23 “(II) submission to or rejection of such conduct
24 is used as the basis for an employment decision af-
25 fecting an individual’s employment; or

1 “(III) such conduct unreasonably alters an indi-
2 vidual’s terms, conditions, or privileges of employ-
3 ment, including by creating an intimidating hostile,
4 or offensive work environment.

5 “(2) It shall be an unlawful employment practice
6 under subsection (a) to engage in workplace harassment.

7 “(3) In determining, for purposes of this subsection,
8 whether conduct constitutes workplace harassment be-
9 cause the conduct unreasonably alters an individual’s
10 terms, conditions, or privileges of employment, including
11 by creating an intimidating, hostile, or offensive work en-
12 vironment, the following rules shall apply:

13 “(A) That determination shall be made on the
14 basis of the record as a whole, according to the to-
15 tality of the circumstances. A single incident may
16 constitute workplace harassment.

17 “(B) Incidents that may be workplace harass-
18 ment shall be considered in the aggregate, with—

19 “(i) conduct of varying types (such as ex-
20 pressions of sex-based hostility, requests for
21 sexual favors, and denial of employment oppor-
22 tunities due to sexual orientation) viewed in to-
23 tality, rather than in isolation; and

1 “(ii) conduct based on multiple protected
2 characteristics (such as sex and race) viewed in
3 totality, rather than in isolation.

4 “(C) The factors specified in this subparagraph
5 are among the factors to be considered in deter-
6 mining whether conduct constitutes workplace har-
7 assment and are not meant to be exhaustive. No one
8 of those factors shall be considered to be determina-
9 tive in establishing whether conduct constitutes
10 workplace harassment. Such factors are each of the
11 following:

12 “(i) The frequency of the conduct.

13 “(ii) The duration of the conduct.

14 “(iii) The location where the conduct oc-
15 curred.

16 “(iv) The number of individuals engaged in
17 the conduct.

18 “(v) The nature of the conduct, which may
19 include physical, verbal, pictorial, or visual con-
20 duct, and conduct that occurs in person or is
21 transmitted, such as electronically.

22 “(vi) Whether the conduct is threatening.

23 “(vii) Any power differential between the
24 alleged harasser and the person allegedly har-
25 assed.

1 “(viii) Any use of epithets, slurs, or other
2 conduct that is humiliating or degrading.

3 “(ix) Whether the conduct reflects stereo-
4 types about individuals in the protected class
5 involved.

6 “(4) In determining, for purposes of this subsection,
7 whether conduct constitutes workplace harassment, con-
8 duct may be workplace harassment regardless of whether,
9 for example—

10 “(A) the complaining party is not the individual
11 being harassed;

12 “(B) the complaining party acquiesced or other-
13 wise submitted to, or participated in, the conduct;

14 “(C) the conduct is also experienced by others
15 outside the protected class involved;

16 “(D) the complaining party was able to con-
17 tinue carrying out duties and responsibilities of the
18 party’s job despite the conduct;

19 “(E) the conduct did not cause a tangible in-
20 jury or psychological injury; or

21 “(F) the conduct occurred outside of the work-
22 place.”.

23 (2) AMERICANS WITH DISABILITIES ACT OF
24 1990.—Section 102(b) of the Americans with Disabil-
25 ities Act (42 U.S.C. 12112(b)) is amended—

1 (A) in paragraph (6), by striking “and” at
2 the end;

3 (B) in paragraph (7), by striking the pe-
4 riod and inserting “; and”; and

5 (C) by adding at the end the following:

6 “(8) engaging in workplace harassment, which
7 is conduct based on disability, regardless of whether
8 it is direct or indirect, or verbal or nonverbal, that—

9 “(A) unreasonably alters an individual’s
10 terms, conditions, or privileges of employment,
11 including by creating an intimidating, hostile,
12 or offensive work environment; and

13 “(B) is determined to be such harassment
14 in accordance with paragraphs (3) and (4) of
15 section 703(o) of the Civil Rights Act of 1964
16 (42 U.S.C. 2000e-2(o)).”.

17 (3) REHABILITATION ACT OF 1973.—Section
18 501(f) of the Rehabilitation Act of 1973 (29 U.S.C.
19 791(f)) is amended by inserting “, including section
20 102(b) of that Act (42 U.S.C. 12112(b))”, before
21 “and the provisions”.

22 (4) AGE DISCRIMINATION IN EMPLOYMENT
23 ACT.—Section 4 of the Age Discrimination in Em-
24 ployment Act of 1967 (29 U.S.C. 623) is amended
25 by adding at the end the following:

1 “(n) It shall be unlawful under subsection (a) to en-
2 gage in workplace harassment, which is conduct based on
3 age, regardless of whether it is direct or indirect, or verbal
4 or nonverbal, that—

5 “(1) unreasonably alters an individual’s terms,
6 conditions, or privileges of employment, including by
7 creating an intimidating, hostile, or offensive work
8 environment; and

9 “(2) is determined to be such harassment in ac-
10 cordance with paragraphs (3) and (4) of section
11 703(o) of the Civil Rights Act of 1964 (42 U.S.C.
12 2000e-2(o)).”.

13 (5) GENETIC INFORMATION NONDISCRIMINA-
14 TION ACT OF 2008.—Section 202 of the Genetic In-
15 formation Nondiscrimination Act of 2008 (42 U.S.C.
16 2000ff-1) is amended by adding at the end the fol-
17 lowing:

18 “(d) WORKPLACE HARASSMENT.—It shall be an un-
19 lawful employment practice under subsection (a) to engage
20 in workplace harassment, which is conduct based on ge-
21 netic information, regardless of whether it is direct or indi-
22 rect, or verbal or nonverbal, that—

23 “(1) unreasonably alters an individual’s terms,
24 conditions, or privileges of employment, including by

1 creating an intimidating, hostile, or offensive work
2 environment; and

3 “(2) is determined to be such harassment in ac-
4 cordance with paragraphs (3) and (4) of section
5 703(o) of the Civil Rights Act of 1964 (42 U.S.C.
6 2000e-2(o)).”.

7 (6) CHAPTER 43 OF TITLE 38, UNITED STATES
8 CODE.—Section 4311 of title 38, United States
9 Code, is amended by adding at the end the fol-
10 lowing:

11 “(e) It shall be an unlawful employment practice
12 under subsection (a) to engage in workplace harassment,
13 which is conduct based on uniformed services status
14 (meaning the membership, application for membership,
15 performance of service, application for service, or obliga-
16 tion, described in subsection (a)), regardless of whether
17 it is direct or indirect, or verbal or nonverbal, that—

18 “(1) unreasonably alters an individual’s benefits
19 of employment, including by creating an intimi-
20 dating, hostile, or offensive work environment; and

21 “(2) is determined to be such harassment in ac-
22 cordance with paragraphs (3) and (4) of section
23 703(o) of the Civil Rights Act of 1964 (42 U.S.C.
24 2000e-2(o)).”.

1 **SEC. 205. CLARIFYING OTHER STANDARDS OF PROOF.**

2 (a) AMENDMENTS TO DEFINITIONS.—

3 (1) AMERICANS WITH DISABILITIES ACT OF
4 1990.—Section 101 of the Americans with Disabil-
5 ities Act of 1990 (42 U.S.C. 12111) is amended by
6 adding at the end the following:

7 “(11) DEMONSTRATES.—The term ‘dem-
8 onstrates’ means meets the burdens of production
9 and persuasion.”.

10 (2) AGE DISCRIMINATION IN EMPLOYMENT ACT
11 OF 1967.—Section 11 of the Age Discrimination in
12 Employment Act of 1967 (29 U.S.C. 630) is amend-
13 ed by adding at the end the following:

14 “(m) The term ‘demonstrates’ means meets the bur-
15 dens of production and persuasion.”.

16 (3) GENETIC INFORMATION NONDISCRIMINA-
17 TION ACT OF 2008.—Section 201 of the Genetic In-
18 formation Nondiscrimination Act of 2008 (42 U.S.C.
19 2000ff) is amended by adding at the end the fol-
20 lowing:

21 “(8) DEMONSTRATES.—The term ‘dem-
22 onstrates’ means meets the burdens of production
23 and persuasion.”.

24 (b) CLARIFYING PROHIBITION AGAINST IMPERMIS-
25 SIBLE CONSIDERATION IN EMPLOYMENT PRACTICES.—

1 (1) RACE, COLOR, RELIGION, SEX, OR NA-
2 TIONAL ORIGIN.—Section 703 of the Civil Rights
3 Act of 1964 (42 U.S.C. 2000e-2) is amended by
4 striking subsection (m) and inserting the following:

5 “(m) Except as otherwise provided in this title, an
6 unlawful employment practice is established under this
7 title when the complaining party demonstrates that race,
8 color, religion, sex, or national origin or an activity pro-
9 tected by section 704(a) was a motivating factor for any
10 employment practice, even though other factors also moti-
11 vated the practice.”.

12 (2) DISABILITY.—Section 102 of the Americans
13 with Disabilities Act of 1990 (42 U.S.C. 12112) is
14 amended by adding at the end the following:

15 “(e) PROOF.—

16 “(1) ESTABLISHMENT.—Except as otherwise
17 provided in this Act, a discriminatory practice is es-
18 tablished under this Act when the complaining party
19 demonstrates that disability or an activity protected
20 by subsection (a) or (b) of section 503 was a moti-
21 vating factor for any employment practice, even
22 though other factors also motivated the practice.

23 “(2) DEMONSTRATION.—In establishing a dis-
24 criminatory practice under paragraph (1) or by any
25 other method of proof, a complaining party—

1 “(A) may rely on any type or form of ad-
2 missible evidence and need only produce evi-
3 dence sufficient for a reasonable trier of fact to
4 find that a discriminatory practice occurred
5 under this Act; and

6 “(B) shall not be required to demonstrate
7 that disability or an activity protected by sub-
8 section (a) or (b) of section 503 was the sole
9 cause of an employment practice.”.

10 (3) AGE.—Section 4 of the Age Discrimination
11 in Employment Act of 1967 (29 U.S.C. 623) is
12 amended by inserting after subsection (f) the fol-
13 lowing:

14 “(g)(1) Except as otherwise provided in this Act, an
15 unlawful practice is established under this Act when the
16 complaining party demonstrates that age or an activity
17 protected by subsection (d) was a motivating factor for
18 any practice, even though other factors also motivated the
19 practice.

20 “(2) In establishing an unlawful practice under this
21 Act, including under paragraph (1) or by any other meth-
22 od of proof, a complaining party—

23 “(A) may rely on any type or form of admis-
24 sible evidence and need only produce evidence suffi-

1 cient for a reasonable trier of fact to find that an
2 unlawful practice occurred under this Act; and

3 “(B) shall not be required to demonstrate that
4 age or an activity protected by subsection (d) was
5 the sole cause of a practice.”.

6 (4) GENETIC INFORMATION.—Section 202 of
7 the Genetic Information Nondiscrimination Act of
8 2008 (42 U.S.C. 2000ff–1), as amended by section
9 204(c)(5), is further amended by adding at the end
10 the following:

11 “(e) PROOF.—

12 “(1) ESTABLISHMENT.—Except as otherwise
13 provided in this title, an unlawful employment prac-
14 tice is established under this title when the com-
15 plaining party demonstrates that genetic information
16 or an activity protected by section 207(f) was a mo-
17 tivating factor for any employment practice, even
18 though other factors also motivated the practice.

19 “(2) DEMONSTRATION.—In establishing an un-
20 lawful employment practice under paragraph (1) or
21 by any other method of proof, a complaining party—

22 “(A) may rely on any type or form of ad-
23 missible evidence and need only produce evi-
24 dence sufficient for a reasonable trier of fact to

1 find that an unlawful employment practice oc-
2 curred under this title; and

3 “(B) shall not be required to demonstrate
4 that genetic information or an activity protected
5 by section 207(f) was the sole cause of an em-
6 ployment practice.”.

7 (c) CERTAIN RETALIATION CLAIMS.—

8 (1) AMERICANS WITH DISABILITIES ACT OF
9 1990.—Section 503(c) of the Americans with Disabil-
10 ities Act of 1990 (42 U.S.C. 12203(c)) is amend-
11 ed—

12 (A) by striking “The remedies” and insert-
13 ing the following:

14 “(1) IN GENERAL.—Except as provided in para-
15 graph (2), the remedies”; and

16 (B) by adding at the end the following:

17 “(2) CERTAIN ANTIRETALIATION CLAIMS.—Sec-
18 tion 107(c) shall apply to claims under section
19 102(e)(1) with respect to title I.”.

20 (2) AGE DISCRIMINATION IN EMPLOYMENT ACT
21 OF 1967.—Section 4(d) of the Age Discrimination in
22 Employment Act of 1967 (29 U.S.C. 623(d)) is
23 amended—

24 (A) by striking “(d) It shall be” and in-
25 serting “(d)(1) It shall be”; and

1 (B) by adding at the end the following:

2 “(2) Section 7(b)(2) shall apply to claims under sec-
3 tion 4(g)(1).”.

4 (3) GENETIC INFORMATION NONDISCRIMINA-
5 TION ACT OF 2008.—Section 207(f) of the Genetic
6 Information Nondiscrimination Act of 2008 (42
7 U.S.C. 2000ff–6(f)) is amended—

8 (A) by striking “No” and inserting the fol-
9 lowing:

10 “(1) IN GENERAL.—No”;

11 (B) in the second sentence, by striking
12 “The remedies” and inserting “Except as pro-
13 vided in paragraph (2), the remedies”; and

14 (C) by adding at the end the following:

15 “(2) CERTAIN RETALIATION CLAIMS.—Sub-
16 section (g) shall apply to claims under section
17 202(d)(1).”.

18 (d) REMEDIES.—

19 (1) AMERICANS WITH DISABILITIES ACT OF
20 1990.—Section 107 of the Americans with Disabil-
21 ities Act of 1990 (42 U.S.C. 12117) is amended by
22 adding at the end the following:

23 “(c) DISCRIMINATORY MOTIVATING FACTOR.—On a
24 claim in which an individual proves a violation under sec-
25 tion 102(e)(1), and a respondent demonstrates that the

1 respondent would have taken the same action in the ab-
2 sence of the impermissible motivating factor, the court—

3 “(1) may grant declaratory relief, injunctive re-
4 lief (except as provided in paragraph (2)), and attor-
5 ney’s fees and costs demonstrated to be directly at-
6 tributable only to the pursuit of a claim under sec-
7 tion 102(e)(1); and

8 “(2) shall not award damages or issue an order
9 requiring any admission, reinstatement, hiring, pro-
10 motion, or payment.”.

11 (2) AGE DISCRIMINATION IN EMPLOYMENT ACT
12 OF 1967.—Section 7 of the Age Discrimination in
13 Employment Act of 1967 (29 U.S.C. 626) is amend-
14 ed—

15 (A) in subsection (b), as amended by sec-
16 tion 203(b)—

17 (i) in the second sentence, by striking
18 “In” and inserting “Subject to paragraph
19 (2), in”;

20 (ii) in the third sentence, by striking
21 “Before” and inserting the following:

22 “(3) Before”; and

23 (iii) by inserting before paragraph (3),
24 as designated by clause (ii), the following:

1 “(2) On a claim in which an individual proves a viola-
2 tion under section 4(g)(1), and a respondent demonstrates
3 that the respondent would have taken the same action in
4 the absence of the impermissible motivating factor, the
5 court—

6 “(A) may grant declaratory relief, injunctive re-
7 lief (except as provided in subparagraph (B)), and
8 attorney’s fees and costs demonstrated to be directly
9 attributable only to the pursuit of a claim under sec-
10 tion 4(g)(1); and

11 “(B) shall not award damages or issue an order
12 requiring any admission, reinstatement, hiring, pro-
13 motion, or payment.”; and

14 (B) in subsection (c)—

15 (i) in paragraph (1), by striking
16 “Any” and inserting “Subject to sub-
17 section (b)(2), any”; and

18 (ii) in paragraph (2), by striking “of
19 any issue of fact” and all that follows
20 through the period and inserting “under
21 the same circumstances as a trial by jury
22 is available under title VII of the Civil
23 Rights Act of 1964 (42 U.S.C. 2000e et
24 seq.)”.

1 (3) GENETIC INFORMATION NONDISCRIMINA-
2 TION ACT OF 2008.—Section 207 of the Genetic In-
3 formation Nondiscrimination Act of 2008 (42 U.S.C.
4 2000ff-6) is amended—

5 (A) by redesignating subsection (g) as sub-
6 section (h); and

7 (B) by inserting after subsection (f) the
8 following:

9 “(g) MOTIVATING FACTOR.—On a claim in which an
10 individual proves a violation under section 202(e)(1), in-
11 cluding a claim involving an employee or applicant de-
12 scribed in any of subsections (a) through (e), and a re-
13 spondent demonstrates that the respondent would have
14 taken the same action in the absence of the impermissible
15 motivating factor, the court or the corresponding decision-
16 maker specified in subsections (a) through (e)—

17 “(1) may grant declaratory relief, injunctive re-
18 lief (except as provided in paragraph (2)), and attor-
19 ney’s fees and costs demonstrated to be directly at-
20 tributable only to the pursuit of a claim under sec-
21 tion 202(d)(1); and

22 “(2) shall not award damages or issue an order
23 requiring any admission, reinstatement, hiring, pro-
24 motion, or payment.”.

25 (e) FEDERAL EMPLOYEES.—

1 (1) TITLE VII OF THE CIVIL RIGHTS ACT OF
2 1964.—Section 717 of the Civil Rights Act of 1964
3 (42 U.S.C. 2000e–16) is amended by adding at the
4 end the following:

5 “(g) Sections 703(m) and 706(g)(2)(B) shall apply
6 to mixed motive cases (involving practices described in sec-
7 tion 703(m)) under this section.”.

8 (2) REHABILITATION ACT OF 1973.—The
9 amendment made by subsection (f) to section 501(f)
10 of the Rehabilitation Act of 1973 (29 U.S.C. 791(f))
11 shall be construed to apply to all employees covered
12 by section 501 of that Act (29 U.S.C. 791).

13 (3) AGE DISCRIMINATION IN EMPLOYMENT ACT
14 OF 1967.—Section 15 of the Age Discrimination in
15 Employment Act of 1967 (29 U.S.C. 633a) is
16 amended—

17 (A) in subsection (a)—

18 (i) by striking “States) in” and insert-
19 ing “States) shall be made free from any
20 discrimination based on age, in—”;

21 (ii) by striking “military depart-
22 ments” and inserting the following:

23 “(1) military departments”;

1 (iii) by striking “Code, in executive
2 agencies” and inserting the following:

3 “Code;

4 “(2) executive agencies”;

5 (iv) by striking “funds), in the United
6 States Postal” and inserting the following:

7 “funds);

8 “(3) the United States Postal”;

9 (v) by striking “Commission, in those
10 units” and inserting the following: “Com-
11 mission;

12 “(4) those units”;

13 (vi) by striking “competitive service,
14 and in those units” and inserting the fol-
15 lowing: “competitive service;

16 “(5) those units”;

17 (vii) by striking “competitive service,
18 in the Smithsonian” and inserting “com-
19 petitive service;

20 “(6) the Smithsonian”;

21 (viii) by striking “Institution, and in
22 the Government” and inserting “Institu-
23 tion;

24 “(7) the Government”;

1 (ix) by striking “Printing Office, the
2 General” and inserting “Printing Office;
3 “(8) the General”;

4 (x) by striking “Office, and the Li-
5 brary” and inserting “Office; and
6 “(9) the Library”; and

7 (xi) by striking “of Congress” and all
8 that follows and inserting “of Congress.”;

9 (B) in subsection (b), by striking the first,
10 second, third, fourth, and sixth sentences;

11 (C) in subsection (c), by striking “Any per-
12 son” and inserting “Notwithstanding any other
13 provision of this Act, any person”;

14 (D) by striking subsection (g) and insert-
15 ing the following:

16 “(g) Except as otherwise provided in another sub-
17 section of this section, section 7, or section 9, the powers,
18 remedies, and procedures provided in section 717 of the
19 Civil Rights Act of 1964 (42 U.S.C. 2000e–16) to the
20 Commission, the Attorney General, the Librarian of Con-
21 gress, or any person, alleging a violation of that section
22 shall be the powers, remedies, and procedures this Act
23 provides to the Commission, the Attorney General, the Li-
24 brarian of Congress, or any person, respectively, alleging
25 an unlawful employment practice in violation of subsection

1 (a) against an employee or applicant for employment de-
2 scribed in subsection (a).”; and

3 (E) by adding at the end the following:

4 “(h) Section 4(g) shall apply to mixed motive claims
5 (involving practices described in section 4(g)(1)) under
6 this section.”.

7 (f) ADDITIONAL AMENDMENTS TO THE REHABILITA-
8 TION ACT OF 1973.—Sections 501(f), 503(d), and 504(d)
9 of the Rehabilitation Act of 1973 (29 U.S.C. 791(f),
10 793(d), and 794(d)), are each amended by adding after
11 the words “title I of the Americans with Disabilities Act
12 of 1990 (42 U.S.C. 12111 et seq.)” the following: “, in-
13 cluding the standards of causation and methods of proof
14 applied under section 102(e) of that Act (42 U.S.C.
15 12112(e)),”.

16 (g) OTHER GOVERNMENT EMPLOYEES.—

17 (1) CONGRESSIONAL ACCOUNTABILITY ACT OF
18 1995.—Section 201 of the Congressional Account-
19 ability Act of 1995 (2 U.S.C. 1311) is amended—

20 (A) in subsection (a)(2), by striking “sec-
21 tion 15 of the Age Discrimination in Employ-
22 ment Act of 1967 (29 U.S.C. 633a)” and in-
23 serting “sections 4(g) and 15 of the Age Dis-
24 crimination in Employment Act of 1967 (29
25 U.S.C. 623(g), 633a)”;

1 (B) in subsection (b)—

2 (i) in paragraph (2)(A), by striking
3 “section 15(c) of the Age Discrimination in
4 Employment Act of 1967 (29 U.S.C.
5 633a(c))” and inserting “section 4(d)(2),
6 paragraphs (1) and (2) of section 7(b),
7 and section 15(c) of the Age Discrimina-
8 tion in Employment Act of 1967 (29
9 U.S.C. 623(d)(2), 626(b), 633a(c))”; and

10 (ii) in paragraph (3)(A), by striking
11 “section 107(a) of the Americans with Dis-
12 abilities Act of 1990 (42 U.S.C.
13 12117(a))” and inserting “subsections (a)
14 and (c) of section 107, and section
15 503(c)(2), of the Americans with Disabil-
16 ities Act of 1990 (42 U.S.C. 12117,
17 12203)”.

18 (2) TITLE 3, UNITED STATES CODE.—Section
19 411 of title 3, United States Code, is amended—

20 (A) in subsection (a)(2), by striking “sec-
21 tion 15 of the Age Discrimination in Employ-
22 ment Act of 1967” and inserting “sections 4(g)
23 and 15 of the Age Discrimination in Employ-
24 ment Act of 1967”; and

25 (B) in subsection (b)—

1 (i) in paragraph (2)(A), by striking
2 “section 15(c) of the Age Discrimination in
3 Employment Act of 1967” and inserting
4 “section 4(d)(2), paragraphs (1) and (2) of
5 section 7(b), and section 15(c) of the Age
6 Discrimination in Employment Act of
7 1967”; and

8 (ii) in paragraph (3)(A), by striking
9 “section 107(a) of the Americans with Dis-
10 abilities Act of 1990” and inserting “sub-
11 sections (a) and (c) of section 107, and
12 section 503(c)(2), of the Americans with
13 Disabilities Act of 1990”.

14 (3) GOVERNMENT EMPLOYEE RIGHTS ACT OF
15 1991.—Section 302 of the Government Employee
16 Rights Act of 1991 (42 U.S.C. 2000e–16b) is
17 amended—

18 (A) in subsection (a)(2), by striking “sec-
19 tion 15 of the Age Discrimination in Employ-
20 ment Act of 1967 (29 U.S.C. 633a)” and in-
21 serting “sections 4(g) and 15 of the Age Dis-
22 crimination in Employment Act of 1967 (29
23 U.S.C. 623(g), 633a)”;

24 (B) in subsection (b)—

1 (i) in paragraph (1), by inserting
2 “(and, in the case of a violation of sub-
3 section (a)(3), sections 107(c) and
4 503(c)(2) of the Americans with Disabil-
5 ities Act of 1990 (42 U.S.C. 12117(c),
6 12203(c)(2)))” before “, and”; and

7 (ii) in paragraph (2), by striking “sec-
8 tion 15(c) of the Age Discrimination in
9 Employment Act of 1967 (29 U.S.C.
10 633a(c))” and inserting “section 4(d)(2),
11 paragraphs (1) and (2) of section 7(b),
12 and section 15(c) of the Age Discrimina-
13 tion in Employment Act of 1967 (29
14 U.S.C. 623(d)(2), 626(b), 633a(c))”.

15 (h) APPLICATION.—This section, and the amend-
16 ments made by this section, shall apply to all claims pend-
17 ing on or after the date of enactment of this Act.

18 **SEC. 206. SUPERVISOR LIABILITY.**

19 (a) AMENDMENT TO TITLE VII OF THE CIVIL
20 RIGHTS ACT OF 1964.—

21 (1) STANDARD FOR EMPLOYER LIABILITY FOR
22 HOSTILE WORK ENVIRONMENT.—Section 703 of the
23 Civil Rights Act of 1964 (42 U.S.C. 2000e–2), as
24 amended by 204(c)(1), is further amended by adding
25 at the end the following:

1 “(p) Subject to section 206(j) of the BE HEARD in
2 the Workplace Act, an employer shall be liable for the acts
3 of any individual whose harassment of an employee has
4 created or continued a hostile work environment that con-
5 stitutes an unlawful employment practice under this sec-
6 tion if, at the time of the harassment—

7 “(1) such individual was authorized by that em-
8 ployer—

9 “(A) to undertake or recommend tangible
10 employment actions affecting the employee; or

11 “(B) to direct the employee’s daily work
12 activities; or

13 “(2) the negligence of the employer led to the
14 creation or continuation of that hostile work environ-
15 ment.”.

16 (2) STANDARD FOR EMPLOYER LIABILITY FOR
17 RETALIATORY HOSTILE WORK ENVIRONMENT.—Sec-
18 tion 704 of the Civil Rights Act of 1964 (42 U.S.C.
19 2000e-3), as amended by section 201(a)(3), is fur-
20 ther amended—

21 (A) by redesignating subsection (b) as sub-
22 section (c); and

23 (B) by inserting after subsection (a) the
24 following:

1 “(b) Subject to section 206(j) of the BE HEARD in
2 the Workplace Act, an employer shall be liable for the acts
3 of any individual whose harassment of an employee has
4 created or continued a retaliatory hostile work environ-
5 ment that constitutes an unlawful employment practice as
6 described under subsection (a) if, at the time of the har-
7 assment—

8 “(1) such individual was authorized by that em-
9 ployer—

10 “(A) to undertake or recommend tangible
11 employment actions affecting the employee; or

12 “(B) to direct the employee’s daily work
13 activities; or

14 “(2) the negligence of the employer led to the
15 creation or continuation of that retaliatory hostile
16 work environment.”.

17 (3) FEDERAL EMPLOYEES.—Section 717 of the
18 Civil Rights Act of 1964 (42 U.S.C. 2000e–16), as
19 amended by section 205(e)(1), is further amended
20 by adding at the end the following:

21 “(h) The provisions of sections 703(p) and 704(b)
22 shall apply to hostile work environment claims and retalia-
23 tory hostile work environment claims, respectively, under
24 this section.”.

1 (b) AMENDMENT TO THE AGE DISCRIMINATION IN
2 EMPLOYMENT ACT OF 1967.—

3 (1) STANDARD FOR EMPLOYER LIABILITY FOR
4 HOSTILE WORK ENVIRONMENT.—Section 4 of the
5 Age Discrimination in Employment Act of 1967 (29
6 U.S.C. 623), as amended by section 204(c)(4), is
7 further amended by adding at the end the following:

8 “(o) Subject to section 206(j) of the BE HEARD in
9 the Workplace Act, an employer shall be liable for the acts
10 of any individual whose harassment of an employee has
11 created or continued a hostile work environment that is
12 unlawful under this section if, at the time of the harass-
13 ment—

14 “(1) such individual was authorized by that em-
15 ployer—

16 “(A) to undertake or recommend tangible
17 employment actions affecting the employee; or

18 “(B) to direct the employee’s daily work
19 activities; or

20 “(2) the negligence of the employer led to the
21 creation or continuation of that hostile work environ-
22 ment.”.

23 (2) STANDARD FOR EMPLOYER LIABILITY FOR
24 RETALIATORY HOSTILE WORK ENVIRONMENT.—Sec-
25 tion 4(d)(1) of the Age Discrimination in Employ-

1 ment Act of 1967 (29 U.S.C. 623(d)(1)), as amend-
2 ed by section 205(e)(2), is further amended by strik-
3 ing “or litigation under this Act.” and inserting “or
4 litigation under this Act. Subject to section 206(j) of
5 the BE HEARD in the Workplace Act, an employer
6 shall be liable for the acts of any individual whose
7 harassment of an employee has created or continued
8 a retaliatory hostile work environment that is unlaw-
9 ful under this subsection if, at the time of the har-
10 assment—

11 “(A) such individual was authorized by
12 that employer—

13 “(i) to undertake or recommend tan-
14 gible employment actions affecting the em-
15 ployee; or

16 “(ii) to direct the employee’s daily
17 work activities; or

18 “(B) the negligence of the employer led to
19 the creation or continuation of that retaliatory
20 hostile work environment.”.

21 (3) FEDERAL EMPLOYEES.—Section 15 of the
22 Age Discrimination in Employment Act of 1967 (29
23 U.S.C. 633a), as amended by section 205(e)(3), is
24 further amended by adding at the end the following:

1 “(i) Subsections (d) and (o) of section 4 shall apply
2 to retaliatory hostile work environment claims and hostile
3 work environment claims, respectively, under this sec-
4 tion.”.

5 (c) AMENDMENT TO THE AMERICANS WITH DISABIL-
6 ITIES ACT OF 1990.—

7 (1) STANDARD FOR EMPLOYER LIABILITY FOR
8 HOSTILE WORK ENVIRONMENT.—Section 102 of the
9 Americans with Disabilities Act of 1990 (42 U.S.C.
10 12112), as amended by section 205(b)(2), is further
11 amended by adding at the end the following:

12 “(f) Subject to section 206(j) of the BE HEARD in
13 the Workplace Act, an employer shall be liable for the acts
14 of any individual whose harassment of an employee has
15 created or continued a hostile work environment that con-
16 stitutes discrimination against a qualified individual on
17 the basis of disability under this section if, at the time
18 of the harassment—

19 “(1) such individual was authorized by the em-
20 ployer—

21 “(A) to undertake or recommend tangible
22 employment actions affecting the qualified indi-
23 vidual; or

24 “(B) to direct the qualified individual’s
25 daily work activities; or

1 “(2) the negligence of the employer led to the
2 creation or continuation of that hostile work environ-
3 ment.”.

4 (2) STANDARD FOR EMPLOYER LIABILITY FOR
5 RETALIATORY HOSTILE WORK ENVIRONMENT.—Sec-
6 tion 503 of the Americans with Disabilities Act of
7 1990 (42 U.S.C. 12203) is amended—

8 (A) by redesignating subsection (c) as sub-
9 section (d);

10 (B) by inserting after subsection (b) the
11 following:

12 “(c) Subject to section 206(j) of the BE HEARD in
13 the Workplace Act, an employer shall be liable for the acts
14 of any individual whose harassment of an employee has
15 created or continued a retaliatory hostile work environ-
16 ment that constitutes retaliatory discrimination, as de-
17 scribed in subsection (a), or the carrying out of any unlaw-
18 ful acts described in subsection (b), if, at the time of the
19 harassment—

20 “(1) such individual was authorized by the em-
21 ployer—

22 “(A) to undertake or recommend tangible
23 employment actions affecting the employee; or

24 “(B) to direct the employee’s daily work
25 activities; or

1 “(2) the negligence of the employer led to the
2 creation or continuation of that retaliatory hostile
3 work environment.”; and

4 (C) in subsection (d), as redesignated by
5 subparagraph (A), by striking “subsections (a)
6 and (b)” and inserting “subsections (a), (b),
7 and (c)”.

8 (d) AMENDMENT TO THE REHABILITATION ACT OF
9 1973.—

10 (1) STANDARD FOR EMPLOYER LIABILITY FOR
11 HOSTILE WORK ENVIRONMENT AND RETALIATORY
12 HOSTILE WORK ENVIRONMENT.—Section 501 of the
13 Rehabilitation Act of 1973 (29 U.S.C. 791) is
14 amended by adding at the end the following:

15 “(h) Subject to section 206(j) of the BE HEARD in
16 the Workplace Act, each department, agency, and instru-
17 mentality in the executive branch of Government and the
18 Smithsonian Institution shall be liable for the acts of any
19 individual within such department, agency, instrumen-
20 tality, or the Smithsonian Institution whose harassment
21 of an individual with a disability has created or continued
22 a hostile work environment, or a retaliatory hostile work
23 environment, that constitutes nonaffirmative action em-
24 ployment discrimination under this section if, at the time
25 of the harassment—

1 “(1) such individual was authorized by that de-
2 partment, agency, instrumentality, or the Smithso-
3 nian Institution—

4 “(A) to undertake or recommend tangible
5 employment actions affecting the individual
6 with a disability; or

7 “(B) to direct the daily work activities of
8 the individual with a disability; or

9 “(2) the negligence of that department, agency,
10 instrumentality, or the Smithsonian Institution led
11 to the creation or continuation of that hostile work
12 environment or retaliatory hostile work environ-
13 ment.”.

14 (2) STANDARD FOR EMPLOYER LIABILITY FOR
15 HOSTILE WORK ENVIRONMENT AND RETALIATORY
16 HOSTILE WORK ENVIRONMENT.—Section 504 of the
17 Rehabilitation Act of 1973 (29 U.S.C. 794) is
18 amended by adding at the end the following:

19 “(e) Subject to section 206(j) of the BE HEARD in
20 the Workplace Act, an employer described under sub-
21 section (b) shall be liable for the acts of any individual
22 whose harassment of a qualified individual with a dis-
23 ability has created or continued a hostile work environ-
24 ment, or a retaliatory hostile work environment, that con-

1 stitutes employment discrimination under this section if,
2 at the time of the harassment—

3 “(1) such individual was authorized by such
4 employer—

5 “(A) to undertake or recommend tangible
6 employment actions affecting the qualified indi-
7 vidual with a disability; or

8 “(B) to direct the daily work activities of
9 the qualified individual with a disability; or

10 “(2) the negligence of such employer led to the
11 creation or continuation of that hostile work environ-
12 ment or retaliatory hostile work environment.”.

13 (3) REMEDIES.—Section 505 of the Rehabilita-
14 tion Act of 1973 (29 U.S.C. 794a) is amended by
15 adding at the end of subsection (a) the following:

16 “(3) Sections 501(h) and 504(e) shall apply to
17 hostile work environment claims and retaliatory hos-
18 tile work environment claims under this section.”.

19 (e) AMENDMENT TO SECTION 1977 OF THE REVISED
20 STATUTES.—Section 1977 of the Revised Statutes (42
21 U.S.C. 1981) is amended by adding at the end the fol-
22 lowing:

23 “(d) Subject to section 206(j) of the BE HEARD in
24 the Workplace Act, a nongovernmental employer shall be
25 liable for the acts of any individual whose harassment of

1 an employee has created a hostile work environment or
2 a retaliatory hostile work environment, constituting an un-
3 lawful employment practice, if, at the time of the harass-
4 ment—

5 “(1) such individual was authorized by the em-
6 ployer—

7 “(A) to undertake or recommend tangible
8 employment actions affecting the employee; or

9 “(B) to direct the employee’s daily work
10 activities; or

11 “(2) the negligence of the employer led to the
12 creation or continuation of that hostile work environ-
13 ment or retaliatory hostile work environment.”.

14 (f) AMENDMENT TO THE GENETIC INFORMATION
15 NONDISCRIMINATION ACT OF 2008.—

16 (1) STANDARD FOR EMPLOYER LIABILITY FOR
17 HOSTILE WORK ENVIRONMENT.—Section 202 of the
18 Genetic Information Nondiscrimination Act of 2008
19 (42 U.S.C. 2000ff–1), as amended by sections
20 204(c)(5) and 205(b)(4), is further amended by add-
21 ing at the end the following:

22 “(f) Subject to section 206(j) of the BE HEARD in
23 the Workplace Act, an employer shall be liable for the acts
24 of any individual whose harassment of an employee has
25 created or continued a hostile work environment that con-

1 stitutes an unlawful employment practice under this sec-
2 tion if, at the time of the harassment—

3 “(1) such individual was authorized by the em-
4 ployer—

5 “(A) to undertake or recommend tangible
6 employment actions affecting the employee; or

7 “(B) to direct the employee’s daily work
8 activities; or

9 “(2) the negligence of the employer led to the
10 creation or continuation of that hostile work environ-
11 ment.”.

12 (2) STANDARD FOR EMPLOYER LIABILITY FOR
13 RETALIATORY HOSTILE WORK ENVIRONMENT.—Sec-
14 tion 207(f)(1) of the Genetic Information Non-
15 discrimination Act (42 U.S.C. 2000ff–6(f)(1)), as
16 amended by section 205(c)(2), is further amended
17 by striking “violations of this subsection.” and in-
18 sserting “violations of this subsection. Subject to sec-
19 tion 206(j) of the BE HEARD in the Workplace
20 Act, an employer shall be liable for the acts of any
21 individual whose harassment of an employee has cre-
22 ated or continued a retaliatory hostile work environ-
23 ment that constitutes discrimination under this sub-
24 section if, at the time of the harassment—

1 “(A) such individual was authorized by the
2 employer—

3 “(i) to undertake or recommend tan-
4 gible employment actions affecting the em-
5 ployee; or

6 “(ii) to direct the employee’s daily
7 work activities; or

8 “(B) the negligence of the employer led to
9 the creation or continuation of that retaliatory
10 hostile work environment.”.

11 (g) AMENDMENT TO THE GOVERNMENT EMPLOYEE
12 RIGHTS ACT OF 1991.—Section 302 of the Government
13 Employee Rights Act of 1991 (42 U.S.C. 2000e–16b) is
14 amended by adding at the end the following:

15 “(c) Subject to section 206(j) of the BE HEARD in
16 the Workplace Act, an employer of an individual described
17 under section 304(a) shall be liable for the acts of any
18 individual whose harassment of a State employee de-
19 scribed in section 304 has created or continued a hostile
20 work environment or a retaliatory hostile work environ-
21 ment constituting discrimination under this section, if at
22 the time of the harassment—

23 “(1) such individual was authorized by such
24 employer—

1 “(A) to undertake or recommend tangible
2 employment actions affecting the employee; or

3 “(B) to direct the employee’s daily work
4 activities; or

5 “(2) the negligence of the employer led to the
6 creation or continuation of that hostile work environ-
7 ment or retaliatory hostile work environment.”.

8 (h) AMENDMENT TO TITLE 3, UNITED STATES
9 CODE.—Section 411 of title 3, United States Code, is
10 amended—

11 (1) by redesignating subsections (e) through (f)
12 as subsections (d) through (g), respectively;

13 (2) by inserting after subsection (b) the fol-
14 lowing:

15 “(c) LIABILITY OF EMPLOYING OFFICE.—Subject to
16 section 206(j) of the BE HEARD in the Workplace Act,
17 an employing office shall be liable for the acts of any indi-
18 vidual whose harassment of a covered employee has cre-
19 ated or continued a hostile work environment or a retalia-
20 tory hostile work environment constituting discrimination
21 under this section if, at the time of the harassment—

22 “(1) such individual was authorized by the em-
23 ploying office—

1 “(A) to undertake or recommend tangible
2 employment actions affecting the covered em-
3 ployee; or

4 “(B) to direct the covered employee’s daily
5 work activities; or

6 “(2) the negligence of the employing office led
7 to the creation or continuation of that hostile work
8 environment or retaliatory hostile work environ-
9 ment.”; and

10 (3) in subsection (f), as redesignated by para-
11 graph (1), by striking “subsections (a) through (c)”
12 and inserting “subsections (a) through (d).”.

13 (i) AMENDMENT TO THE CONGRESSIONAL ACCOUNT-
14 ABILITY ACT OF 1995.—Section 201 of the Congressional
15 Accountability Act of 1995 (2 U.S.C. 1311) is amended—

16 (1) by striking subsection (e); and

17 (2) by adding at the end the following:

18 “(e) OUTSIDE INDIVIDUALS.—Subject to section
19 206(j) of the BE HEARD in the Workplace Act, an em-
20 ploying office shall be liable for the acts of any individual
21 whose harassment of a covered employee has created or
22 continued a hostile work environment or a retaliatory hos-
23 tile work environment that constitutes discrimination
24 under this section if, at the time of the harassment—

1 “(1) such individual was authorized by the em-
2 ploying office—

3 “(A) to undertake or recommend tangible
4 employment actions affecting the covered em-
5 ployee; or

6 “(B) to direct the covered employee’s daily
7 work activities; or

8 “(2) the negligence of the employing office led
9 to the creation or continuation of that hostile work
10 environment or retaliatory hostile work environ-
11 ment.”.

12 (j) **RULE OF CONSTRUCTION.**—Nothing in this sec-
13 tion shall be construed to limit the availability of, or access
14 to, defenses available under the law.

15 (k) **APPLICATION.**—This section, and the amend-
16 ments made by this section, shall apply to all claims pend-
17 ing on or after the date of enactment of this Act.

18 **SEC. 207. EXTENDING THE STATUTES OF LIMITATIONS.**

19 (a) **CIVIL RIGHTS ACT OF 1964; AMERICANS WITH**
20 **DISABILITIES ACT OF 1990; GENETIC INFORMATION**
21 **NONDISCRIMINATION ACT OF 2008.**—Section 706 of the
22 Civil Rights Act of 1964 (42 U.S.C. 2000e–5) is amend-
23 ed—

24 (1) in subsection (e)—

25 (A) in paragraph (1)—

1 (i) by striking “one hundred and
2 eighty days after the alleged unlawful em-
3 ployment practice occurred” and inserting
4 “4 years after the alleged unlawful employ-
5 ment practice occurred.”; and

6 (ii) by striking “three hundred days
7 after the alleged unlawful employment
8 practice occurred” and inserting “4 years
9 and 120 days after the alleged unlawful
10 employment practice occurred.”; and

11 (B) in paragraph (3)(B), by striking “two
12 years preceding the filing of the charge” and all
13 that follows and inserting “4 years and 120
14 days preceding the filing of the charge.”; and

15 (2) in subsection (g)(1), by striking “two years
16 prior to the filing of a charge” and inserting “4
17 years and 120 days preceding the filing of the
18 charge”.

19 (b) AGE DISCRIMINATION IN EMPLOYMENT ACT OF
20 1967.—Section 7(d) of the Age Discrimination in Employ-
21 ment Act of 1967 (29 U.S.C. 626(d)) is amended—

22 (1) in the second sentence, by redesignating
23 paragraphs (1) and (2) as subparagraphs (A) and
24 (B), respectively;

1 (2) by striking “(d)” and all that follows
2 through “No” and inserting “(d)(1) No”; and

3 (3) in paragraph (1), as designated by para-
4 graph (2) of this subsection—

5 (A) by striking “Secretary. Such” and in-
6 serting “Secretary, and such”;

7 (B) in subparagraph (A), by striking “180
8 days after the alleged unlawful practice oc-
9 curred” and inserting “4 years after the alleged
10 unlawful practice occurred”; and

11 (C) in subparagraph (B), by striking “300
12 days after the alleged unlawful practice oc-
13 curred” and inserting “4 years and 120 days
14 after the alleged unlawful practice occurred”.

15 **SEC. 208. EXTENDING THE TIME LIMITATIONS ON FEDERAL**
16 **EMPLOYEES FILING A COMPLAINT.**

17 (a) **IN GENERAL.**—The Equal Employment Oppor-
18 tunity Commission (referred to in this section as “the
19 Commission”) shall ensure that a covered Federal em-
20 ployee shall not be required to take any action necessary
21 to bring a complaint to the department, agency, unit, or
22 instrumentality involved prior to 4 years from the date of
23 the matter alleged to be discriminatory or, in the case of
24 personnel action, 4 years from the effective date of the
25 personnel action.

1 (b) COVERED EMPLOYEES AND COMPLAINTS.—In
2 this section, the term “covered Federal employee”
3 means—

4 (1) an employee or applicant to whom section
5 717(a) of the Civil Rights Act of 1964 (42 U.S.C.
6 2000e–16(a)) applies, in the case of a complaint
7 brought under section 717 of that Act (42 U.S.C.
8 2000e–16);

9 (2) an employee or applicant to whom section
10 15(a) of the Age Discrimination in Employment Act
11 of 1967 (29 U.S.C. 633a(a)) applies, in the case of
12 a complaint brought under section 15 of that Act
13 (29 U.S.C. 633a);

14 (3) an employee or applicant to whom section
15 501 of the Rehabilitation Act of 1973 (29 U.S.C.
16 791) applies, in the case of a complaint brought to
17 enforce that section under section 505 of that Act
18 (29 U.S.C. 794a); and

19 (4) an employee or applicant described in sec-
20 tion 201(2)(A)(v) of the Genetic Information Non-
21 discrimination Act of 2008 (42 U.S.C.
22 2000ff(2)(A)(v)), in the case of a complaint brought
23 to enforce title II of that Act (42 U.S.C. 2000ff et
24 seq.) under section 207(e) of that Act (42 U.S.C.
25 2000ff–6(e)).

1 **TITLE III—BROADENING PRO-**
2 **TECTIONS AND ENSURING**
3 **TRANSPARENCY**

4 **SEC. 301. INDEPENDENT CONTRACTORS, INTERNS, FEL-**
5 **LOWS, VOLUNTEERS, AND TRAINEES.**

6 (a) COVERED EMPLOYER OR ENTITY.—All protec-
7 tions afforded to an employee or individual under a provi-
8 sion that consists of title VII of the Civil Rights Act of
9 1964 (42 U.S.C. 2000e et seq.), the Government Em-
10 ployee Rights Act of 1991 (42 U.S.C. 2000e–16a et seq.),
11 the Congressional Accountability Act of 1995 (2 U.S.C.
12 1301 et seq.), subchapter II of chapter 5 of title 3, United
13 States Code, the Age Discrimination in Employment Act
14 of 1967 (29 U.S.C. 621 et seq.), title I and section 503
15 (for violations with respect to that title) of the Americans
16 with Disabilities Act of 1990 (42 U.S.C. 12111 et seq.,
17 12203), sections 501 and 505 of the Rehabilitation Act
18 of 1973 (29 U.S.C. 791, 794a), section 6(d) of the Fair
19 Labor Standards Act of 1938 (commonly known as the
20 “Equal Pay Act of 1963”) (29 U.S.C. 206(d)), title II
21 of the Genetic Information Nondiscrimination Act of 2008
22 (42 U.S.C. 2000ff et seq.), and section 4311 of title 38,
23 United States Code, shall be afforded, in the same manner
24 and to the same extent, to—

1 (1) an individual who is engaged by an em-
2 ployer or entity covered by that provision (referred
3 to in this subsection as a “covered employer or enti-
4 ty”) as an independent contractor (regardless of
5 business structure, including organization as a legal
6 or commercial entity) or as an intern, fellow, volun-
7 teer, or trainee, whether or not the individual re-
8 ceives compensation, academic credit, or other remu-
9 neration from the covered employer or entity; or

10 (2) an individual who applies or seeks to be-
11 come such an independent contractor (regardless of
12 business structure, including organization as a legal
13 or commercial entity), intern, fellow, volunteer, or
14 trainee, for the covered employer or entity.

15 (b) COVERED ESTABLISHMENTS.—

16 (1) DEFINITION.—In this subsection, the term
17 “covered establishment” means an individual or enti-
18 ty that—

19 (A) is not acting as an employer or entity
20 covered by a provision specified in subsection
21 (a); and

22 (B) engages the services (including solie-
23 citing such services) of an independent con-
24 tractor (regardless of business structure, includ-
25 ing organization as a legal or commercial enti-

1 ty), intern, fellow, volunteer, or trainee by
2 means of an instrument of transportation or
3 communication in interstate commerce, or
4 through an arrangement that involves the use
5 of such an instrument to carry out or be con-
6 veyed to carry out those services.

7 (2) PROTECTIONS.—All protections afforded to
8 an employee or individual under a provision that
9 consists of title VII of the Civil Rights Act of 1964,
10 the Age Discrimination in Employment Act of 1967,
11 title I and section 503 (for violations with respect to
12 that title) of the Americans with Disabilities Act of
13 1990, section 6(d) of the Fair Labor Standards Act
14 of 1938, title II of the Genetic Information Non-
15 discrimination Act of 2008, and section 4311 of title
16 38, United States Code, shall be afforded, in the
17 same manner and to the same extent that the provi-
18 sion covers an individual described in section 701(f)
19 of the Civil Rights Act of 1964 (42 U.S.C.
20 2000e(f)), to—

21 (A) an individual who is engaged by a cov-
22 ered establishment as an independent con-
23 tractor (regardless of business structure, includ-
24 ing organization as a legal or commercial enti-
25 ty) or as an intern, fellow, volunteer, or trainee,

1 whether or not the individual receives com-
2 pensation, academic credit, or other remunera-
3 tion from the covered establishment; or

4 (B) an individual who applies or seeks to
5 become such an independent contractor (regard-
6 less of business structure, including organiza-
7 tion as a legal or commercial entity), intern, fel-
8 low, volunteer, or trainee, for the covered estab-
9 lishment.

10 (c) DOMESTIC SERVICE.—For purposes of the provi-
11 sions listed in subsection (a) and the provisions of this
12 Act, an individual or entity who engages the services (by
13 means of an instrument of transportation or communica-
14 tion in interstate commerce, or through an arrangement
15 that involves the use of such an instrument to carry out
16 or be conveyed to carry out those services) of a person
17 in domestic service in a household, as an employee, or as
18 an independent contractor, intern, fellow, volunteer, or
19 trainee, referred to in subsection (a) or (b) shall be consid-
20 ered to be engaged in interstate commerce.

21 (d) RULE OF CONSTRUCTION.—Nothing in this sec-
22 tion shall be construed to limit the individuals protected
23 under any provision described in subsection (a).

24 (e) INTERSTATE COMMERCE.—In this section, the
25 term “interstate commerce” means Commerce (as defined

1 in section 3 of the Fair Labor Standards Act of 1938 (29
2 U.S.C. 203)) among the several States.

3 **SEC. 302. NONDISCLOSURE AGREEMENTS.**

4 (a) DEFINITIONS.—In this section:

5 (1) COMMISSION.—The term “Commission”
6 means the Equal Employment Opportunity Commis-
7 sion.

8 (2) COVERED ESTABLISHMENT.—The term
9 “covered establishment” has the meaning given the
10 term in section 301.

11 (3) COVERED INDIVIDUAL.—The term “covered
12 individual” means—

13 (A) in the case of an individual required to
14 be afforded protections under section 301(a)—

15 (i) an individual required to be af-
16 farded those protections by an employer
17 described in paragraph (5)(A);

18 (ii) an individual required to be af-
19 farded those protections by an employer
20 described in paragraph (5)(B);

21 (iii) an individual required to be af-
22 farded those protections by an employer
23 described in paragraph (5)(C);

1 (iv) an individual required to be af-
2 farded those protections by an employer
3 described in paragraph (5)(D); or

4 (v) an individual required to be af-
5 farded those protections by an employer
6 described in paragraph (5)(E); and

7 (B) in the case of an individual required to
8 be afforded protections under section 301(b) by
9 a covered establishment, that individual.

10 (4) EMPLOYEE.—The term “employee”
11 means—

12 (A) an employee (including an applicant),
13 as defined in section 701(f) of the Civil Rights
14 Act of 1964 (42 U.S.C. 2000e(f));

15 (B) a State employee (including an appli-
16 cant) described in section 304(a) of the Govern-
17 ment Employee Rights Act of 1991 (42 U.S.C.
18 2000e–16c(a));

19 (C) a covered employee (including an appli-
20 cant), as defined in section 101 of the Congres-
21 sional Accountability Act of 1995 (2 U.S.C.
22 1301), including an individual treated as a cov-
23 ered employee under that section;

1 (D) a covered employee (including an ap-
2 plicant), as defined in section 411(c) of title 3,
3 United States Code; or

4 (E) an employee or applicant to which sec-
5 tion 717(a) of the Civil Rights Act of 1964 (42
6 U.S.C. 2000e–16(a)) applies.

7 (5) EMPLOYER.—The term “employer”
8 means—

9 (A) an employer (as defined in section
10 701(b) of the Civil Rights Act of 1964 (42
11 U.S.C. 2000e(b)));

12 (B) an entity employing a State employee
13 described in section 304(a) of the Government
14 Employee Rights Act of 1991;

15 (C) an employing office, as defined in sec-
16 tion 101(a) of the Congressional Accountability
17 Act of 1995 (2 U.S.C. 1301(a));

18 (D) an employing office, as defined in sec-
19 tion 411(c) of title 3, United States Code; or

20 (E) an entity to which section 717(a) of
21 the Civil Rights Act of 1964 applies.

22 (6) NONDISCLOSURE CLAUSE.—The term “non-
23 disclosure clause” means a provision in a contract or
24 agreement establishing that each party to the con-
25 tract or agreement agrees not to disclose informa-

1 tion covered by the terms and conditions of the con-
2 tract or agreement.

3 (7) NONDISPARAGEMENT CLAUSE.—The term
4 “nondisparagement clause” means a provision in a
5 contract or agreement requiring one or more parties
6 to the contract or agreement not to make negative
7 statements about another such party.

8 (8) WORKER.—The term “worker” means an
9 employee or a covered individual.

10 (b) UNLAWFUL PRACTICES.—

11 (1) NONDISPARAGEMENT AND NONDISCLOSURE
12 CLAUSES.—Subject to paragraph (3), it shall be an
13 unlawful practice for an employer to enter into a
14 contract or agreement with a worker, or for a cov-
15 ered establishment to enter into a contract or agree-
16 ment with a covered individual, as a condition of em-
17 ployment or contracting, promotion, compensation,
18 benefits, or change in employment status or contrac-
19 tual relationship, or as a term, condition, or privilege
20 of employment or contracting, if that contract or
21 agreement contains a nondisparagement clause or
22 nondisclosure clause that covers prohibited discrimi-
23 nation or harassment in employment or contracting,
24 or retaliation for reporting, resisting, opposing, or

1 assisting in the investigation of such discrimination
2 or harassment.

3 (2) PROHIBITION ON ENFORCEMENT.—Subject
4 to paragraph (3) but notwithstanding any other pro-
5 vision of law, it shall be an unlawful practice for an
6 employer or covered establishment to enforce or at-
7 tempt to enforce a nondisparagement clause or non-
8 disclosure clause that covers prohibited discrimina-
9 tion or harassment in employment or contracting, or
10 retaliation for reporting, resisting, opposing, or as-
11 sisting in the investigation of such discrimination or
12 harassment. An employer or covered establishment
13 that enforces or attempts to enforce such a non-
14 disparagement clause or such a nondisclosure clause
15 against a worker shall be liable for the reasonable
16 attorney's fees and costs of the worker.

17 (3) SETTLEMENT OR SEPARATION AGREE-
18 MENTS.—

19 (A) IN GENERAL.—The provisions of para-
20 graphs (1) and (2) do not apply to a nondispar-
21 agement clause or nondisclosure clause con-
22 tained in a settlement agreement or separation
23 agreement that resolves legal claims or disputes
24 if—

1 (i) such legal claims accrued or such
2 disputes arose before the settlement agree-
3 ment or separation agreement was exe-
4 cuted;

5 (ii) the clause involved is mutually
6 agreed upon by and mutually benefits
7 both—

8 (I) the employer or covered es-
9 tablishment, as the case may be; and

10 (II) the worker;

11 (iii) the worker's agreement to such
12 clause is knowing and voluntary, as de-
13 scribed in subparagraph (C); and

14 (iv) the settlement agreement or sepa-
15 ration agreement expressly states that the
16 agreement involved does not prohibit, pre-
17 vent, or otherwise restrict a worker from—

18 (I) filing a complaint with the
19 Commission, any other Federal, State,
20 or local agency with the authority to
21 enforce laws (including regulations)
22 that prohibit discrimination or harass-
23 ment in employment or contracting,
24 as the case may be, or law enforce-
25 ment;

1 (II) testifying at, assisting, or
2 participating in an investigation or
3 proceeding conducted by the Commis-
4 sion, any other Federal, State, or local
5 agency with the authority to enforce
6 laws (including regulations) that pro-
7 hibit discrimination or harassment in
8 employment or contracting, as the
9 case may be, or law enforcement; or
10 (III) testifying in a hearing or
11 trial or complying with a request for
12 discovery in relation to civil litigation.

13 (B) PROHIBITION ON SOLE BENEFIT.—For
14 purposes of this paragraph, it shall be an un-
15 lawful practice for an employer or covered es-
16 tablishment to unilaterally include a nondispar-
17 agement clause or nondisclosure clause that
18 solely benefits the employer or covered estab-
19 lishment in a separation or settlement agree-
20 ment.

21 (C) KNOWING AND VOLUNTARY AGREE-
22 MENT.—For purposes of this paragraph, agree-
23 ment to a nondisparagement clause or non-
24 disclosure clause may not be considered know-
25 ing and voluntary unless at a minimum—

1 (i) the nondisparagement clause or
2 nondisclosure clause is written in a manner
3 designed to ensure that the worker under-
4 stands the content of the clause involved;

5 (ii) the nondisparagement clause or
6 nondisclosure clause is included only in ex-
7 change for consideration of value provided
8 to the worker, in addition to anything of
9 value to which the worker is already enti-
10 tled;

11 (iii) the nondisparagement clause or
12 nondisclosure clause does not apply to any
13 rights or claims that arise after the date
14 the settlement or separation agreement is
15 executed;

16 (iv) the worker is advised in writing to
17 consult with an attorney prior to agreeing
18 to such an agreement that includes a non-
19 disparagement clause or nondisclosure
20 clause;

21 (v) the worker is given a period of at
22 least 21 days to consider any proposal for
23 a settlement or separation agreement that
24 includes a nondisparagement clause or
25 nondisclosure clause; and

1 (vi) the settlement or separation
2 agreement provides that for a period of at
3 least 7 days following the execution of such
4 agreement the worker may revoke the
5 agreement, and the agreement shall not be-
6 come effective or enforceable until the rev-
7 ocation period has expired.

8 (D) BURDEN OF PROOF.—In any dispute
9 that may arise over whether any of the require-
10 ments of subparagraph (A) have been met, the
11 party asserting the validity of an agreement
12 shall have the burden of proving that the re-
13 quirements of subparagraph (A) have been met.

14 (E) PARTICIPATION IN INVESTIGATIONS OR
15 PROCEEDINGS.—No nondisparagement clause
16 or nondisclosure clause may affect the ability of
17 a worker to testify at, assist, or participate in
18 an investigation or proceeding conducted by the
19 Commission, any Federal, State, or local agency
20 with the authority to enforce laws (including
21 regulations) that prohibit discrimination in em-
22 ployment or contracting, as the case may be, or
23 a law enforcement agency.

24 (F) PROHIBITION ON DAMAGES.—Under
25 no circumstances shall a worker be required to

1 pay damages for breach of a nondisparagement
2 clause or nondisclosure clause permitted by this
3 paragraph in excess of an amount equal to the
4 consideration of value provided to the worker in
5 exchange for the workers' agreement to the
6 nondisparagement clause or nondisclosure
7 clause.

8 (c) ENFORCEMENT AGAINST EMPLOYERS.—

9 (1) ENFORCEMENT POWERS.—With respect to
10 the administration and enforcement of this section
11 in the case of a claim alleged by a worker against
12 an employer for a violation of this section—

13 (A) the Commission shall have the same
14 powers as the Commission has to administer
15 and enforce—

16 (i) title VII of the Civil Rights Act of
17 1964 (42 U.S.C. 2000e et seq.); or

18 (ii) sections 302 and 304 of the Gov-
19 ernment Employee Rights Act of 1991 (42
20 U.S.C. 2000e–16b and 2000e–16c),

21 in the case of a claim alleged by an employee
22 of the employer for a violation of such title, or
23 of section 302(a)(1) of the Government Em-
24 ployee Rights Act of 1991 (42 U.S.C. 2000e–
25 16b(a)(1)), respectively;

1 (B) the Librarian of Congress shall have
2 the same powers as the Librarian of Congress
3 has to administer and enforce title VII of the
4 Civil Rights Act of 1964 (42 U.S.C. 2000e et
5 seq.) in the case of a claim alleged by an em-
6 ployee of the employer for a violation of such
7 title;

8 (C) the Board (as defined in section
9 101(a) of the Congressional Accountability Act
10 of 1995 (2 U.S.C. 1301(a))) shall have the
11 same powers as the Board has to administer
12 and enforce the Congressional Accountability
13 Act of 1995 (2 U.S.C. 1301 et seq.) in the case
14 of a claim alleged by an employee of the em-
15 ployer for a violation of section 201(a)(1) of
16 such Act (2 U.S.C. 1311(a)(1));

17 (D) the Attorney General shall have the
18 same powers as the Attorney General has to ad-
19 minister and enforce—

20 (i) title VII of the Civil Rights Act of
21 1964 (42 U.S.C. 2000e et seq.); or

22 (ii) sections 302 and 304 of the Gov-
23 ernment Employee Rights Act of 1991 (42
24 U.S.C. 2000e–16b and 2000e–16c),

1 in the case of a claim alleged by an employee
2 of the employer for a violation of such title, or
3 of section 302(a)(1) of the Government Em-
4 ployee Rights Act of 1991 (42 U.S.C. 2000e-
5 16b(a)(1)), respectively;

6 (E) the President, the Commission, and
7 the Merit Systems Protection Board shall have
8 the same powers as the President, the Commis-
9 sion, and the Board, respectively, have to ad-
10 minister and enforce chapter 5 of title 3,
11 United States Code, in the case of a claim al-
12 leged by an employee of the employer for a vio-
13 lation of section 411 of such title; and

14 (F) a court of the United States shall have
15 the same jurisdiction and powers as the court
16 has to enforce—

17 (i) title VII of the Civil Rights Act of
18 1964 (42 U.S.C. 2000e et seq.) in the case
19 of a claim alleged by an employee of the
20 employer for a violation of such title;

21 (ii) sections 302 and 304 of the Gov-
22 ernment Employee Rights Act of 1991 (42
23 U.S.C. 2000e-16b and 2000e-16c) in the
24 case of a claim alleged by an employee of
25 the employer for a violation of section

1 302(a)(1) of such Act (42 U.S.C. 2000e–
2 16b(a)(1));

3 (iii) the Congressional Accountability
4 Act of 1995 (2 U.S.C. 1301 et seq.) in the
5 case of a claim alleged by an employee of
6 the employer for a violation of section
7 201(a)(1) of such Act (2 U.S.C.
8 1311(a)(1)); and

9 (iv) chapter 5 of title 3, United States
10 Code, in the case of a claim alleged by an
11 employee of the employer for a violation of
12 section 411 of such title.

13 (2) PROCEDURES AND REMEDIES.—The proce-
14 dures and remedies applicable to a claim alleged by
15 a worker against the employer for a violation of this
16 section are—

17 (A) the procedures and remedies applicable
18 for a violation of title VII of the Civil Rights
19 Act of 1964 (42 U.S.C. 2000e et seq.) in the
20 case of a claim alleged by an employee of the
21 employer for a violation of such title;

22 (B) the procedures and remedies applicable
23 for a violation of section 302(a)(1) of the Gov-
24 ernment Employee Rights Act of 1991 (42
25 U.S.C. 2000e–16b(a)(1)) in the case of a claim

1 alleged by an employee of the employer for a
2 violation of such section;

3 (C) the procedures and remedies applicable
4 for a violation of section 201(a)(1) of the Con-
5 gressional Accountability Act of 1995 (2 U.S.C.
6 1311(a)(1)) in the case of a claim alleged by an
7 employee of the employer for a violation of such
8 section; and

9 (D) the procedures and remedies applicable
10 for a violation of section 411 of title 3, United
11 States Code, in the case of a claim alleged by
12 an employee of the employer for a violation of
13 such section.

14 (3) OTHER APPLICABLE PROVISIONS.—With re-
15 spect to a claim alleged by an employee described in
16 subsection (a)(4)(C) or a covered individual de-
17 scribed in subsection (a)(3)(A)(iii) for a violation of
18 this section, title III of the Congressional Account-
19 ability Act of 1995 (2 U.S.C. 1381 et seq.) shall
20 apply in the same manner as such title applies with
21 respect to a claim alleged by such an employee for
22 a violation of section 201(a)(1) of such Act (2
23 U.S.C. 1311(a)(1)).

24 (d) ENFORCEMENT AGAINST COVERED ESTABLISH-
25 MENTS.—

1 (1) ENFORCEMENT POWERS.—With respect to
2 the administration and enforcement of this section
3 in the case of a claim alleged by a covered individual
4 against a covered establishment for a violation of
5 this section—

6 (A) the Commission shall have the same
7 powers as the Commission has to administer
8 and enforce title VII of the Civil Rights Act of
9 1964 (42 U.S.C. 2000e et seq.);

10 (B) the Attorney General shall have the
11 same powers as the Attorney General has to ad-
12 minister and enforce title VII of the Civil
13 Rights Act of 1964; and

14 (C) a court of the United States shall have
15 the same jurisdiction and powers as the court
16 has to enforce title VII of the Civil Rights Act
17 of 1964,

18 in the case of a claim alleged by an employee de-
19 scribed in subsection (a)(4)(A) for a violation of
20 such title.

21 (2) PROCEDURES AND REMEDIES.—The proce-
22 dures and remedies applicable to a claim alleged by
23 a covered individual against the covered establish-
24 ment for a violation of this section are the proce-
25 dures and remedies applicable for a violation of title

1 VII of the Civil Rights Act of 1964 (42 U.S.C.
2 2000e et seq.) in the case of a claim alleged by an
3 employee described in subsection (a)(4)(A) for a vio-
4 lation of such title.

5 (e) RIGHT TO REPORT RESERVED.—Notwith-
6 standing signing (before, on, or after the effective date of
7 this Act) any nondisparagement clause or nondisclosure
8 clause, a worker retains—

9 (1) any right that person would otherwise have
10 had to report a concern about harassment, including
11 sexual harassment, in employment or contracting or
12 another violation of the law to the Commission, an-
13 other Federal agency (including an office of the leg-
14 islative or judicial branch), a State or local fair em-
15 ployment practices agency or any other State or
16 local agency, or a law enforcement agency; and

17 (2) any right that person would otherwise have
18 had to bring an action in a court of the United
19 States.

20 (f) REGULATIONS.—

21 (1) IN GENERAL.—Except as provided in para-
22 graphs (2), (3), and (4), the Commission shall have
23 authority to issue regulations to carry out this sec-
24 tion.

1 (2) LIBRARIAN OF CONGRESS.—The Librarian
2 of Congress shall have authority to issue regulations
3 to carry out this section with respect to workers of
4 the Library of Congress.

5 (3) BOARD.—The Board referred to in sub-
6 section (c)(1)(C) shall have authority to issue regu-
7 lations to carry out this section, in accordance with
8 section 304 of the Congressional Accountability Act
9 of 1995 (2 U.S.C. 1384), with respect to employees
10 described in subsection (a)(4)(C) and covered indi-
11 viduals described in subsection (a)(3)(A)(iii).

12 (4) PRESIDENT.—The President shall have au-
13 thority to issue regulations to carry out this section
14 with respect to employees described in subsection
15 (a)(4)(D) and covered individuals described in sub-
16 section (a)(3)(A)(iv).

17 (g) STATE AND FEDERAL IMMUNITY.—

18 (1) ABROGATION OF STATE IMMUNITY.—A
19 State shall not be immune under the 11th Amend-
20 ment to the Constitution from a suit brought in a
21 Federal court of competent jurisdiction for a viola-
22 tion of this section.

23 (2) WAIVER OF STATE IMMUNITY.—

24 (A) IN GENERAL.—

1 (i) WAIVER.—A State’s receipt or use
2 of Federal financial assistance for any pro-
3 gram or activity of a State shall constitute
4 a waiver of sovereign immunity, under the
5 11th Amendment to the Constitution or
6 otherwise, to a suit brought by a covered
7 individual in that program or activity
8 under this section for a remedy authorized
9 under paragraph (4).

10 (ii) DEFINITION.—In this subpara-
11 graph, the term “program or activity” has
12 the meaning given the term in section 606
13 of the Civil Rights Act of 1964 (42 U.S.C.
14 2000d–4a).

15 (B) EFFECTIVE DATE.—With respect to a
16 particular program or activity, subparagraph
17 (A) applies to conduct occurring on or after the
18 day, after the date of enactment of this Act, on
19 which a State first receives or uses Federal fi-
20 nancial assistance for that program or activity.

21 (3) REMEDIES AGAINST STATE OFFICIALS.—An
22 official of a State may be sued in the official capac-
23 ity of the official by a covered individual who has
24 complied with the applicable procedures of sub-
25 section (c), for equitable relief that is authorized

1 under this section. In such a suit the court may
2 award to the prevailing party those costs authorized
3 by section 722 of the Revised Statutes (42 U.S.C.
4 1988).

5 (4) REMEDIES AGAINST THE UNITED STATES
6 AND THE STATES.—Notwithstanding any other pro-
7 vision of this Act, in an action or administrative pro-
8 ceeding against the United States or a State for a
9 violation of this section, remedies (including rem-
10 edies at law and in equity, and interest) are avail-
11 able for the violation to the same extent as the rem-
12 edies are available for a violation of title VII of the
13 Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.)
14 by an employer described in subsection (a)(5)(A),
15 except that—

16 (A) punitive damages are not available;

17 and

18 (B) compensatory damages are available to
19 the extent specified in section 1977A(b) of the
20 Revised Statutes (42 U.S.C. 1981a(b)).

21 **SEC. 303. PROHIBITION ON MANDATORY ARBITRATION AND**

22 **PROTECTION OF CONCERTED LEGAL ACTION.**

23 (a) PROTECTION OF CONCERTED ACTIVITY.—

1 (1) AGREEMENTS.—Section 8(a) of the Na-
2 tional Labor Relations Act (29 U.S.C. 158(a)) is
3 amended—

4 (A) in paragraph (5), by striking the pe-
5 riod at the end and inserting “; and”; and

6 (B) by adding at the end the following:

7 “(6)(A) to enter into or attempt to enforce any
8 agreement, express or implied, whereby prior to a
9 dispute to which the agreement applies, a worker
10 (for purposes of this paragraph, as defined in sec-
11 tion 401 of title 9, United States Code) undertakes
12 or promises not to pursue, bring, join, litigate, or
13 support any kind of joint, class, or collective claim
14 arising from or relating to the employment of, or
15 provision of services by, such worker in any forum
16 that, but for such agreement, is of competent juris-
17 diction;

18 “(B) to coerce such worker into undertaking or
19 promising not to pursue, bring, join, litigate, or sup-
20 port any kind of joint, class, or collective claim aris-
21 ing from or relating to the employment of, or provi-
22 sion of services by, such worker; or

23 “(C) to retaliate or threaten to retaliate against
24 a worker for refusing to undertake or promise not
25 to pursue, bring, join, litigate, or support any kind

1 of joint, class, or collective claim arising from or re-
2 lating to the employment of, or provision or services
3 by, such worker: *Provided*, That any agreement that
4 violates this paragraph or results from a violation of
5 this paragraph shall be to such extent unenforceable
6 and void: *Provided further*, That this paragraph shall
7 not apply to any agreement embodied in or expressly
8 permitted by a contract between an employer and a
9 labor organization.”.

10 (2) CONFORMING AMENDMENT.—Section 10(b)
11 of the National Labor Relations Act (29 U.S.C.
12 160(b)) is amended by striking “discharge” and in-
13 sserting “discharge, or unless the person aggrieved
14 thereby is a worker alleging a violation of section
15 8(a)(6) whose charge involves a postdispute arbitra-
16 tion agreement that meets the requirements under
17 section 402(a)(2) of title 9, United States Code, in
18 which event the six-month period shall be computed
19 from the day the waiting period described in sub-
20 paragraph (C) of such section ends”.

21 (b) ARBITRATION OF WORK DISPUTES.—

22 (1) IN GENERAL.—Title 9 of the United States
23 Code is amended by adding at the end the following:

1 **“CHAPTER 4—ARBITRATION OF WORK**
2 **DISPUTES**

“Sec.

“401. Definitions.

“402. Validity and enforceability.

3 **“§ 401. Definitions**

4 “In this chapter—

5 “(1) the terms ‘commerce’, ‘employee’, and ‘em-
6 ployer’ have the meanings given the terms in section
7 3 of the Fair Labor Standards Act of 1938 (29
8 U.S.C. 203);

9 “(2) the term ‘covered entity’ means—

10 “(A) an employer; or

11 “(B) an individual or entity that is not
12 acting as an employer and engages the services
13 of a worker;

14 “(3) the term ‘predispute arbitration agree-
15 ment’ means any agreement to arbitrate a dispute
16 that had not yet arisen at the time of the making
17 of the agreement;

18 “(4) the term ‘postdispute arbitration agree-
19 ment’ means any agreement to arbitrate a dispute
20 that arose before the time of the making of the
21 agreement;

22 “(5) the term ‘worker’ means—

23 “(A) an employee; or

1 “(B) an individual who is engaged by a
2 covered entity to perform services or work as an
3 independent contractor (regardless of the label
4 or classification assigned or used by the covered
5 entity); and

6 “(6) the term ‘work dispute’—

7 “(A) means a dispute between one or more
8 workers (or their authorized representatives)
9 and a covered entity arising out of or related to
10 the work relationship or prospective work rela-
11 tionship between the workers and the covered
12 entity; and

13 “(B) includes—

14 “(i) a dispute regarding the terms of,
15 payment for, advertising of, recruitment of,
16 referring of, arranging for, or discipline or
17 discharge in connection with work per-
18 formed in connection with such work rela-
19 tionship;

20 “(ii) a dispute arising under any law
21 referred to or described in section 62(e) of
22 the Internal Revenue Code of 1986, includ-
23 ing any part of such a law not explicitly
24 referenced in such section that relates to
25 protecting individuals on a basis that is

1 protected under a law referred to or de-
2 scribed in such section; and

3 “ (iii) a dispute in which an individual
4 or individuals seek certification—

5 “ (I) as a class under rule 23 of
6 the Federal Rules of Civil Procedure;

7 “ (II) as a collective action under
8 section 16(b) of the Fair Labor
9 Standards Act of 1938 (29 U.S.C.
10 216(b)); or

11 “ (III) under a comparable rule or
12 provision of State law.

13 **“§ 402. Validity and enforceability**

14 “(a) IN GENERAL.—Notwithstanding any other chap-
15 ter of this title—

16 “(1) no predispute arbitration agreement shall
17 be valid or enforceable if it requires arbitration of a
18 work dispute;

19 “(2) no postdispute arbitration agreement that
20 requires arbitration of a work dispute shall be valid
21 or enforceable unless—

22 “(A) the agreement was not required by
23 the covered entity, obtained by coercion or
24 threat of adverse action, or made a condition of

1 employment, work, or any employment-related
2 or work-related privilege or benefit;

3 “(B) each worker entering into the agree-
4 ment was informed in writing using sufficiently
5 plain language likely to be understood by the
6 average worker of—

7 “(i) the right of the worker under
8 paragraph (3) to refuse to enter the agree-
9 ment without retaliation; and

10 “(ii) the protections under section
11 8(a)(6) of the National Labor Relations
12 Act (29 U.S.C. 158(a)(6));

13 “(C) each worker entering into the agree-
14 ment entered the agreement after a waiting pe-
15 riod of not fewer than 45 days, beginning on
16 the date on which the employee was provided
17 both the final text of the agreement and the
18 disclosures required under subparagraph (B);
19 and

20 “(D) each worker entering into the agree-
21 ment affirmatively consented to the agreement
22 in writing; and

23 “(3) no covered entity may retaliate or threaten
24 to retaliate against a worker for refusing to enter

1 into an agreement that provides for arbitration of a
2 work dispute.

3 “(b) STATUTE OF LIMITATIONS.—During the waiting
4 period described in subsection (a)(2)(C), the statute of
5 limitations for any claims that arise from or form the basis
6 for the applicable work dispute shall be tolled.

7 “(c) CIVIL ACTION.—Any person who is injured by
8 reason of a violation of subsection (a)(3) may bring a civil
9 action in the appropriate district court of the United
10 States against the covered entity within 2 years of the vio-
11 lation, or within 3 years if such violation is willful. Relief
12 granted in such an action shall include a reasonable attor-
13 ney’s fee, other reasonable costs associated with maintain-
14 ing the action, and any appropriate relief authorized by
15 section 706(g) of the Civil Rights Act of 1964 (42 U.S.C.
16 2000e–5(g)) or by section 1977A(b) of the Revised Stat-
17 utes (42 U.S.C. 1981a(b)).

18 “(d) APPLICABILITY.—

19 “(1) IN GENERAL.—This chapter applies to cov-
20 ered entities and workers engaged in activity affect-
21 ing commerce to the fullest extent permitted by the
22 Constitution of the United States, including the
23 work of persons engaged in domestic service in
24 households, as described in section 2(a) of the Fair
25 Labor Standards Act of 1938 (29 U.S.C. 202(a)).

1 An issue as to whether this chapter applies to an ar-
2 bitration agreement shall be determined under Fed-
3 eral law. The applicability of this chapter to an
4 agreement to arbitrate and the validity and enforce-
5 ability of an agreement to which this chapter applies
6 shall be determined by a court, rather than an arbi-
7 trator, regardless of whether any contractual provi-
8 sion purports to delegate such determinations to the
9 arbitrator and irrespective of whether the party re-
10 sisting arbitration challenges the arbitration agree-
11 ment specifically or in conjunction with other terms
12 of the contract containing such agreement.

13 “(2) COLLECTIVE BARGAINING AGREEMENTS.—
14 Nothing in this chapter shall apply to any arbitra-
15 tion provision in a contract between a covered entity
16 and a labor organization, except that no such arbi-
17 tration provision shall have the effect of waiving the
18 right of a worker to seek judicial enforcement of a
19 right arising under a provision of the Constitution of
20 the United States, the constitution of a State, or a
21 Federal or State statute, or public policy arising
22 therefrom.”.

23 (2) TECHNICAL AND CONFORMING AMEND-
24 MENTS.—

1 (A) IN GENERAL.—Title 9 of the United
2 States Code is amended—

3 (i) in section 1, by striking “of sea-
4 men,” and all that follows through “inter-
5 state commerce”;

6 (ii) in section 2, by inserting “or as
7 otherwise provided in chapter 4” before the
8 period at the end;

9 (iii) in section 208—

10 (I) in the section heading, by
11 striking “**Chapter 1; residual**
12 **application**” and inserting “**Ap-**
13 **plication**”; and

14 (II) by adding at the end the fol-
15 lowing: “This chapter applies to the
16 extent that this chapter is not in con-
17 flict with chapter 4.”; and

18 (iv) in section 307—

19 (I) in the section heading, by
20 striking “**Chapter 1; residual**
21 **application**” and inserting “**Ap-**
22 **plication**”; and

23 (II) by adding at the end the fol-
24 lowing: “This chapter applies to the

1 extent that this chapter is not in con-
 2 flict with chapter 4.”.

3 (B) TABLE OF SECTIONS.—

4 (i) CHAPTER 2.—The table of sections
 5 for chapter 2 of title 9, United States
 6 Code, is amended by striking the item re-
 7 lating to section 208 and inserting the fol-
 8 lowing:

“208. Application.”.

9 (ii) CHAPTER 3.—The table of sec-
 10 tions for chapter 3 of title 9, United States
 11 Code, is amended by striking the item re-
 12 lating to section 307 and inserting the fol-
 13 lowing:

“307. Application.”.

14 (C) TABLE OF CHAPTERS.—The table of
 15 chapters for title 9, United States Code, is
 16 amended by adding at the end the following:

“4. Arbitration of work disputes 401.”.

17 (c) EFFECTIVE DATE.—This section, and the amend-
 18 ments made by this section, shall take effect on the date
 19 of enactment of this Act and shall apply with respect to
 20 any dispute or claim that arises or accrues on or after
 21 such date, including any dispute or claim to which an
 22 agreement predating such date applies.

1 **SEC. 304. FEDERAL CONTRACTOR COMPLIANCE WITH CIVIL**
2 **RIGHTS LAWS.**

3 (a) DEFINITIONS.—In this section:

4 (1) COVERED CONTRACT.—The term “covered
5 contract” means a Federal contract for the procure-
6 ment of property or services, including construction,
7 valued in excess of \$500,000.

8 (2) COVERED SUBCONTRACT.—The term “cov-
9 ered subcontract”—

10 (A) means a subcontract for property or
11 services under a Federal contract that is valued
12 in excess of \$500,000; and

13 (B) does not include a subcontract for the
14 procurement of commercially available off-the-
15 shelf items.

16 (3) EXECUTIVE AGENCY.—The term “executive
17 agency” has the meaning given the term in section
18 133 of title 41, United States Code.

19 (b) REQUIRED PRE-CONTRACT AWARD ACTIONS.—

20 (1) DISCLOSURES.—The head of an executive
21 agency shall ensure that the solicitation for a cov-
22 ered contract requires the offeror—

23 (A) to represent, to the best of the
24 offeror’s knowledge and belief, whether there
25 has been any administrative merits determina-
26 tion, arbitral award or decision, or civil judg-

1 ment, as defined in guidance issued by the Sec-
2 retary of Labor, rendered against the offeror in
3 the preceding 3 years for violations of—

4 (i) the Fair Labor Standards Act of
5 1938 (29 U.S.C. 201 et seq.);

6 (ii) the Occupational Safety and
7 Health Act of 1970 (29 U.S.C. 651 et
8 seq.);

9 (iii) the Migrant and Seasonal Agri-
10 cultural Worker Protection Act (29 U.S.C.
11 1801 et seq.);

12 (iv) the National Labor Relations Act
13 (29 U.S.C. 151 et seq.);

14 (v) subchapter IV of chapter 31 of
15 title 40, United States Code (commonly
16 known as the “Davis-Bacon Act”);

17 (vi) chapter 67 of title 41, United
18 States Code (commonly known as the
19 “Service Contract Act”);

20 (vii) Executive Order 11246 (42
21 U.S.C. 2000e note; relating to equal em-
22 ployment opportunity);

23 (viii) section 503 of the Rehabilitation
24 Act of 1973 (29 U.S.C. 793);

- 1 (ix) section 4212 of title 38, United
2 States Code;
- 3 (x) the Family and Medical Leave Act
4 of 1993 (29 U.S.C. 2601 et seq.);
- 5 (xi) title VII of the Civil Rights Act of
6 1964 (42 U.S.C. 2000e et seq.);
- 7 (xii) the Americans with Disabilities
8 Act of 1990 (42 U.S.C. 12101 et seq.);
- 9 (xiii) the Age Discrimination in Em-
10 ployment Act of 1967 (29 U.S.C. 621 et
11 seq.);
- 12 (xiv) title II of the Genetic Informa-
13 tion Nondiscrimination Act of 2008 (42
14 U.S.C. 2000ff et seq.);
- 15 (xv) as applicable, Executive Order
16 13658 (79 Fed. Reg. 9851; relating to es-
17 tablishing a minimum wage for contrac-
18 tors) or Executive Order 14026 (86 Fed.
19 Reg. 22835; relating to increasing the min-
20 imum wage for Federal contractors); or
- 21 (xvi) equivalent State laws, as defined
22 in guidance issued by the Secretary of
23 Labor;
- 24 (B) to require each subcontractor for a
25 covered subcontract—

1 (i) to represent to the offeror, and the
2 executive agency's Labor Compliance Advi-
3 sor designated under subsection (d), to the
4 best of the subcontractor's knowledge and
5 belief, whether there has been any adminis-
6 trative merits determination, arbitral
7 award or decision, or civil judgment, as de-
8 fined in guidance issued by the Secretary
9 of Labor, rendered against the subcon-
10 tractor in the preceding 3 years for viola-
11 tions of any of the labor laws listed under
12 subparagraph (A); and

13 (ii) to update such information every
14 6 months for the duration of the sub-
15 contract; and

16 (C) to consider the advice rendered by the
17 executive agency's Labor Compliance Advisor
18 designated under subsection (d), or information
19 submitted by a subcontractor pursuant to sub-
20 paragraph (B), in determining whether the sub-
21 contractor is a responsible source with a satis-
22 factory record of integrity and business ethics—

23 (i) prior to awarding the subcontract;

24 or

1 (ii) in the case of a subcontract that
2 is awarded or will become effective within
3 5 days of the prime contract being award-
4 ed, not later than 30 days after awarding
5 the subcontract.

6 (2) PRE-AWARD CORRECTIVE MEASURES.—

7 (A) IN GENERAL.—A contracting officer,
8 prior to awarding a covered contract, shall, as
9 part of the responsibility determination, provide
10 an offeror who makes a disclosure pursuant to
11 paragraph (1) an opportunity to report any
12 steps taken to correct the violations of or im-
13 prove compliance with the labor laws listed in
14 subparagraph (A) of such paragraph, including
15 any agreements entered into with an enforce-
16 ment agency.

17 (B) CONSULTATION.—The executive agen-
18 cy's Labor Compliance Advisor designated
19 under subsection (d), in consultation with rel-
20 evant enforcement agencies, shall advise the
21 contracting officer whether agreements are in
22 place or are otherwise needed to address appro-
23 priate remedial measures, compliance assist-
24 ance, steps to resolve issues to avoid further

1 violations, or other related matters concerning
2 the offeror.

3 (C) RESPONSIBILITY DETERMINATION.—

4 The contracting officer, in consultation with the
5 executive agency's Labor Compliance Advisor
6 designated under subsection (d), shall consider
7 information provided by the offeror under this
8 subsection in determining whether the offeror is
9 a responsible source with a satisfactory record
10 of integrity and business ethics. The determina-
11 tion shall be based on the guidance reissued
12 under subsection (e)(2)(A) and the final rule
13 reissued under subsection (e)(1).

14 (3) REFERRAL OF INFORMATION TO SUSPEN-
15 SION AND DEBARMENT OFFICIALS.—As appropriate,
16 contracting officers, in consultation with their execu-
17 tive agency's Labor Compliance Advisor, shall refer
18 matters related to information provided under sub-
19 paragraphs (A) and (B) of paragraph (1) to the ex-
20 ecutive agency's suspension and debarment official
21 in accordance with agency procedures.

22 (c) POST-AWARD CONTRACT ACTIONS.—

23 (1) INFORMATION UPDATES.—The contracting
24 officer for a covered contract shall require that the
25 contractor update the information provided under

1 subparagraphs (A) and (B) of subsection (b)(1)
2 every 6 months.

3 (2) CORRECTIVE ACTIONS.—

4 (A) PRIME CONTRACT.—The contracting
5 officer, in consultation with the Labor Compli-
6 ance Advisor designated pursuant to subsection
7 (d), shall determine whether any information
8 provided under paragraph (1) warrants correc-
9 tive action. Such action may include—

10 (i) an agreement requiring appro-
11 priate remedial measures;

12 (ii) compliance assistance;

13 (iii) resolving issues to avoid further
14 violations;

15 (iv) the decision not to exercise an op-
16 tion on a contract or to terminate the con-
17 tract; or

18 (v) referral to the agency suspending
19 and debarring official.

20 (B) SUBCONTRACTS.—The prime con-
21 tractor for a covered contract, in consultation
22 with the Labor Compliance Advisor, shall deter-
23 mine whether any information provided under
24 subsection (b)(1)(B) warrants corrective action,
25 including remedial measures, compliance assist-

1 ance, and resolving issues to avoid further viola-
2 tions.

3 (C) DEPARTMENT OF LABOR.—The Sec-
4 retary of Labor shall, as appropriate, inform
5 executive agencies of its investigations of con-
6 tractors and subcontractors on current Federal
7 contracts for purposes of determining the ap-
8 propriateness of actions described under sub-
9 paragraphs (A) and (B).

10 (d) LABOR COMPLIANCE ADVISORS.—

11 (1) IN GENERAL.—Each executive agency shall
12 designate a senior official to act as the agency’s
13 Labor Compliance Advisor.

14 (2) DUTIES.—The Labor Compliance Advisor
15 shall—

16 (A) meet quarterly with the Deputy Sec-
17 retary, Deputy Administrator, or equivalent ex-
18 ecutive agency official with regard to matters
19 covered under this section;

20 (B) work with the acquisition workforce,
21 agency officials, and agency contractors to pro-
22 mote greater awareness and understanding of
23 the requirements of the labor laws listed in sub-
24 section (b)(1)(A), including record keeping, re-
25 porting, and notice requirements, as well as

1 best practices for obtaining compliance with
2 these requirements;

3 (C) coordinate assistance for executive
4 agency contractors seeking help in addressing
5 and preventing violations of such laws;

6 (D) in consultation with the Secretary of
7 Labor or other relevant enforcement agencies,
8 and pursuant to subsection (b)(2) as necessary,
9 provide assistance to contracting officers re-
10 garding appropriate actions to be taken in re-
11 sponse to violations of the labor laws listed in
12 subsection (b)(1)(A) identified prior to or after
13 contracts are awarded, and address complaints
14 in a timely manner, by—

15 (i) providing assistance to contracting
16 officers and other executive agency officials
17 in reviewing the information provided
18 under paragraphs (1) and (2) of subsection
19 (b) and subsection (c)(1), or other infor-
20 mation indicating such a violation, in order
21 to assess the serious, repeated, willful, or
22 pervasive nature of any such violation and
23 evaluate steps contractors have taken to
24 correct such violations or improve compli-
25 ance with relevant requirements;

1 (ii) helping agency officials determine
2 the appropriate response to address viola-
3 tions of the labor laws listed in subsection
4 (b)(1)(A) or other information indicating
5 such a violation (particularly a serious, re-
6 peated, willful, or pervasive violation), in-
7 cluding an agreement requiring appro-
8 priate remedial measures, a decision not to
9 award a contract or exercise an option on
10 a contract, contract termination, or a re-
11 ferral to the executive agency suspension
12 and debarment official;

13 (iii) providing assistance to appro-
14 priate executive agency officials in receiv-
15 ing and responding to, or making referrals
16 of, complaints alleging violations by agency
17 contractors and subcontractors of the labor
18 laws listed in subsection (b)(1)(A); and

19 (iv) supporting contracting officers,
20 suspension and debarment officials, and
21 other agency officials in the coordination of
22 actions taken pursuant to this subsection
23 to ensure agency-wide consistency, to the
24 extent practicable;

1 (E) as appropriate, send information to
2 agency suspension and debarment officials in
3 accordance with agency procedures;

4 (F) consult with the agency's Chief Acqui-
5 sition Officer and Senior Procurement Execu-
6 tive, and the Department of Labor as nec-
7 essary, in the development of regulations, poli-
8 cies, and guidance addressing compliance by
9 contractors and subcontractors with the labor
10 laws listed in subsection (b)(1)(A);

11 (G) make recommendations to the agency
12 to strengthen agency management of contractor
13 compliance with such labor laws;

14 (H) publicly report, on an annual basis, a
15 summary of agency actions taken to promote
16 greater compliance with such laws, including
17 the agency's response under this section to seri-
18 ous, repeated, willful, or pervasive violations of
19 such laws; and

20 (I) participate in the interagency meetings
21 regularly convened by the Secretary of Labor
22 under subsection (e)(2)(B)(iii).

23 (e) MEASURES TO ENSURE GOVERNMENTWIDE CON-
24 SISTENCY.—

25 (1) FEDERAL ACQUISITION REGULATION.—

1 (A) IN GENERAL.—Notwithstanding the
2 Joint Resolution disapproving the rule sub-
3 mitted by the Department of Defense, the Gen-
4 eral Services Administration, and the National
5 Aeronautics and Space Administration relating
6 to the Federal Acquisition Regulation (Public
7 Law 115–11; 131 Stat. 75) and section 553 of
8 title 5, United States Code, not later than 1
9 year after the date of enactment of this Act, the
10 Secretary of Defense, the Administrator of the
11 General Services Administration, and the Ad-
12 ministrator of the National Aeronautics and
13 Space Administration shall reissue the final rule
14 entitled “Federal Acquisition Regulation; Fair
15 Pay and Safe Workplaces” (81 Fed. Reg.
16 58562 (Aug. 25, 2016)), subject to subpara-
17 graph (B).

18 (B) UPDATED DATES.—The agencies de-
19 scribed in subparagraph (A) may, in reissuing
20 the final rule under such subparagraph—

- 21 (i) update any date provided in such
22 final rule as reasonable and necessary; and
23 (ii) revise any provision in such rule
24 for consistency with the requirements of
25 this section.

1 (2) DEPARTMENT OF LABOR.—

2 (A) GUIDANCE.—Not later than 1 year
3 after the date of enactment of this Act, the Sec-
4 retary of Labor shall reissue the guidance enti-
5 tled “Guidance for Executive Order 13673,
6 ‘Fair Pay and Safe Workplaces’” (81 Fed.
7 Reg. 58654 (Aug. 25, 2016)). In reissuing such
8 guidance, the Secretary of Labor may—

9 (i) update any date provided in such
10 guidance as reasonable and necessary; and

11 (ii) revise any provision in such guid-
12 ance for consistency with the requirements
13 of this section.

14 (B) ADDITIONAL ACTIVITIES.—The Sec-
15 retary of Labor shall—

16 (i) develop a process—

17 (I) for the Labor Compliance Ad-
18 visors designated pursuant to sub-
19 section (d) to consult with the Sec-
20 retary of Labor in carrying out their
21 responsibilities under subsection
22 (d)(2)(D);

23 (II) by which contracting officers
24 and Labor Compliance Advisors may
25 give appropriate consideration to de-

1 terminations and agreements made by
2 the Secretary of Labor and the heads
3 of other executive agencies; and

4 (III) by which contractors may
5 enter into agreements with the Sec-
6 retary of Labor, or the head of an-
7 other executive agency, prior to being
8 considered for a contract;

9 (ii) review data collection require-
10 ments and processes, and work with the
11 Director of the Office of Management and
12 Budget, the Administrator of General
13 Services, and other agency heads to im-
14 prove such requirements and processes, as
15 necessary, to reduce the burden on con-
16 tractors and increase the amount of infor-
17 mation available to executive agencies;

18 (iii) regularly convene interagency
19 meetings of Labor Compliance Advisors to
20 share and promote best practices for im-
21 proving labor law compliance; and

22 (iv) designate an appropriate contact
23 for executive agencies seeking to consult
24 with the Secretary of Labor with respect to

1 the requirements and activities under this
2 section.

3 (3) OFFICE OF MANAGEMENT AND BUDGET.—

4 The Director of the Office of Management and
5 Budget shall—

6 (A) work with the Administrator of Gen-
7 eral Services to include in the Federal Awardee
8 Performance and Integrity Information System
9 the information provided by contractors pursu-
10 ant to subsections (b)(1)(A) and (c)(1) and
11 data on the resolution of any issues related to
12 such information; and

13 (B) designate an appropriate contact for
14 agencies seeking to consult with the Office of
15 Management and Budget on matters arising
16 under this section.

17 (4) GENERAL SERVICES ADMINISTRATION.—

18 (A) IN GENERAL.—The Administrator of
19 General Services, in consultation with other rel-
20 evant executive agencies, shall establish a single
21 Internet website for Federal contractors to use
22 for all Federal contract reporting requirements
23 under this section, as well as any other Federal
24 contract reporting requirements to the extent
25 practicable.

1 (B) AGENCY COOPERATION.—The heads of
2 executive agencies with covered contracts shall
3 provide the Administrator of General Services
4 with the data necessary to maintain the Inter-
5 net website established under subparagraph
6 (A).

7 (5) MINIMIZING COMPLIANCE BURDEN.—After
8 reissuing the guidance under paragraph (2)(A) or
9 the final rule under paragraph (1), the Secretary of
10 Labor or the Secretary of Defense, the Adminis-
11 trator of the General Services Administration, and
12 the Administrator of the National Aeronautics and
13 Space Administration may, respectively, amend such
14 guidance or final rule consistent with the require-
15 ments under chapter 5 of title 5, United States
16 Code.

17 (f) IMPLEMENTING REGULATIONS.—Not later than 9
18 months after the date of enactment of this Act, the Fed-
19 eral Acquisition Regulatory Council shall amend the Fed-
20 eral Acquisition Regulation to carry out the provisions of
21 this section.

22 (g) RULES OF CONSTRUCTION.—Nothing in this sec-
23 tion shall be construed as—

1 (1) impairing or otherwise affecting the author-
2 ity granted by law to an executive agency or the
3 head thereof; or

4 (2) impairing or otherwise affecting the func-
5 tions of the Director of the Office of Management
6 and Budget relating to budgetary, administrative, or
7 legislative proposals.

8 **TITLE IV—NATIONWIDE GRANTS**
9 **TO PREVENT AND RESPOND**
10 **TO WORKPLACE HARASS-**
11 **MENT**

12 **SEC. 401. DEFINITIONS.**

13 In this title:

14 (1) COMMISSION.—The term “Commission”
15 means the Equal Employment Opportunity Commis-
16 sion.

17 (2) EMPLOYEE.—The term “employee” has the
18 meaning given the term in section 302(a)(4).

19 (3) EMPLOYMENT DISCRIMINATION.—The term
20 “employment discrimination” means discrimination
21 that is in violation of applicable Federal, State, or
22 local employment law, including:

23 (A) Title VII of the Civil Rights Act of
24 1964 (42 U.S.C. 2000e et seq.).

1 (B) The Government Employee Rights Act
2 of 1991 (42 U.S.C. 2000e–16a et seq.).

3 (C) The Congressional Accountability Act
4 of 1995 (2 U.S.C. 1301 et seq.).

5 (D) Subchapter II of chapter 5 of title 3,
6 United States Code.

7 (E) The Age Discrimination in Employ-
8 ment Act of 1967 (29 U.S.C. 621 et seq.).

9 (F) Title I and section 503 (for violations
10 with respect to that title) of the Americans with
11 Disabilities Act of 1990 (42 U.S.C. 12111 et
12 seq.; 12203).

13 (G) Sections 501 and 505 of the Rehabili-
14 tation Act of 1973 (29 U.S.C. 791, 794a).

15 (H) Section 6(d) of the Fair Labor Stand-
16 ards Act of 1938 (commonly known as the
17 “Equal Pay Act of 1963”) (29 U.S.C. 206(d)).

18 (I) Title II of the Genetic Information
19 Nondiscrimination Act of 2008 (42 U.S.C.
20 2000ff et seq.).

21 (J) Section 4311 of title 38, United States
22 Code.

23 (K) Other Federal, State, or local employ-
24 ment law.

1 (4) WORKER.—The term “worker” has the
2 meaning given the term in section 302(a)(8).

3 **Subtitle A—National Grants for**
4 **Preventing and Addressing Em-**
5 **ployment Discrimination, In-**
6 **cluding Harassment**

7 **SEC. 411. DEFINITIONS.**

8 In this subtitle:

9 (1) DIRECTOR.—The term “Director” means
10 the Director of the Women’s Bureau of the Depart-
11 ment of Labor.

12 (2) ELIGIBLE ENTITY.—The term “eligible enti-
13 ty” means any of the following:

14 (A) A nonprofit organization, including a
15 community-based organization, nonprofit legal
16 aid organization, or labor organization, that
17 provides services and support to workers, in-
18 cluding by assisting workers in filing charges of
19 employment discrimination.

20 (B) An institution of higher education, as
21 defined in section 101 of the Higher Education
22 Act of 1965 (20 U.S.C. 1001).

23 **SEC. 412. GRANTS.**

24 (a) GRANTS.—The Director, in consultation with the
25 Commission, shall award grants under this section, on a

1 competitive basis, to eligible entities to assist such entities
2 in carrying out a program for preventing and addressing
3 employment discrimination, including harassment,
4 through activities authorized under subsection (b).

5 (b) USE OF FUNDS.—

6 (1) PERMISSIBLE ACTIVITIES.—A grant award-
7 ed under this section shall be used for activities to
8 prevent and address employment discrimination, in-
9 cluding harassment, which may include—

10 (A) educating workers about their rights
11 related to harassment in employment under
12 Federal, State, and local civil rights, labor, and
13 employment laws;

14 (B) educating employers about their obli-
15 gations to prevent and address harassment in
16 employment under Federal, State, and local
17 civil rights, labor, and employment laws;

18 (C) providing assistance to workers in
19 bringing complaints of employment discrimina-
20 tion, including filing charges of harassment;

21 (D) establishing networks for education,
22 communication, and participation in the work-
23 place and community;

1 (E) monitoring employer compliance with
2 Federal, State, and local civil rights, labor, and
3 employment laws;

4 (F) recruiting and hiring of staff and vol-
5 unteers; and

6 (G) any other activity the Director, in con-
7 sultation with the Commission, may reasonably
8 prescribe for the purpose of preventing and ad-
9 dressing employment discrimination, including
10 harassment.

11 (2) PROHIBITED ACTIVITIES.—Notwithstanding
12 paragraph (1), an eligible entity receiving a grant
13 under this section may not use the grant funds for
14 any purpose reasonably prohibited by the Director,
15 in consultation with the Commission, through notice
16 and comment rulemaking.

17 (c) TERM OF GRANTS.—Each grant awarded under
18 this section shall be available for expenditure for a period
19 not to exceed 3 years.

20 (d) APPLICATIONS.—

21 (1) IN GENERAL.—An eligible entity seeking a
22 grant under this section shall submit an application
23 for such grant to the Director in accordance with
24 this subsection.

1 (2) PARTNERSHIPS.—Multiple eligible entities
2 may submit a joint application under this subsection
3 that designates a single entity as the lead entity for
4 the purposes of receiving and disbursing funds re-
5 ceived through a grant under this section.

6 (3) CONTENTS.—An application under this sub-
7 section shall include—

8 (A) a description of a plan for the program
9 that the eligible entity proposes to carry out
10 with a grant under this section, including a
11 long-term strategy and detailed implementation
12 plan;

13 (B) information on the prevalence of viola-
14 tions of prohibitions on employment discrimina-
15 tion, including harassment, under Federal,
16 State, and local civil rights, labor, and employ-
17 ment laws in the population served by the eligi-
18 ble entity;

19 (C) information on any industry or geo-
20 graphic area targeted by the plan for such pro-
21 gram;

22 (D) information on the type of outreach
23 and relationship building that will be conducted
24 under such program;

1 (E) information on the training and edu-
2 cation that will be provided to workers and em-
3 ployers under such program; and

4 (F) the method by which the eligible entity
5 will measure the results of such program.

6 (e) SELECTION.—

7 (1) COMPETITIVE BASIS.—In accordance with
8 this section, the Director, in consultation with the
9 Commission, shall, on a competitive basis, select
10 grant recipients from among eligible entities that
11 have submitted an application meeting the require-
12 ments under subsection (d).

13 (2) PRIORITY.—The Director, in consultation
14 with the Commission, in selecting grant recipients
15 under paragraph (1), shall give priority to eligible
16 entities that—

17 (A) serve workers in any industry or geo-
18 graphic area that is most highly at risk for em-
19 ployment discrimination, including harassment,
20 as identified by the Director, in consultation
21 with the Commission; and

22 (B) demonstrate past and ongoing work to
23 prevent employment discrimination, including
24 harassment.

25 (f) PERFORMANCE EVALUATIONS.—

1 (1) IN GENERAL.—Each grant recipient under
2 this section shall develop procedures for reporting,
3 monitoring, measuring, and evaluating the activities
4 of each program or activity funded under this sec-
5 tion.

6 (2) GUIDELINES.—The procedures required
7 under paragraph (1) shall be in accordance with
8 guidelines established by the Director, in consulta-
9 tion with the Commission.

10 **SEC. 413. AUTHORIZATION OF APPROPRIATIONS.**

11 There are authorized to be appropriated to the Direc-
12 tor such sums as may be necessary to carry out this sub-
13 title.

14 **Subtitle B—Grants for Legal Assist-**
15 **ance for Low-Income Workers**

16 **SEC. 421. DEFINITIONS.**

17 In this subtitle:

18 (1) SECRETARY.—The term “Secretary” means
19 the Secretary of Labor.

20 (2) COVERED CLIENT.—The term “covered cli-
21 ent” means an individual who—

22 (A) is an eligible client; and

23 (B) faces legal issues related to employ-
24 ment discrimination, including harassment.

1 (3) ELIGIBLE CLIENT.—The term “eligible cli-
2 ent” has the meaning given the term in section 1002
3 of the Legal Services Corporation Act (42 U.S.C.
4 2996a) and the regulations of the Legal Services
5 Corporation.

6 (4) ELIGIBLE ENTITY.—The term “eligible enti-
7 ty” means—

8 (A) a nonprofit organization; and

9 (B) an individual who is licensed to prac-
10 tice law.

11 **SEC. 422. GRANTS FOR CIVIL LEGAL NEEDS RELATED TO**
12 **EMPLOYMENT DISCRIMINATION.**

13 (a) GRANTS AUTHORIZED.—

14 (1) IN GENERAL.—The Secretary is authorized
15 to provide financial assistance to eligible entities to
16 enable those eligible entities to provide for the civil
17 legal needs of covered clients that are related to em-
18 ployment discrimination, and to provide for those cli-
19 ents such other services as are necessary to carry
20 out the purposes of this subtitle, including any of
21 the following activities:

22 (A) Providing covered clients advice, legal
23 services, or representation.

1 (B) Assisting covered clients in utilizing
2 the Commission employment discrimination
3 complaint process.

4 (C) Assisting covered clients in utilizing a
5 private employment complaint process.

6 (D) Conducting outreach activities to pub-
7 licize the services offered under this section.

8 (2) CITIZENSHIP STATUS.—An eligible entity
9 receiving a grant under this section shall provide
10 services to a covered client without regard to the
11 citizenship status or authorization to work of the
12 covered client.

13 (b) APPLICATION.—In order to be eligible to receive
14 a grant under this section, an eligible entity shall submit
15 an application to the Secretary at such time and in such
16 manner as the Secretary may require. Such application
17 shall include—

18 (1) a description of the services that the eligible
19 entity proposes to provide, implement, improve, or
20 expand;

21 (2) a description of the covered clients the eligi-
22 ble entity intends to serve;

23 (3) evidence of the eligible entity's capacity to
24 provide services to covered clients with legal issues
25 related to employment discrimination, such as the el-

1 eligible entity's record of success representing eligible
2 clients in employment-related legal matters, or the
3 eligible entity's prior experience serving clients who
4 cannot afford legal counsel;

5 (4) an explanation of how the services the eligi-
6 ble entity intends to provide will assist covered cli-
7 ents in addressing legal issues related to employment
8 discrimination; and

9 (5) any other information that the Secretary
10 may require.

11 (c) AWARD BASIS.—The Secretary shall, in consulta-
12 tion with the Legal Services Corporation, award and over-
13 see grants under this section pursuant to such procedures
14 and criteria as the Secretary may require. Such proce-
15 dures and criteria shall include consideration of—

16 (1) whether the eligible entity has demonstrated
17 an understanding of the legal needs of covered cli-
18 ents;

19 (2) the eligible entity's capacity to provide serv-
20 ices to covered clients with legal issues related to
21 employment discrimination, which may be dem-
22 onstrated through evidence described in subsection
23 (b)(3);

24 (3) the eligible entity's knowledge of applicable
25 Federal, State, and local employment laws;

1 (4) the eligible entity's capacity and ability to
2 access other resources;

3 (5) the eligible entity's ability to ensure con-
4 tinuity of service to covered clients with pending
5 legal issues; and

6 (6) other factors that the Secretary determines
7 are relevant.

8 (d) **EQUITABLE DISTRIBUTION.**—To the extent prac-
9 ticable, in awarding grants under this section, the Sec-
10 retary, in consultation with the Legal Services Corpora-
11 tion, shall ensure that grants are made so as to provide
12 the most economical and effective delivery of legal assist-
13 ance to covered clients in both urban and rural areas, with
14 consideration of the geographic distribution of persons in
15 poverty.

16 (e) **DURATION OF THE GRANT.**—

17 (1) **IN GENERAL.**—A grant under this section
18 shall be for a term of not less than 1 year and not
19 more than 5 years.

20 (2) **RENEWAL.**—The Secretary may renew a
21 grant awarded under this section for a period of not
22 more than 2 additional years if the eligible entity
23 demonstrates that the eligible entity is effectively
24 using funds and that the renewal of funds will allow
25 the eligible entity to scale up the provision of serv-

1 ices, replicate the program, or provide continuity of
2 service to covered clients.

3 (f) REPORT.—Two years after the enactment of this
4 section, the Secretary shall provide to the Committee on
5 Health, Education, Labor, and Pensions of the Senate and
6 the Committee on Education and Labor of the House of
7 Representatives a report on the implementation of the
8 grant program under this section, including—

9 (1) a description of the services provided using
10 grant assistance under this section, including a de-
11 tailed description of the types of legal issues ad-
12 dressed by eligible entities and the number of cov-
13 ered clients served; and

14 (2) an assessment of the number of individuals
15 facing one or more legal issues related to employ-
16 ment discrimination who cannot afford adequate
17 legal counsel, and the largest areas of unmet need.

18 **SEC. 423. AUTHORIZATION OF APPROPRIATIONS.**

19 There are authorized to be appropriated to carry out
20 this subtitle such sums as may be necessary.

21 **Subtitle C—Grants for a System of**
22 **State Advocacy**

23 **SEC. 431. PURPOSE.**

24 The purpose of this subtitle is to provide allotments
25 to support a system of advocacy (referred to in this sub-

1 title as a “system”) in each State to protect the legal and
2 human rights of workers in accordance with applicable
3 Federal, State, and local employment discrimination laws.

4 **SEC. 432. DEFINITIONS.**

5 In this subtitle:

6 (1) RECORD.—The term “record” includes—

7 (A) a report prepared by an employer or
8 staff person charged with investigating reports
9 of employment discrimination that describes in-
10 cidents of possible discrimination and the steps
11 taken to investigate those incidents;

12 (B) statistical information related to em-
13 ployment decisions and the race, sex (including
14 sexual orientation and gender identity), religion,
15 national origin, age, disability, genetic informa-
16 tion, or other protected characteristics of work-
17 ers;

18 (C) records described in section 11(c) of
19 the Fair Labor Standards Act (29 U.S.C.
20 211(c)); and

21 (D) any such similar record, as may be
22 necessary to carry out the purposes of this sub-
23 title.

24 (2) SECRETARY.—The term “Secretary” means
25 the Secretary of Labor.

1 (3) STATE.—The term “State”, except as oth-
2 erwise provided, includes, in addition to each of the
3 several States of the United States, the District of
4 Columbia, the Commonwealth of Puerto Rico, the
5 United States Virgin Islands, Guam, American
6 Samoa, and the Commonwealth of the Northern
7 Mariana Islands.

8 **SEC. 433. ALLOTMENTS AND PAYMENTS.**

9 (a) ALLOTMENTS.—

10 (1) IN GENERAL.—To assist States in meeting
11 the requirements of section 434, the Secretary shall
12 make allotments to States from the amounts appro-
13 priated under section 436 and not reserved under
14 paragraph (5).

15 (2) MINIMUM ALLOTMENTS.—In any case in
16 which—

17 (A) the total amount appropriated under
18 section 436 for a fiscal year is not less than
19 \$20,000,000, the allotment under paragraph
20 (1) for such fiscal year—

21 (i) to each of American Samoa,
22 Guam, the United States Virgin Islands,
23 and the Commonwealth of the Northern
24 Mariana Islands may not be less than
25 \$100,000; and

1 (ii) to any State not described in
2 clause (i) may not be less than \$200,000;
3 and

4 (B) the total amount appropriated under
5 section 436 for a fiscal year is less than
6 \$20,000,000, the allotment under paragraph
7 (1) for such fiscal year—

8 (i) to each of American Samoa,
9 Guam, the United States Virgin Islands,
10 and the Commonwealth of the Northern
11 Mariana Islands may not be less than
12 \$50,000; and

13 (ii) to any State not described in
14 clause (i) may not be less than \$150,000.

15 (3) REDUCTION OF ALLOTMENT.—Notwith-
16 standing paragraphs (1) and (2), if the aggregate of
17 the amounts to be allotted to the States pursuant to
18 such paragraphs for any fiscal year exceeds the total
19 amount appropriated for such allotments under sec-
20 tion 436 for such fiscal year, the amount to be allot-
21 ted to each State for such fiscal year shall be pro-
22 portionately reduced.

23 (4) INCREASE IN ALLOTMENTS.—If the sum ap-
24 propriated under section 436 and not reserved under
25 paragraph (5) for any fiscal year exceeds the aggre-

1 gate of the minimum allotments for all States under
2 this subsection for that fiscal year, such excess
3 amount shall be allotted among the States, including
4 American Samoa, Guam, the United States Virgin
5 Islands, and the Commonwealth of the Northern
6 Mariana Islands, so as to increase proportionately
7 the minimum allotment for each such State.

8 (5) TECHNICAL ASSISTANCE.—In any case in
9 which the total amount appropriated under section
10 436 for a fiscal year is more than \$24,500,000, the
11 Secretary shall—

12 (A) use not more than 2 percent of the
13 amount appropriated to provide technical assist-
14 ance to eligible systems with respect to activi-
15 ties carried out under this subtitle (consistent
16 with requests by such systems for such assist-
17 ance for the year); and

18 (B) provide a grant in accordance with sec-
19 tion 434(d) and in an amount described in
20 paragraph (2)(A)(i), to an American Indian
21 consortium to provide protection and advocacy
22 services.

23 (6) REALLOTMENTS.—

24 (A) IN GENERAL.—If the Secretary deter-
25 mines that an amount of an allotment to a

1 State for a period (of a fiscal year or longer)
2 will not be required by the State during the pe-
3 riod for the purpose for which the allotment
4 was made, the Secretary shall reallocate the
5 amount.

6 (B) TIMING.—The Secretary may make
7 such a reallocation from time to time, on such
8 date as the Secretary may fix, but not earlier
9 than 30 days after the Secretary has published
10 notice of the intention of the Secretary to make
11 the reallocation in the Federal Register.

12 (C) AMOUNTS.—The Secretary shall reallocate
13 the amount to other States with respect to
14 which the Secretary has not made that deter-
15 mination. The Secretary shall reallocate the
16 amount in proportion to the original allotments
17 of the other States for such fiscal year, but
18 shall reduce such proportionate amount for any
19 of the other States to the extent the propor-
20 tionate amount exceeds the sum that the Sec-
21 retary estimates the State needs and will be
22 able to use during such period.

23 (D) REALLOCATION OF REDUCTIONS.—The
24 Secretary shall similarly reallocate the total of the

1 reductions among the States whose propor-
2 tionate amounts were not so reduced.

3 (E) TREATMENT.—Any amount reallocated
4 to a State under this subsection for a fiscal
5 year shall be deemed to be a part of the allot-
6 ment of the State under paragraph (1) for such
7 fiscal year.

8 (b) PAYMENT TO SYSTEMS.—The Secretary shall pay
9 directly to each State that has a system in the State that
10 complies with the provisions of this subtitle the amount
11 of the allotment made for the State under this section,
12 unless the system specifies otherwise, to be used in sup-
13 port of the system.

14 (c) UNOBLIGATED FUNDS.—Any amount paid to a
15 State under this subtitle for a fiscal year and remaining
16 unobligated at the end of such year shall remain available
17 to such State for the next fiscal year, for the purposes
18 for which such amount was paid.

19 **SEC. 434. SYSTEM REQUIRED.**

20 (a) IN GENERAL.—In order for a State to receive an
21 allotment under this subtitle the State shall—

22 (1) have in effect a system to protect and advo-
23 cate for the rights of workers within the State who
24 are or who may be eligible for relief from applicable
25 employment discrimination laws; and

1 (2) designate a private nonprofit entity (re-
2 ferred to in this subtitle as an “agency”) to support
3 and carry out the activities of that system.

4 (b) AGENCY REQUIREMENTS.—

5 (1) CHARACTERISTICS OF AGENCY.—The State
6 shall ensure that the agency designated under sub-
7 section (a) shall—

8 (A) not be administered by the State, or
9 an agency or instrumentality of a State; and

10 (B) be independent of any entity that rep-
11 resents the interest of the State, employers, or
12 other corporations.

13 (2) NO REDESIGNATION OF AGENCY.—The
14 agency implementing the system shall not be redesi-
15 gnated unless—

16 (A) there is good cause for the redesigna-
17 tion;

18 (B) the State has given the agency notice
19 of the intention to make such redesignation, in-
20 cluding notice regarding the good cause for
21 such redesignation, and given the agency an op-
22 portunity to respond to the assertion that good
23 cause has been shown;

1 (C) the agency has given timely notice of
2 the intended redesignation directly to clients of
3 the agency;

4 (D) the State has provided, in plain
5 English and in accessible formats for individ-
6 uals with disabilities and for individuals who
7 primarily speak a language other than English,
8 an opportunity for public comment; and

9 (E) the agency has an opportunity to ap-
10 peal the redesignation to the Secretary, on the
11 basis that the redesignation was not for good
12 cause.

13 (3) COSTS OF NOTICE.—The costs of the notice
14 required under paragraph (2)(C) shall be paid by
15 the State.

16 (c) SYSTEM REQUIRED.—The system described in
17 subsection (a) shall—

18 (1) have the authority to—

19 (A) pursue legal, administrative, and other
20 appropriate remedies or approaches, as applica-
21 ble, to ensure the protection of, and advocacy
22 for, the rights of individuals within the State
23 who are or who may be eligible for relief from
24 employment discrimination; and

1 (B) provide information on and referral to
2 programs and services addressing the needs of
3 such individuals;

4 (2) have the authority—

5 (A) to investigate incidents of employment
6 discrimination, including harassment, and to
7 conduct investigations of systemic employment
8 discrimination, of such individuals if the inci-
9 dents are reported to the agency or if there is
10 probable cause to believe that the incidents oc-
11 curred; and

12 (B) to investigate and gather data in the
13 same manner as the Secretary under section
14 11(a) of the Fair Labor Standards Act (29
15 U.S.C. 211(a));

16 (3) on an annual basis, develop, submit to the
17 Secretary, and take action with regard to goals and
18 priorities developed through data driven strategic
19 planning for the system's activities;

20 (4) on an annual basis, provide to the public,
21 including individuals described in paragraph (1)(A),
22 the regional office of the Commission that serves the
23 State, and any State agency whose purpose is to re-
24 duce or eliminate employment discrimination, an op-
25 portunity to comment on—

1 (A) the goals and priorities established by
2 the agency and the rationale for the establish-
3 ment of such goals; and

4 (B) the activities of the agency, including
5 the coordination of services with the District of-
6 fice of the Commission that serves the State,
7 and any State agency whose purpose is to re-
8 duce, eliminate, or redress employment dis-
9 crimination, and with entities carrying out
10 other related programs;

11 (5) establish a grievance procedure for clients
12 or prospective clients of the agency to ensure that
13 individuals described in paragraph (1)(A) have full
14 access to services of the agency;

15 (6) have access at reasonable times to any indi-
16 vidual described in paragraph (1)(A) in a location in
17 which services and other assistance are provided to
18 such an individual, in order to carry out the purpose
19 of this subtitle;

20 (7) have access, not later than 3 business days
21 after the agency makes a written request, to the
22 records of any individual described in paragraph
23 (1)(A) (including Federal and State workers) who is
24 a client of the agency if such individual, or other

1 legal representative of such individual, has author-
2 ized the agency to have such access;

3 (8) hire and maintain sufficient numbers and
4 types of staff (qualified by training and experience)
5 to carry out the agency's functions, except that the
6 State involved shall not apply hiring freezes, reduc-
7 tions in force, prohibitions on travel, or other poli-
8 cies to the staff of the agency, to the extent that
9 such policies would impact the staff or functions of
10 the agency funded with Federal funds or would pre-
11 vent the agency from carrying out the functions of
12 the system under this subtitle;

13 (9) have the authority to educate policymakers;
14 and

15 (10) provide assurances to the Secretary that
16 funds allotted to the State under section 433 will be
17 used to supplement, and not supplant, the non-Fed-
18 eral funds that would otherwise be made available
19 for the purposes for which the allotted funds are
20 provided.

21 (d) AMERICAN INDIAN CONSORTIUM.—

22 (1) IN GENERAL.—Upon application to the Sec-
23 retary, the Secretary shall allot funds to one or more
24 American Indian consortium established to provide
25 services under this subtitle, in accordance with sec-

1 tion 433(a)(5). Such funds shall be used to support
2 services under this subtitle.

3 (2) COORDINATION OF SYSTEMS.—An American
4 Indian consortium under paragraph (1) shall be con-
5 sidered to be a system for purposes of this subtitle
6 and shall coordinate those services with other sys-
7 tems serving the same geographic area.

8 (3) RESPONSIBLE PARTY.—The tribal council
9 that designates the consortium shall carry out the
10 responsibilities and exercise the authorities specified
11 for a State in this subtitle, with regard to the con-
12 sortium.

13 **SEC. 435. ADMINISTRATION.**

14 (a) GOVERNING BOARD.—The system described in
15 section 434 shall be organized as a private nonprofit entity
16 with a multimember governing board, and such governing
17 board shall be selected according to the policies and proce-
18 dures of the system, except that—

19 (1) the governing board shall be composed of
20 members who broadly represent or are knowledge-
21 able about the needs of the individuals served by the
22 system;

23 (2) a majority of the members of the board
24 shall be—

1 (A) attorneys representing the interests of
2 workers;

3 (B) advocates for workers with experience
4 working to protect or expand workers' rights; or

5 (C) workers who have experienced employ-
6 ment discrimination;

7 (3) not more than $\frac{1}{3}$ of the members of the
8 governing board may be appointed by the chief execu-
9 tive officer of the State involved, in the case of any
10 State in which such officer has the authority to ap-
11 point members of the board;

12 (4) the membership of the governing board
13 shall be subject to term limits set by the system to
14 ensure rotating membership; and

15 (5) any vacancy in the board shall be filled not
16 later than 60 days after the date on which the va-
17 cancy occurs.

18 (b) LEGAL ACTION.—

19 (1) IN GENERAL.—Nothing in this subtitle shall
20 preclude a system from bringing a suit on behalf of
21 individuals described in section 434(c)(1)(A) against
22 a State, or an agency or instrumentality of a State.

23 (2) USE OF AMOUNTS FROM JUDGMENT.—An
24 amount received pursuant to a suit described in
25 paragraph (1) through a court judgment may only

1 be used by the system to further the purpose of this
2 subtitle and shall not be used to augment payments
3 to legal contractors or to award personal bonuses.

4 (c) PUBLIC NOTICE OF FEDERAL ONSITE REVIEW.—

5 The Secretary shall provide advance public notice of, and
6 solicit public comments regarding, any Federal pro-
7 grammatic or administrative onsite review of a system
8 conducted under this subtitle. The Secretary shall prepare
9 an onsite visit report containing the results of such review,
10 which shall be distributed to the Governor of the State
11 and to other interested public and private parties. The
12 comments received in response to the notice and public
13 comment solicitation shall be included in the onsite visit
14 report.

15 (d) REPORTS.—

16 (1) IN GENERAL.—Beginning for the fiscal year
17 after the fiscal year during which this Act is en-
18 acted, each system established in a State pursuant
19 to this subtitle shall annually prepare and transmit
20 to the Secretary a report that describes the activi-
21 ties, accomplishments, and expenditures of the sys-
22 tem during the preceding fiscal year, including—

23 (A) a description of the system's goals, the
24 extent to which the goals were achieved, and
25 barriers to that achievement; and

1 (B) the process used to obtain public
2 input, the nature of such input, and how such
3 input was used.

4 (2) DISCLOSURE OF INFORMATION.—For pur-
5 poses of the report described in paragraph (1) the
6 Secretary shall not require the system disclose the
7 identity of, or any other personally identifiable infor-
8 mation related to, any individual requesting assist-
9 ance from the system.

10 **SEC. 436. AUTHORIZATION OF APPROPRIATIONS.**

11 There are authorized to be appropriated for allot-
12 ments under section 433 such sums as may be necessary.

13 **TITLE V—GENERAL PROVISIONS**

14 **SEC. 501. SEVERABILITY.**

15 If any provision of this Act, an amendment made by
16 this Act, or the application of such provision or amend-
17 ment to any person or circumstance is held to be unconsti-
18 tutional, the remainder of this Act and the amendments
19 made by this Act, and the application of the provision or
20 amendment to any other person or circumstance, shall not
21 be affected.

○