

S 1705

Employment Non-Discrimination Act of 2003

Congress: 108 (2003–2005, Ended)

Chamber: Senate

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Oct 2, 2003

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Oct 2, 2003)

Official Text: <https://www.congress.gov/bill/108th-congress/senate-bill/1705>

Sponsor

Name: Sen. Kennedy, Edward M. [D-MA]

Party: Democratic • **State:** MA • **Chamber:** Senate

Cosponsors (43 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		Oct 2, 2003
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Sen. Biden, Joseph R., Jr. [D-DE]	D · DE		Oct 2, 2003
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Sen. Breaux, John B. [D-LA]	D · LA		Oct 2, 2003
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Sen. Chafee, Lincoln [R-RI]	R · RI		Oct 2, 2003
Sen. Clinton, Hillary Rodham [D-NY]	D · NY		Oct 2, 2003
Sen. Collins, Susan M. [R-ME]	R · ME		Oct 2, 2003
Sen. Corzine, Jon S. [D-NJ]	D · NJ		Oct 2, 2003
Sen. Daschle, Thomas A. [D-SD]	D · SD		Oct 2, 2003
Sen. Dayton, Mark [D-MN]	D · MN		Oct 2, 2003
Sen. Dodd, Christopher J. [D-CT]	D · CT		Oct 2, 2003
Sen. Dorgan, Byron L. [D-ND]	D · ND		Oct 2, 2003
Sen. Durbin, Richard J. [D-IL]	D · IL		Oct 2, 2003
Sen. Edwards, John [D-NC]	D · NC		Oct 2, 2003
Sen. Feingold, Russell D. [D-WI]	D · WI		Oct 2, 2003
Sen. Feinstein, Dianne [D-CA]	D · CA		Oct 2, 2003
Sen. Graham, Bob [D-FL]	D · FL		Oct 2, 2003
Sen. Harkin, Tom [D-IA]	D · IA		Oct 2, 2003
Sen. Inouye, Daniel K. [D-HI]	D · HI		Oct 2, 2003
Sen. Jeffords, James M. [I-VT]	I · VT		Oct 2, 2003
Sen. Kerry, John F. [D-MA]	D · MA		Oct 2, 2003
Sen. Kohl, Herb [D-WI]	D · WI		Oct 2, 2003
Sen. Landrieu, Mary L. [D-LA]	D · LA		Oct 2, 2003
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		Oct 2, 2003
Sen. Leahy, Patrick J. [D-VT]	D · VT		Oct 2, 2003
Sen. Levin, Carl [D-MI]	D · MI		Oct 2, 2003
Sen. Lieberman, Joseph I. [D-CT]	D · CT		Oct 2, 2003
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Oct 2, 2003
Sen. Murray, Patty [D-WA]	D · WA		Oct 2, 2003
Sen. Nelson, Bill [D-FL]	D · FL		Oct 2, 2003
Sen. Reed, Jack [D-RI]	D · RI		Oct 2, 2003
Sen. Reid, Harry [D-NV]	D · NV		Oct 2, 2003
Sen. Sarbanes, Paul S. [D-MD]	D · MD		Oct 2, 2003
Sen. Schumer, Charles E. [D-NY]	D · NY		Oct 2, 2003
Sen. Smith, Gordon H. [R-OR]	R · OR		Oct 2, 2003
Sen. Specter, Arlen [R-PA]	R · PA		Oct 2, 2003

Cosponsor	Party / State	Role	Date Joined
Sen. Stabenow, Debbie [D-MI]	D · MI		Oct 2, 2003
Sen. Wyden, Ron [D-OR]	D · OR		Oct 2, 2003

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Oct 2, 2003

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
108 HR 3285	Identical bill	Jan 30, 2004: Referred to the Subcommittee on Employer-Employee Relations.

Summary (as of Oct 2, 2003)

Employment Non-Discrimination Act of 2003 - Prohibits employment discrimination on the basis of sexual orientation by covered entities (including employment agencies, labor organizations, and training programs). Prohibits related retaliation and coercion.

Declares this Act inapplicable to the provision of employee benefits for the benefit of an employee's domestic partner. Prohibits the Equal Employment Opportunity Commission from: (1) collecting statistics on sexual orientation from covered entities; and (2) compelling covered entities to collect such statistics. Prohibits: (1) quotas and preferential treatment; and (2) an order or consent decree for a violation of this Act that includes a quota or preferential treatment. Declares this Act inapplicable to: (1) religious organizations; (2) the relationship between the United States and members of the armed forces; or (3) laws creating special rights or preferences for veterans.

Prohibits the imposition of affirmative action for a violation of this Act. Disallows State immunity. Makes the United States or a State liable for remedies to the same extent as under the Civil Rights Act of 1964.

Actions Timeline

- Oct 2, 2003: Introduced in Senate
- Oct 2, 2003: Sponsor introductory remarks on measure. (CR S12382-12383)
- Oct 2, 2003: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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