

HR 3285

Employment Non-Discrimination Act of 2003

Congress: 108 (2003–2005, Ended)

Chamber: House

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Oct 8, 2003

Current Status: Referred to the Subcommittee on Employer-Employee Relations.

Latest Action: Referred to the Subcommittee on Employer-Employee Relations. (Jan 30, 2004)

Official Text: <https://www.congress.gov/bill/108th-congress/house-bill/3285>

Sponsor

Name: Rep. Shays, Christopher [R-CT-4]

Party: Republican • **State:** CT • **Chamber:** House

Cosponsors (180 total)

Cosponsor	Party / State	Role	Date Joined
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		Oct 8, 2003
Del. Faleomavaega, Eni F. H. [D-AS-At Large]	D · AS		Oct 8, 2003
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Oct 8, 2003
Rep. Abercrombie, Neil [D-HI-1]	D · HI		Oct 8, 2003
Rep. Ackerman, Gary L. [D-NY-5]	D · NY		Oct 8, 2003
Rep. Allen, Thomas H. [D-ME-1]	D · ME		Oct 8, 2003
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Oct 8, 2003
Rep. Baca, Joe [D-CA-43]	D · CA		Oct 8, 2003
Rep. Baird, Brian [D-WA-3]	D · WA		Oct 8, 2003
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Oct 8, 2003
Rep. Becerra, Xavier [D-CA-31]	D · CA		Oct 8, 2003
Rep. Bell, Chris [D-TX-25]	D · TX		Oct 8, 2003
Rep. Berkley, Shelley [D-NV-1]	D · NV		Oct 8, 2003
Rep. Berman, Howard L. [D-CA-28]	D · CA		Oct 8, 2003
Rep. Biggert, Judy [R-IL-13]	R · IL		Oct 8, 2003
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Oct 8, 2003
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Oct 8, 2003
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Oct 8, 2003
Rep. Boehlert, Sherwood [R-NY-24]	R · NY		Oct 8, 2003
Rep. Boswell, Leonard L. [D-IA-3]	D · IA		Oct 8, 2003
Rep. Brady, Robert A. [D-PA-1]	D · PA		Oct 8, 2003
Rep. Brown, Corrine [D-FL-3]	D · FL		Oct 8, 2003
Rep. Brown, Sherrod [D-OH-13]	D · OH		Oct 8, 2003
Rep. Capps, Lois [D-CA-23]	D · CA		Oct 8, 2003
Rep. Capuano, Michael E. [D-MA-8]	D · MA		Oct 8, 2003
Rep. Cardin, Benjamin L. [D-MD-3]	D · MD		Oct 8, 2003
Rep. Carson, Julia [D-IN-7]	D · IN		Oct 8, 2003
Rep. Case, Ed [D-HI-2]	D · HI		Oct 8, 2003
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Oct 8, 2003
Rep. Clyburn, James E. [D-SC-6]	D · SC		Oct 8, 2003
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		Oct 8, 2003
Rep. Cooper, Jim [D-TN-5]	D · TN		Oct 8, 2003
Rep. Crowley, Joseph [D-NY-7]	D · NY		Oct 8, 2003
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Oct 8, 2003
Rep. Davis, Danny K. [D-IL-7]	D · IL		Oct 8, 2003
Rep. Davis, Jim [D-FL-11]	D · FL		Oct 8, 2003
Rep. Davis, Susan A. [D-CA-53]	D · CA		Oct 8, 2003
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Oct 8, 2003
Rep. DeGette, Diana [D-CO-1]	D · CO		Oct 8, 2003
Rep. Delahunt, William D. [D-MA-10]	D · MA		Oct 8, 2003
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Oct 8, 2003

Cosponsor	Party / State	Role	Date Joined
Rep. Deutsch, Peter [D-FL-20]	D · FL		Oct 8, 2003
Rep. Dicks, Norman D. [D-WA-6]	D · WA		Oct 8, 2003
Rep. Dingell, John D. [D-MI-15]	D · MI		Oct 8, 2003
Rep. Doggett, Lloyd [D-TX-10]	D · TX		Oct 8, 2003
Rep. Dooley, Calvin M. [D-CA-20]	D · CA		Oct 8, 2003
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Oct 8, 2003
Rep. Emanuel, Rahm [D-IL-5]	D · IL		Oct 8, 2003
Rep. Engel, Eliot L. [D-NY-17]	D · NY		Oct 8, 2003
Rep. Eshoo, Anna G. [D-CA-14]	D · CA		Oct 8, 2003
Rep. Evans, Lane [D-IL-17]	D · IL		Oct 8, 2003
Rep. Farr, Sam [D-CA-17]	D · CA		Oct 8, 2003
Rep. Filner, Bob [D-CA-51]	D · CA		Oct 8, 2003
Rep. Foley, Mark [R-FL-16]	R · FL		Oct 8, 2003
Rep. Ford, Harold E., Jr. [D-TN-9]	D · TN		Oct 8, 2003
Rep. Frank, Barney [D-MA-4]	D · MA		Oct 8, 2003
Rep. Frost, Martin [D-TX-24]	D · TX		Oct 8, 2003
Rep. Gephardt, Richard A. [D-MO-3]	D · MO		Oct 8, 2003
Rep. Gonzalez, Charles A. [D-TX-20]	D · TX		Oct 8, 2003
Rep. Greenwood, James C. [R-PA-8]	R · PA		Oct 8, 2003
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Oct 8, 2003
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Oct 8, 2003
Rep. Harman, Jane [D-CA-36]	D · CA		Oct 8, 2003
Rep. Hastings, Alcee L. [D-FL-23]	D · FL		Oct 8, 2003
Rep. Hinchey, Maurice D. [D-NY-22]	D · NY		Oct 8, 2003
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Oct 8, 2003
Rep. Hoeffel, Joseph M. [D-PA-13]	D · PA		Oct 8, 2003
Rep. Holt, Rush [D-NJ-12]	D · NJ		Oct 8, 2003
Rep. Honda, Michael M. [D-CA-15]	D · CA		Oct 8, 2003
Rep. Hooley, Darlene [D-OR-5]	D · OR		Oct 8, 2003
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Oct 8, 2003
Rep. Inslee, Jay [D-WA-1]	D · WA		Oct 8, 2003
Rep. Israel, Steve [D-NY-2]	D · NY		Oct 8, 2003
Rep. Jackson, Jesse L., Jr. [D-IL-2]	D · IL		Oct 8, 2003
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Oct 8, 2003
Rep. Jefferson, William J. [D-LA-2]	D · LA		Oct 8, 2003
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Oct 8, 2003
Rep. Johnson, Nancy L. [R-CT-5]	R · CT		Oct 8, 2003
Rep. Jones, Stephanie Tubbs [D-OH-11]	D · OH		Oct 8, 2003
Rep. Kelly, Sue W. [R-NY-19]	R · NY		Oct 8, 2003
Rep. Kennedy, Patrick J. [D-RI-1]	D · RI		Oct 8, 2003
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Oct 8, 2003
Rep. Kilpatrick, Carolyn C. [D-MI-13]	D · MI		Oct 8, 2003

Cosponsor	Party / State	Role	Date Joined
Rep. Kind, Ron [D-WI-3]	D · WI		Oct 8, 2003
Rep. Kirk, Mark Steven [R-IL-10]	R · IL		Oct 8, 2003
Rep. Kleczka, Gerald D. [D-WI-4]	D · WI		Oct 8, 2003
Rep. Kolbe, Jim [R-AZ-8]	R · AZ		Oct 8, 2003
Rep. Kucinich, Dennis J. [D-OH-10]	D · OH		Oct 8, 2003
Rep. Lampson, Nick [D-TX-9]	D · TX		Oct 8, 2003
Rep. Langevin, James R. [D-RI-2]	D · RI		Oct 8, 2003
Rep. Lantos, Tom [D-CA-12]	D · CA		Oct 8, 2003
Rep. Larsen, Rick [D-WA-2]	D · WA		Oct 8, 2003
Rep. Larson, John B. [D-CT-1]	D · CT		Oct 8, 2003
Rep. Leach, James A. [R-IA-2]	R · IA		Oct 8, 2003
Rep. Lee, Barbara [D-CA-9]	D · CA		Oct 8, 2003
Rep. Levin, Sander M. [D-MI-12]	D · MI		Oct 8, 2003
Rep. Lewis, John [D-GA-5]	D · GA		Oct 8, 2003
Rep. Lofgren, Zoe [D-CA-16]	D · CA		Oct 8, 2003
Rep. Lowey, Nita M. [D-NY-18]	D · NY		Oct 8, 2003
Rep. Lynch, Stephen F. [D-MA-9]	D · MA		Oct 8, 2003
Rep. Majette, Denise L. [D-GA-4]	D · GA		Oct 8, 2003
Rep. Maloney, Carolyn B. [D-NY-14]	D · NY		Oct 8, 2003
Rep. Markey, Edward J. [D-MA-7]	D · MA		Oct 8, 2003
Rep. Matheson, Jim [D-UT-2]	D · UT		Oct 8, 2003
Rep. Matsui, Robert T. [D-CA-5]	D · CA		Oct 8, 2003
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Oct 8, 2003
Rep. McCarthy, Karen [D-MO-5]	D · MO		Oct 8, 2003
Rep. McCollum, Betty [D-MN-4]	D · MN		Oct 8, 2003
Rep. McDermott, Jim [D-WA-7]	D · WA		Oct 8, 2003
Rep. McGovern, James P. [D-MA-3]	D · MA		Oct 8, 2003
Rep. McNulty, Michael R. [D-NY-21]	D · NY		Oct 8, 2003
Rep. Meehan, Martin T. [D-MA-5]	D · MA		Oct 8, 2003
Rep. Meek, Kendrick B. [D-FL-17]	D · FL		Oct 8, 2003
Rep. Meeks, Gregory W. [D-NY-6]	D · NY		Oct 8, 2003
Rep. Menendez, Robert [D-NJ-13]	D · NJ		Oct 8, 2003
Rep. Michaud, Michael H. [D-ME-2]	D · ME		Oct 8, 2003
Rep. Millender-McDonald, Juanita [D-CA-37]	D · CA		Oct 8, 2003
Rep. Miller, Brad [D-NC-13]	D · NC		Oct 8, 2003
Rep. Miller, George [D-CA-7]	D · CA		Oct 8, 2003
Rep. Moore, Dennis [D-KS-3]	D · KS		Oct 8, 2003
Rep. Moran, James P. [D-VA-8]	D · VA		Oct 8, 2003
Rep. Nadler, Jerrold [D-NY-8]	D · NY		Oct 8, 2003
Rep. Napolitano, Grace F. [D-CA-38]	D · CA		Oct 8, 2003
Rep. Neal, Richard E. [D-MA-2]	D · MA		Oct 8, 2003
Rep. Oberstar, James L. [D-MN-8]	D · MN		Oct 8, 2003

Cosponsor	Party / State	Role	Date Joined
Rep. Olver, John W. [D-MA-1]	D · MA		Oct 8, 2003
Rep. Ose, Doug [R-CA-3]	R · CA		Oct 8, 2003
Rep. Owens, Major R. [D-NY-11]	D · NY		Oct 8, 2003
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Oct 8, 2003
Rep. Pascrell, Bill, Jr. [D-NJ-8]	D · NJ		Oct 8, 2003
Rep. Pastor, Ed [D-AZ-4]	D · AZ		Oct 8, 2003
Rep. Payne, Donald M. [D-NJ-10]	D · NJ		Oct 8, 2003
Rep. Pelosi, Nancy [D-CA-8]	D · CA		Oct 8, 2003
Rep. Pryce, Deborah [R-OH-15]	R · OH		Oct 8, 2003
Rep. Rangel, Charles B. [D-NY-15]	D · NY		Oct 8, 2003
Rep. Reyes, Silvestre [D-TX-16]	D · TX		Oct 8, 2003
Rep. Rodriguez, Ciro D. [D-TX-28]	D · TX		Oct 8, 2003
Rep. Ros-Lehtinen, Ileana [R-FL-18]	R · FL		Oct 8, 2003
Rep. Rothman, Steven R. [D-NJ-9]	D · NJ		Oct 8, 2003
Rep. Roybal-Allard, Lucille [D-CA-34]	D · CA		Oct 8, 2003
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Oct 8, 2003
Rep. Sabo, Martin Olav [D-MN-5]	D · MN		Oct 8, 2003
Rep. Sánchez, Linda T. [D-CA-39]	D · CA		Oct 8, 2003
Rep. Sanchez, Loretta [D-CA-47]	D · CA		Oct 8, 2003
Rep. Sanders, Bernard [I-VT-At Large]	I · VT		Oct 8, 2003
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Oct 8, 2003
Rep. Schiff, Adam B. [D-CA-29]	D · CA		Oct 8, 2003
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Oct 8, 2003
Rep. Serrano, Jose E. [D-NY-16]	D · NY		Oct 8, 2003
Rep. Sherman, Brad [D-CA-27]	D · CA		Oct 8, 2003
Rep. Simmons, Rob [R-CT-2]	R · CT		Oct 8, 2003
Rep. Slaughter, Louise McIntosh [D-NY-28]	D · NY		Oct 8, 2003
Rep. Smith, Adam [D-WA-9]	D · WA		Oct 8, 2003
Rep. Solis, Hilda L. [D-CA-32]	D · CA		Oct 8, 2003
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		Oct 8, 2003
Rep. Strickland, Ted [D-OH-6]	D · OH		Oct 8, 2003
Rep. Sweeney, John E. [R-NY-20]	R · NY		Oct 8, 2003
Rep. Tauscher, Ellen O. [D-CA-10]	D · CA		Oct 8, 2003
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Oct 8, 2003
Rep. Thompson, Mike [D-CA-1]	D · CA		Oct 8, 2003
Rep. Tierney, John F. [D-MA-6]	D · MA		Oct 8, 2003
Rep. Towns, Edolphus [D-NY-10]	D · NY		Oct 8, 2003
Rep. Udall, Mark [D-CO-2]	D · CO		Oct 8, 2003
Rep. Udall, Tom [D-NM-3]	D · NM		Oct 8, 2003
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Oct 8, 2003
Rep. Velazquez, Nydia M. [D-NY-12]	D · NY		Oct 8, 2003
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Oct 8, 2003

Cosponsor	Party / State	Role	Date Joined
Rep. Waters, Maxine [D-CA-35]	D · CA		Oct 8, 2003
Rep. Watson, Diane E. [D-CA-33]	D · CA		Oct 8, 2003
Rep. Watt, Melvin L. [D-NC-12]	D · NC		Oct 8, 2003
Rep. Waxman, Henry A. [D-CA-30]	D · CA		Oct 8, 2003
Rep. Weiner, Anthony D. [D-NY-9]	D · NY		Oct 8, 2003
Rep. Wexler, Robert [D-FL-19]	D · FL		Oct 8, 2003
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Oct 8, 2003
Rep. Wu, David [D-OR-1]	D · OR		Oct 8, 2003
Rep. Wynn, Albert Russell [D-MD-4]	D · MD		Oct 8, 2003
Resident Commissioner Acevedo-Vila, Anibal [D-PR-At Large]	D · PR		Oct 8, 2003
Rep. Scott, David [D-GA-13]	D · GA		Feb 4, 2004
Rep. John, Christopher [D-LA-7]	D · LA		Jul 14, 2004
Rep. Frelinghuysen, Rodney P. [R-NJ-11]	R · NJ		Dec 6, 2004

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Oct 8, 2003
Education and Workforce Committee	House	Referred to	Jan 30, 2004
Judiciary Committee	House	Referred to	Oct 22, 2003
Oversight and Government Reform Committee	House	Referred to	Oct 20, 2003

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
108 S 1705	Identical bill	Oct 2, 2003: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Oct 8, 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 that this Act is 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

- **Jan 30, 2004:** Referred to the Subcommittee on Employer-Employee Relations.
- **Oct 22, 2003:** Referred to the Subcommittee on the Constitution.
- **Oct 20, 2003:** Referred to the Subcommittee on Civil Service and Agency Organization.
- **Oct 8, 2003:** Introduced in House
- **Oct 8, 2003:** Introduced in House
- **Oct 8, 2003:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, Government Reform, and the Judiciary, 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.
- **Oct 8, 2003:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, Government Reform, and the Judiciary, 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.
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