

## HR 3809

Fairness and Individual Rights Necessary to Ensure a Stronger Society: Civil Rights Act of 2004

**Congress:** 108 (2003–2005, Ended)

**Chamber:** House

**Policy Area:** Civil Rights and Liberties, Minority Issues

**Introduced:** Feb 11, 2004

**Current Status:** Referred to the Subcommittee on Education Reform.

**Latest Action:** Referred to the Subcommittee on Education Reform. (Mar 11, 2004)

**Official Text:** <https://www.congress.gov/bill/108th-congress/house-bill/3809>

### Sponsor

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**Name:** Rep. Lewis, John [D-GA-5]

**Party:** Democratic • **State:** GA • **Chamber:** House

**Cosponsors** (102 total)

<b>Cosponsor</b>	<b>Party / State</b>	<b>Role</b>	<b>Date Joined</b>
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		Feb 11, 2004
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Feb 11, 2004
Rep. Allen, Thomas H. [D-ME-1]	D · ME		Feb 11, 2004
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Feb 11, 2004
Rep. Baca, Joe [D-CA-43]	D · CA		Feb 11, 2004
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Feb 11, 2004
Rep. Ballance, Frank W., Jr. [D-NC-1]	D · NC		Feb 11, 2004
Rep. Berman, Howard L. [D-CA-28]	D · CA		Feb 11, 2004
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Feb 11, 2004
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Feb 11, 2004
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Feb 11, 2004
Rep. Brown, Corrine [D-FL-3]	D · FL		Feb 11, 2004
Rep. Brown, Sherrod [D-OH-13]	D · OH		Feb 11, 2004
Rep. Carson, Julia [D-IN-7]	D · IN		Feb 11, 2004
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Feb 11, 2004
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		Feb 11, 2004
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Feb 11, 2004
Rep. Davis, Danny K. [D-IL-7]	D · IL		Feb 11, 2004
Rep. Davis, Susan A. [D-CA-53]	D · CA		Feb 11, 2004
Rep. Delahunt, William D. [D-MA-10]	D · MA		Feb 11, 2004
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Feb 11, 2004
Rep. Emanuel, Rahm [D-IL-5]	D · IL		Feb 11, 2004
Rep. Farr, Sam [D-CA-17]	D · CA		Feb 11, 2004
Rep. Fattah, Chaka [D-PA-2]	D · PA		Feb 11, 2004
Rep. Filner, Bob [D-CA-51]	D · CA		Feb 11, 2004
Rep. Frank, Barney [D-MA-4]	D · MA		Feb 11, 2004
Rep. Frost, Martin [D-TX-24]	D · TX		Feb 11, 2004
Rep. Gephardt, Richard A. [D-MO-3]	D · MO		Feb 11, 2004
Rep. Green, Gene [D-TX-29]	D · TX		Feb 11, 2004
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Feb 11, 2004
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Feb 11, 2004
Rep. Hastings, Alcee L. [D-FL-23]	D · FL		Feb 11, 2004
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Feb 11, 2004
Rep. Hoeffel, Joseph M. [D-PA-13]	D · PA		Feb 11, 2004
Rep. Holt, Rush [D-NJ-12]	D · NJ		Feb 11, 2004
Rep. Honda, Michael M. [D-CA-15]	D · CA		Feb 11, 2004
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Feb 11, 2004
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Feb 11, 2004
Rep. Jones, Stephanie Tubbs [D-OH-11]	D · OH		Feb 11, 2004
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Feb 11, 2004
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Feb 11, 2004

<b>Cosponsor</b>	<b>Party / State</b>	<b>Role</b>	<b>Date Joined</b>
Rep. Kilpatrick, Carolyn C. [D-MI-13]	D · MI		Feb 11, 2004
Rep. Kucinich, Dennis J. [D-OH-10]	D · OH		Feb 11, 2004
Rep. Langevin, James R. [D-RI-2]	D · RI		Feb 11, 2004
Rep. Lee, Barbara [D-CA-9]	D · CA		Feb 11, 2004
Rep. Lofgren, Zoe [D-CA-16]	D · CA		Feb 11, 2004
Rep. Majette, Denise L. [D-GA-4]	D · GA		Feb 11, 2004
Rep. Maloney, Carolyn B. [D-NY-14]	D · NY		Feb 11, 2004
Rep. Matsui, Robert T. [D-CA-5]	D · CA		Feb 11, 2004
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Feb 11, 2004
Rep. McCarthy, Karen [D-MO-5]	D · MO		Feb 11, 2004
Rep. McCollum, Betty [D-MN-4]	D · MN		Feb 11, 2004
Rep. McGovern, James P. [D-MA-3]	D · MA		Feb 11, 2004
Rep. McNulty, Michael R. [D-NY-21]	D · NY		Feb 11, 2004
Rep. Meek, Kendrick B. [D-FL-17]	D · FL		Feb 11, 2004
Rep. Meeks, Gregory W. [D-NY-6]	D · NY		Feb 11, 2004
Rep. Millender-McDonald, Juanita [D-CA-37]	D · CA		Feb 11, 2004
Rep. Miller, George [D-CA-7]	D · CA		Feb 11, 2004
Rep. Nadler, Jerrold [D-NY-8]	D · NY		Feb 11, 2004
Rep. Olver, John W. [D-MA-1]	D · MA		Feb 11, 2004
Rep. Owens, Major R. [D-NY-11]	D · NY		Feb 11, 2004
Rep. Pastor, Ed [D-AZ-4]	D · AZ		Feb 11, 2004
Rep. Payne, Donald M. [D-NJ-10]	D · NJ		Feb 11, 2004
Rep. Pelosi, Nancy [D-CA-8]	D · CA		Feb 11, 2004
Rep. Rangel, Charles B. [D-NY-15]	D · NY		Feb 11, 2004
Rep. Rodriguez, Ciro D. [D-TX-28]	D · TX		Feb 11, 2004
Rep. Roybal-Allard, Lucille [D-CA-34]	D · CA		Feb 11, 2004
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Feb 11, 2004
Rep. Ryan, Tim [D-OH-17]	D · OH		Feb 11, 2004
Rep. Sánchez, Linda T. [D-CA-39]	D · CA		Feb 11, 2004
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Feb 11, 2004
Rep. Scott, David [D-GA-13]	D · GA		Feb 11, 2004
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Feb 11, 2004
Rep. Serrano, Jose E. [D-NY-16]	D · NY		Feb 11, 2004
Rep. Slaughter, Louise McIntosh [D-NY-28]	D · NY		Feb 11, 2004
Rep. Solis, Hilda L. [D-CA-32]	D · CA		Feb 11, 2004
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		Feb 11, 2004
Rep. Strickland, Ted [D-OH-6]	D · OH		Feb 11, 2004
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Feb 11, 2004
Rep. Tierney, John F. [D-MA-6]	D · MA		Feb 11, 2004
Rep. Towns, Edolphus [D-NY-10]	D · NY		Feb 11, 2004
Rep. Udall, Tom [D-NM-3]	D · NM		Feb 11, 2004
Rep. Waters, Maxine [D-CA-35]	D · CA		Feb 11, 2004

Cosponsor	Party / State	Role	Date Joined
Rep. Watson, Diane E. [D-CA-33]	D · CA		Feb 11, 2004
Rep. Watt, Melvin L. [D-NC-12]	D · NC		Feb 11, 2004
Rep. Weiner, Anthony D. [D-NY-9]	D · NY		Feb 11, 2004
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Feb 11, 2004
Rep. Wynn, Albert Russell [D-MD-4]	D · MD		Feb 11, 2004
Rep. Bell, Chris [D-TX-25]	D · TX		Feb 26, 2004
Rep. Crowley, Joseph [D-NY-7]	D · NY		Feb 26, 2004
Rep. Kennedy, Patrick J. [D-RI-1]	D · RI		Feb 26, 2004
Rep. McDermott, Jim [D-WA-7]	D · WA		Feb 26, 2004
Rep. Menendez, Robert [D-NJ-13]	D · NJ		Feb 26, 2004
Rep. Waxman, Henry A. [D-CA-30]	D · CA		Feb 26, 2004
Rep. Cooper, Jim [D-TN-5]	D · TN		Mar 25, 2004
Rep. Davis, Artur [D-AL-7]	D · AL		Mar 25, 2004
Rep. Price, David E. [D-NC-4]	D · NC		Jun 3, 2004
Rep. Meehan, Martin T. [D-MA-5]	D · MA		Jun 8, 2004
Rep. Markey, Edward J. [D-MA-7]	D · MA		Jun 23, 2004
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Jun 23, 2004
Rep. Sanders, Bernard [I-VT-At Large]	I · VT		Jun 23, 2004
Rep. Capuano, Michael E. [D-MA-8]	D · MA		Jul 9, 2004

## Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Mar 11, 2004
Education and Workforce Committee	House	Referred to	Mar 11, 2004
Education and Workforce Committee	House	Referred to	Mar 11, 2004
Education and Workforce Committee	House	Referred to	Mar 11, 2004
Judiciary Committee	House	Referred to	Mar 1, 2004
Transportation and Infrastructure Committee	House	Referred to	Feb 12, 2004

## Subjects & Policy Tags

### Policy Area:

Civil Rights and Liberties, Minority Issues

## Related Bills

Bill	Relationship	Last Action
108 S 2088	Identical bill	<b>Feb 12, 2004:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced: CR S1297-1308)

Fairness and Individual Rights Necessary to Ensure a Stronger Society: Civil Rights Act of 2004 - Amends the Civil Rights Act of 1964, the Education Amendments of 1972, and the Age Discrimination Act of 1975 to set forth requirements for: (1) establishing discrimination based on disparate impact; and (2) rights of action and recovery for unlawful discrimination (intentional or based on disparate impact) and harassment.

Amends the Uniformed Services Employment and Reemployment Rights Act of 1994, the Age Discrimination in Employment Act of 1967, and the Fair Labor Standards Act of 1938 (FLSA) to provide that a State's receipt or use of Federal financial assistance for a State program or activity shall constitute a waiver of sovereign immunity to a suit under such Acts by a program employee.

Amends the Air Carrier Access Act of 1986 to authorize civil actions in Federal court for discrimination based on disability.

Settlement Encouragement and Fairness Act - Modifies the definition of "prevailing party" for purposes of provisions governing the recovery of attorney's fees to include a party whose pursuit of a non-frivolous claim or defense was a catalyst for a voluntary or unilateral change in position by the opposing party that provides any significant part of the relief sought.

Preservation of Civil Rights Protections Act of 2004 - Makes arbitration clauses in employment contracts unenforceable, with exceptions. Authorizes recovery of expert fees by prevailing parties in civil rights actions.

Equal Remedies Act of 2004 - Repeals provisions limiting the amount of compensatory and punitive damages that may be awarded in cases of intentional discrimination in employment.

Paycheck Fairness in Employment - Amends FLSA to revise provisions governing discrimination in the payment of wages, including equal pay requirements. Establishes the Secretary of Labor's National Award for Pay Equity in the Workplace.

Amends the Immigration and Nationality Act to prohibit denying back-pay or other monetary relief for unlawful employment practices against undocumented immigrant workers.

### **Actions Timeline**

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- **Mar 11, 2004:** Referred to the Subcommittee on Employer-Employee Relations.
- **Mar 11, 2004:** Referred to the Subcommittee on Workforce Protections.
- **Mar 11, 2004:** Referred to the Subcommittee on 21st Century Competitiveness.
- **Mar 11, 2004:** Referred to the Subcommittee on Education Reform.
- **Mar 1, 2004:** Referred to the Subcommittee on the Constitution.
- **Feb 12, 2004:** Referred to the Subcommittee on Aviation.
- **Feb 11, 2004:** Introduced in House
- **Feb 11, 2004:** Referred to the Committee on the Judiciary, and in addition to the Committees on Education and the Workforce, and Transportation and Infrastructure, 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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