

## HR 2015

Employment Non-Discrimination Act of 2007

**Congress:** 110 (2007–2009, Ended)

**Chamber:** House

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

**Introduced:** Apr 24, 2007

**Current Status:** Subcommittee Hearings Held.

**Latest Action:** Subcommittee Hearings Held. (Sep 5, 2007)

**Official Text:** <https://www.congress.gov/bill/110th-congress/house-bill/2015>

### Sponsor

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**Name:** Rep. Frank, Barney [D-MA-4]

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

**Cosponsors** (184 total)

| Cosponsor                                   | Party / State | Role | Date Joined  |
|---|---------------|------|--------------|
| Del. Norton, Eleanor Holmes [D-DC-At Large] | D · DC        |      | Apr 24, 2007 |
| Rep. Abercrombie, Neil [D-HI-1]             | D · HI        |      | Apr 24, 2007 |
| Rep. Ackerman, Gary L. [D-NY-5]             | D · NY        |      | Apr 24, 2007 |
| Rep. Allen, Thomas H. [D-ME-1]              | D · ME        |      | Apr 24, 2007 |
| Rep. Andrews, Robert E. [D-NJ-1]            | D · NJ        |      | Apr 24, 2007 |
| Rep. Baldwin, Tammy [D-WI-2]                | D · WI        |      | Apr 24, 2007 |
| Rep. Berman, Howard L. [D-CA-28]            | D · CA        |      | Apr 24, 2007 |
| Rep. Capps, Lois [D-CA-23]                  | D · CA        |      | Apr 24, 2007 |
| Rep. Capuano, Michael E. [D-MA-8]           | D · MA        |      | Apr 24, 2007 |
| Rep. Clay, Wm. Lacy [D-MO-1]                | D · MO        |      | Apr 24, 2007 |
| Rep. Cleaver, Emanuel [D-MO-5]              | D · MO        |      | Apr 24, 2007 |
| Rep. Crowley, Joseph [D-NY-7]               | D · NY        |      | Apr 24, 2007 |
| Rep. Cummings, Elijah E. [D-MD-7]           | D · MD        |      | Apr 24, 2007 |
| Rep. Davis, Susan A. [D-CA-53]              | D · CA        |      | Apr 24, 2007 |
| Rep. DeFazio, Peter A. [D-OR-4]             | D · OR        |      | Apr 24, 2007 |
| Rep. Delahunt, William D. [D-MA-10]         | D · MA        |      | Apr 24, 2007 |
| Rep. Dingell, John D. [D-MI-15]             | D · MI        |      | Apr 24, 2007 |
| Rep. Doggett, Lloyd [D-TX-25]               | D · TX        |      | Apr 24, 2007 |
| Rep. Doyle, Michael F. [D-PA-14]            | D · PA        |      | Apr 24, 2007 |
| Rep. Ellison, Keith [D-MN-5]                | D · MN        |      | Apr 24, 2007 |
| Rep. Emanuel, Rahm [D-IL-5]                 | D · IL        |      | Apr 24, 2007 |
| Rep. Engel, Eliot L. [D-NY-17]              | D · NY        |      | Apr 24, 2007 |
| Rep. Farr, Sam [D-CA-17]                    | D · CA        |      | Apr 24, 2007 |
| Rep. Filner, Bob [D-CA-51]                  | D · CA        |      | Apr 24, 2007 |
| Rep. Gonzalez, Charles A. [D-TX-20]         | D · TX        |      | Apr 24, 2007 |
| Rep. Hastings, Alcee L. [D-FL-23]           | D · FL        |      | Apr 24, 2007 |
| Rep. Hinchey, Maurice D. [D-NY-22]          | D · NY        |      | Apr 24, 2007 |
| Rep. Hinojosa, Ruben [D-TX-15]              | D · TX        |      | Apr 24, 2007 |
| Rep. Hirono, Mazie K. [D-HI-2]              | D · HI        |      | Apr 24, 2007 |
| Rep. Holt, Rush [D-NJ-12]                   | D · NJ        |      | Apr 24, 2007 |
| Rep. Honda, Michael M. [D-CA-15]            | D · CA        |      | Apr 24, 2007 |
| Rep. Jackson-Lee, Sheila [D-TX-18]          | D · TX        |      | Apr 24, 2007 |
| Rep. Johnson, Eddie Bernice [D-TX-30]       | D · TX        |      | Apr 24, 2007 |
| Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4] | D · GA        |      | Apr 24, 2007 |
| Rep. Kilpatrick, Carolyn C. [D-MI-13]       | D · MI        |      | Apr 24, 2007 |
| Rep. Langevin, James R. [D-RI-2]            | D · RI        |      | Apr 24, 2007 |
| Rep. Levin, Sander M. [D-MI-12]             | D · MI        |      | Apr 24, 2007 |
| Rep. Loebsack, David [D-IA-2]               | D · IA        |      | Apr 24, 2007 |
| Rep. Lofgren, Zoe [D-CA-16]                 | D · CA        |      | Apr 24, 2007 |
| Rep. Maloney, Carolyn B. [D-NY-14]          | D · NY        |      | Apr 24, 2007 |
| Rep. Markey, Edward J. [D-MA-7]             | D · MA        |      | Apr 24, 2007 |

| Cosponsor                             | Party / State | Role | Date Joined  |
|---------------------------------------|---------------|------|--------------|
| Rep. Matheson, Jim [D-UT-2]           | D · UT        |      | Apr 24, 2007 |
| Rep. McCollum, Betty [D-MN-4]         | D · MN        |      | Apr 24, 2007 |
| Rep. McDermott, Jim [D-WA-7]          | D · WA        |      | Apr 24, 2007 |
| Rep. McGovern, James P. [D-MA-3]      | D · MA        |      | Apr 24, 2007 |
| Rep. Meehan, Martin T. [D-MA-5]       | D · MA        |      | Apr 24, 2007 |
| Rep. Michaud, Michael H. [D-ME-2]     | D · ME        |      | Apr 24, 2007 |
| Rep. Moore, Dennis [D-KS-3]           | D · KS        |      | Apr 24, 2007 |
| Rep. Moran, James P. [D-VA-8]         | D · VA        |      | Apr 24, 2007 |
| Rep. Nadler, Jerrold [D-NY-8]         | D · NY        |      | Apr 24, 2007 |
| Rep. Neal, Richard E. [D-MA-2]        | D · MA        |      | Apr 24, 2007 |
| Rep. Olver, John W. [D-MA-1]          | D · MA        |      | Apr 24, 2007 |
| Rep. Pallone, Frank, Jr. [D-NJ-6]     | D · NJ        |      | Apr 24, 2007 |
| Rep. Pascrell, Bill, Jr. [D-NJ-8]     | D · NJ        |      | Apr 24, 2007 |
| Rep. Pastor, Ed [D-AZ-4]              | D · AZ        |      | Apr 24, 2007 |
| Rep. Pryce, Deborah [R-OH-15]         | R · OH        |      | Apr 24, 2007 |
| Rep. Rangel, Charles B. [D-NY-15]     | D · NY        |      | Apr 24, 2007 |
| Rep. Ros-Lehtinen, Ileana [R-FL-18]   | R · FL        |      | Apr 24, 2007 |
| Rep. Sánchez, Linda T. [D-CA-39]      | D · CA        |      | Apr 24, 2007 |
| Rep. Schiff, Adam B. [D-CA-29]        | D · CA        |      | Apr 24, 2007 |
| Rep. Shays, Christopher [R-CT-4]      | R · CT        |      | Apr 24, 2007 |
| Rep. Sires, Albio [D-NJ-13]           | D · NJ        |      | Apr 24, 2007 |
| Rep. Van Hollen, Chris [D-MD-8]       | D · MD        |      | Apr 24, 2007 |
| Rep. Waxman, Henry A. [D-CA-30]       | D · CA        |      | Apr 24, 2007 |
| Rep. Wexler, Robert [D-FL-19]         | D · FL        |      | Apr 24, 2007 |
| Rep. Wu, David [D-OR-1]               | D · OR        |      | Apr 24, 2007 |
| Rep. Wynn, Albert Russell [D-MD-4]    | D · MD        |      | Apr 24, 2007 |
| Rep. Bishop, Timothy H. [D-NY-1]      | D · NY        |      | Apr 26, 2007 |
| Rep. Kennedy, Patrick J. [D-RI-1]     | D · RI        |      | Apr 26, 2007 |
| Rep. Lee, Barbara [D-CA-9]            | D · CA        |      | Apr 26, 2007 |
| Rep. Lowey, Nita M. [D-NY-18]         | D · NY        |      | Apr 26, 2007 |
| Rep. Lynch, Stephen F. [D-MA-9]       | D · MA        |      | Apr 26, 2007 |
| Rep. McNulty, Michael R. [D-NY-21]    | D · NY        |      | Apr 26, 2007 |
| Rep. Murphy, Christopher [D-CT-5]     | D · CT        |      | Apr 26, 2007 |
| Rep. Payne, Donald M. [D-NJ-10]       | D · NJ        |      | Apr 26, 2007 |
| Rep. Udall, Mark [D-CO-2]             | D · CO        |      | Apr 26, 2007 |
| Rep. Grijalva, Raúl M. [D-AZ-7]       | D · AZ        |      | May 1, 2007  |
| Rep. Hodes, Paul W. [D-NH-2]          | D · NH        |      | May 1, 2007  |
| Rep. Holden, Tim [D-PA-17]            | D · PA        |      | May 1, 2007  |
| Rep. Jones, Stephanie Tubbs [D-OH-11] | D · OH        |      | May 1, 2007  |
| Rep. Kirk, Mark Steven [R-IL-10]      | R · IL        |      | May 1, 2007  |
| Rep. Napolitano, Grace F. [D-CA-38]   | D · CA        |      | May 1, 2007  |
| Rep. Rothman, Steven R. [D-NJ-9]      | D · NJ        |      | May 1, 2007  |

| Cosponsor                                 | Party / State | Role | Date Joined  |
|---|---------------|------|--------------|
| Rep. Schakowsky, Janice D. [D-IL-9]       | D · IL        |      | May 1, 2007  |
| Rep. Sestak, Joe [D-PA-7]                 | D · PA        |      | May 1, 2007  |
| Rep. Velazquez, Nydia M. [D-NY-12]        | D · NY        |      | May 1, 2007  |
| Rep. Weiner, Anthony D. [D-NY-9]          | D · NY        |      | May 1, 2007  |
| Rep. Brady, Robert A. [D-PA-1]            | D · PA        |      | May 2, 2007  |
| Rep. Cohen, Steve [D-TN-9]                | D · TN        |      | May 2, 2007  |
| Rep. DeGette, Diana [D-CO-1]              | D · CO        |      | May 2, 2007  |
| Rep. Fattah, Chaka [D-PA-2]               | D · PA        |      | May 2, 2007  |
| Rep. Kildee, Dale E. [D-MI-5]             | D · MI        |      | May 2, 2007  |
| Rep. Shea-Porter, Carol [D-NH-1]          | D · NH        |      | May 2, 2007  |
| Rep. Carson, Julia [D-IN-7]               | D · IN        |      | May 8, 2007  |
| Rep. Dicks, Norman D. [D-WA-6]            | D · WA        |      | May 8, 2007  |
| Rep. Scott, Robert C. "Bobby" [D-VA-3]    | D · VA        |      | May 8, 2007  |
| Rep. Sherman, Brad [D-CA-27]              | D · CA        |      | May 8, 2007  |
| Rep. Sutton, Betty [D-OH-13]              | D · OH        |      | May 8, 2007  |
| Rep. Blumenauer, Earl [D-OR-3]            | D · OR        |      | May 9, 2007  |
| Rep. Clarke, Yvette D. [D-NY-11]          | D · NY        |      | May 9, 2007  |
| Rep. Jackson, Jesse L., Jr. [D-IL-2]      | D · IL        |      | May 9, 2007  |
| Rep. Matsui, Doris O. [D-CA-5]            | D · CA        |      | May 9, 2007  |
| Rep. Tauscher, Ellen O. [D-CA-10]         | D · CA        |      | May 9, 2007  |
| Rep. Wasserman Schultz, Debbie [D-FL-20]  | D · FL        |      | May 9, 2007  |
| Rep. Boswell, Leonard L. [D-IA-3]         | D · IA        |      | May 16, 2007 |
| Rep. Carnahan, Russ [D-MO-3]              | D · MO        |      | May 16, 2007 |
| Rep. Israel, Steve [D-NY-2]               | D · NY        |      | May 16, 2007 |
| Rep. Murphy, Patrick J. [D-PA-8]          | D · PA        |      | May 16, 2007 |
| Rep. Tierney, John F. [D-MA-6]            | D · MA        |      | May 16, 2007 |
| Rep. Waters, Maxine [D-CA-35]             | D · CA        |      | May 16, 2007 |
| Rep. Woolsey, Lynn C. [D-CA-6]            | D · CA        |      | May 16, 2007 |
| Rep. Berkley, Shelley [D-NV-1]            | D · NV        |      | May 23, 2007 |
| Rep. Klein, Ron [D-FL-22]                 | D · FL        |      | May 23, 2007 |
| Rep. Larson, John B. [D-CT-1]             | D · CT        |      | May 23, 2007 |
| Rep. Miller, George [D-CA-7]              | D · CA        |      | May 23, 2007 |
| Rep. Slaughter, Louise McIntosh [D-NY-28] | D · NY        |      | May 23, 2007 |
| Rep. Lantos, Tom [D-CA-12]                | D · CA        |      | May 24, 2007 |
| Rep. Bean, Melissa L. [D-IL-8]            | D · IL        |      | Jun 7, 2007  |
| Rep. Giffords, Gabrielle [D-AZ-8]         | D · AZ        |      | Jun 7, 2007  |
| Rep. Serrano, Jose E. [D-NY-16]           | D · NY        |      | Jun 7, 2007  |
| Rep. Smith, Adam [D-WA-9]                 | D · WA        |      | Jun 7, 2007  |
| Rep. Thompson, Mike [D-CA-1]              | D · CA        |      | Jun 7, 2007  |
| Rep. Meeks, Gregory W. [D-NY-6]           | D · NY        |      | Jun 13, 2007 |
| Rep. Solis, Hilda L. [D-CA-32]            | D · CA        |      | Jun 13, 2007 |
| Rep. Yarmuth, John A. [D-KY-3]            | D · KY        |      | Jun 13, 2007 |

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|---------------------------------------|---------------|------|--------------|
| Rep. Hare, Phil [D-IL-17]             | D · IL        |      | Jun 15, 2007 |
| Rep. Welch, Peter [D-VT-At Large]     | D · VT        |      | Jun 15, 2007 |
| Rep. Arcuri, Michael A. [D-NY-24]     | D · NY        |      | Jun 22, 2007 |
| Rep. Biggert, Judy [R-IL-13]          | R · IL        |      | Jun 22, 2007 |
| Rep. Castor, Kathy [D-FL-11]          | D · FL        |      | Jun 22, 2007 |
| Rep. Reyes, Silvestre [D-TX-16]       | D · TX        |      | Jun 22, 2007 |
| Rep. Courtney, Joe [D-CT-2]           | D · CT        |      | Jun 26, 2007 |
| Rep. Gillibrand, Kirsten E. [D-NY-20] | D · NY        |      | Jun 26, 2007 |
| Rep. Stark, Fortney Pete [D-CA-13]    | D · CA        |      | Jun 26, 2007 |
| Rep. Udall, Tom [D-NM-3]              | D · NM        |      | Jun 26, 2007 |
| Rep. Harman, Jane [D-CA-36]           | D · CA        |      | Jun 28, 2007 |
| Rep. Higgins, Brian [D-NY-27]         | D · NY        |      | Jun 28, 2007 |
| Rep. Perlmutter, Ed [D-CO-7]          | D · CO        |      | Jun 28, 2007 |
| Rep. Rodriguez, Ciro D. [D-TX-23]     | D · TX        |      | Jun 28, 2007 |
| Rep. Walz, Timothy J. [D-MN-1]        | D · MN        |      | Jun 28, 2007 |
| Rep. Eshoo, Anna G. [D-CA-14]         | D · CA        |      | Jul 11, 2007 |
| Rep. Lewis, John [D-GA-5]             | D · GA        |      | Jul 11, 2007 |
| Rep. McNerney, Jerry [D-CA-11]        | D · CA        |      | Jul 11, 2007 |
| Rep. Moore, Gwen [D-WI-4]             | D · WI        |      | Jul 11, 2007 |
| Rep. Sarbanes, John P. [D-MD-3]       | D · MD        |      | Jul 11, 2007 |
| Rep. Baca, Joe [D-CA-43]              | D · CA        |      | Jul 17, 2007 |
| Rep. Jefferson, William J. [D-LA-2]   | D · LA        |      | Jul 17, 2007 |
| Rep. Miller, Brad [D-NC-13]           | D · NC        |      | Jul 17, 2007 |
| Rep. Salazar, John T. [D-CO-3]        | D · CO        |      | Jul 17, 2007 |
| Rep. Watson, Diane E. [D-CA-33]       | D · CA        |      | Jul 17, 2007 |
| Rep. Mitchell, Harry E. [D-AZ-5]      | D · AZ        |      | Jul 19, 2007 |
| Rep. Roybal-Allard, Lucille [D-CA-34] | D · CA        |      | Jul 19, 2007 |
| Rep. Watt, Melvin L. [D-NC-12]        | D · NC        |      | Jul 19, 2007 |
| Rep. Baird, Brian [D-WA-3]            | D · WA        |      | Jul 30, 2007 |
| Rep. Cooper, Jim [D-TN-5]             | D · TN        |      | Jul 30, 2007 |
| Rep. DeLauro, Rosa L. [D-CT-3]        | D · CT        |      | Jul 30, 2007 |
| Rep. Hall, John J. [D-NY-19]          | D · NY        |      | Aug 1, 2007  |
| Rep. Ryan, Tim [D-OH-17]              | D · OH        |      | Aug 1, 2007  |
| Rep. Davis, Danny K. [D-IL-7]         | D · IL        |      | Aug 2, 2007  |
| Rep. Hooley, Darlene [D-OR-5]         | D · OR        |      | Sep 4, 2007  |
| Rep. Inslee, Jay [D-WA-1]             | D · WA        |      | Sep 4, 2007  |
| Rep. McCarthy, Carolyn [D-NY-4]       | D · NY        |      | Sep 4, 2007  |
| Rep. Costa, Jim [D-CA-20]             | D · CA        |      | Sep 5, 2007  |
| Rep. Kucinich, Dennis J. [D-OH-10]    | D · OH        |      | Sep 5, 2007  |
| Rep. Price, David E. [D-NC-4]         | D · NC        |      | Sep 5, 2007  |
| Rep. Boyda, Nancy E. [D-KS-2]         | D · KS        |      | Sep 19, 2007 |
| Rep. Braley, Bruce L. [D-IA-1]        | D · IA        |      | Sep 19, 2007 |

| Cosponsor                                  | Party / State | Role | Date Joined  |
|--|---------------|------|--------------|
| Rep. Gutierrez, Luis V. [D-IL-4]           | D · IL        |      | Sep 19, 2007 |
| Rep. Towns, Edolphus [D-NY-10]             | D · NY        |      | Sep 19, 2007 |
| Rep. Larsen, Rick [D-WA-2]                 | D · WA        |      | Sep 26, 2007 |
| Rep. Meek, Kendrick B. [D-FL-17]           | D · FL        |      | Sep 26, 2007 |
| Del. Christensen, Donna M. [D-VI-At Large] | D · VI        |      | Nov 14, 2007 |
| Rep. Schwartz, Allyson Y. [D-PA-13]        | D · PA        |      | Nov 14, 2007 |
| Rep. Becerra, Xavier [D-CA-31]             | D · CA        |      | Mar 5, 2008  |
| Rep. Tsongas, Niki [D-MA-5]                | D · MA        |      | Jul 29, 2008 |
| Rep. Castle, Michael N. [R-DE-At Large]    | R · DE        |      | Sep 9, 2008  |
| Rep. Kind, Ron [D-WI-3]                    | D · WI        |      | Sep 9, 2008  |
| Rep. Speier, Jackie [D-CA-12]              | D · CA        |      | Sep 10, 2008 |
| Rep. Brown, Corrine [D-FL-3]               | D · FL        |      | Sep 17, 2008 |
| Rep. Clyburn, James E. [D-SC-6]            | D · SC        |      | Sep 17, 2008 |
| Rep. Conyers, John, Jr. [D-MI-14]          | D · MI        |      | Sep 17, 2008 |
| Rep. Foster, Bill [D-IL-14]                | D · IL        |      | Sep 17, 2008 |
| Rep. Hoyer, Steny H. [D-MD-5]              | D · MD        |      | Sep 23, 2008 |
| Rep. Richardson, Laura [D-CA-37]           | D · CA        |      | Sep 23, 2008 |

### Committee Activity

| Committee                                 | Chamber | Activity                   | Date         |
|---|---------|----------------------------|--------------|
| Committee on House Administration         | House   | Referred To                | Apr 24, 2007 |
| Education and Workforce Committee         | House   | Hearings By (subcommittee) | Sep 5, 2007  |
| Judiciary Committee                       | House   | Referred to                | May 4, 2007  |
| Oversight and Government Reform Committee | House   | Referred To                | Apr 24, 2007 |

### Subjects & Policy Tags

#### Policy Area:

Civil Rights and Liberties, Minority Issues

### Related Bills

*No related bills are listed.*

Employment Non-Discrimination Act of 2007 - Prohibits employment discrimination on the basis of actual or perceived sexual orientation or gender identity by covered entities (employers, employment agencies, labor organizations, or joint labor-management committees). Prohibits preferential treatment or quotas. Allows only disparate treatment claims.

Prohibits related retaliation.

Makes this Act inapplicable to: (1) religious organizations; and (2) the relationship between the United States and members of the armed forces. States that this Act does not repeal or modify any federal, state, territorial, or local law creating a special right or preference concerning employment for a veteran.

Provides for the construction of this Act with regard to: (1) enforcement by employers of rules and policies; (2) sexual harassment; (3) certain shared facilities such as showers or dressing facilities; (4) dress and grooming standards; and (5) certain matters relating to marriage.

Prohibits the Equal Employment Opportunity Commission (EEOC) from collecting statistics from covered entities on actual or perceived sexual orientation or gender identity or compelling the collection by covered entities of such statistics.

Provides for enforcement, including giving the EEOC, the Librarian of Congress, the Attorney General, and U.S. courts the same enforcement powers as they have under specified provisions of the Civil Rights Act of 1964, the Government Employee Rights Act of 1991, and other specified laws.

Allows actions and proceedings against state governments and, subject to limitation, the federal government.

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## **Actions Timeline**

- **Sep 5, 2007:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Sep 5, 2007:** Subcommittee Hearings Held.
- **May 4, 2007:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Apr 24, 2007:** Introduced in House
- **Apr 24, 2007:** Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and 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.