

## 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. Loebssack, 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

Cosponsor	Party / State	Role	Date Joined
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.

## **Actions Timeline**

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- **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.