

HR 3686

To prohibit employment discrimination based on gender identity.

**Congress:** 110 (2007–2009, Ended)

**Chamber:** House

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

**Introduced:** Sep 27, 2007

**Current Status:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

**Latest Action:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions. (Oct 17, 2007)

**Official Text:** <https://www.congress.gov/bill/110th-congress/house-bill/3686>

Sponsor

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

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

Cosponsors (10 total)

| Cosponsor                                | Party / State | Role | Date Joined  |
|--|---------------|------|--------------|
| Rep. Andrews, Robert E. [D-NJ-1]         | D · NJ        |      | Sep 27, 2007 |
| Rep. Miller, George [D-CA-7]             | D · CA        |      | Sep 27, 2007 |
| Rep. Shays, Christopher [R-CT-4]         | R · CT        |      | Sep 27, 2007 |
| Rep. Filner, Bob [D-CA-51]               | D · CA        |      | Oct 5, 2007  |
| Rep. Harman, Jane [D-CA-36]              | D · CA        |      | Oct 5, 2007  |
| Rep. Wasserman Schultz, Debbie [D-FL-20] | D · FL        |      | Oct 5, 2007  |
| Rep. Woolsey, Lynn C. [D-CA-6]           | D · CA        |      | Oct 5, 2007  |
| Rep. Schakowsky, Janice D. [D-IL-9]      | D · IL        |      | Mar 5, 2008  |
| Rep. Wu, David [D-OR-1]                  | D · OR        |      | Jun 4, 2008  |
| Rep. Tsongas, Niki [D-MA-5]              | D · MA        |      | Jul 29, 2008 |

Committee Activity

| Committee                                 | Chamber | Activity    | Date         |
|---|---------|-------------|--------------|
| Committee on House Administration         | House   | Referred To | Sep 27, 2007 |
| Education and Workforce Committee         | House   | Referred to | Oct 17, 2007 |
| Judiciary Committee                       | House   | Referred to | Oct 12, 2007 |
| Oversight and Government Reform Committee | House   | Referred To | Sep 27, 2007 |

Subjects & Policy Tags

**Policy Area:**

Civil Rights and Liberties, Minority Issues

Related Bills

No related bills are listed.

Prohibits employment discrimination on the basis of actual or perceived 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. Declares 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) the construction of new or additional facilities; and (5) dress and grooming standards.

Prohibits the Equal Employment Opportunity Commission (EEOC) from collecting statistics from covered entities on actual or perceived 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**

- **Oct 17, 2007:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Oct 12, 2007:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Sep 27, 2007:** Introduced in House
- **Sep 27, 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.