

HR 2981

Employment Non-Discrimination Act of 2009

Congress: 111 (2009–2011, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jun 19, 2009

Current Status: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Latest Action: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties. (Jul 23, 2009)

Official Text: <https://www.congress.gov/bill/111th-congress/house-bill/2981>

Sponsor

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

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

Cosponsors (12 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Jun 19, 2009
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Jun 19, 2009
Rep. Castle, Michael N. [R-DE-At Large]	R · DE		Jun 19, 2009
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		Jun 19, 2009
Rep. Kirk, Mark Steven [R-IL-10]	R · IL		Jun 19, 2009
Rep. Lance, Leonard [R-NJ-7]	R · NJ		Jun 19, 2009
Rep. Miller, George [D-CA-7]	D · CA		Jun 19, 2009
Rep. Platts, Todd Russell [R-PA-19]	R · PA		Jun 19, 2009
Rep. Polis, Jared [D-CO-2]	D · CO		Jun 19, 2009
Rep. Ros-Lehtinen, Ileana [R-FL-18]	R · FL		Jun 19, 2009
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Jan 20, 2010
Rep. Maffei, Daniel B. [D-NY-25]	D · NY		Mar 18, 2010

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jun 19, 2009
Education and Workforce Committee	House	Referred To	Jun 19, 2009
Judiciary Committee	House	Referred to	Jul 23, 2009
Oversight and Government Reform Committee	House	Referred To	Jun 19, 2009

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
111 S 1584	Related bill	Nov 5, 2009: Committee on Health, Education, Labor, and Pensions. Hearings held. Hearings printed: S.Hrg. 111-1134.
111 HR 3017	Related bill	Sep 23, 2009: Committee Hearings Held.

Summary (as of Jun 19, 2009)

Employment Non-Discrimination Act of 2009 - 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. 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 regarding: (1) enforcement by employers of rules and policies; (2) sexual harassment; (3) certain shared facilities such as showers or dressing facilities; (4) construction of new or additional facilities; (5) dress and grooming standards; and (6) provision of employee benefits to married vs. unmarried couples. Declares that, in this Act, "married" refers to a legal union between one man and one woman.

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, subject to exception, against the United States and the states.

Actions Timeline

- **Jul 23, 2009:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Jun 19, 2009:** Introduced in House
- **Jun 19, 2009:** 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.
- **Jun 19, 2009:** Referred to House Education and Labor
- **Jun 19, 2009:** Referred to House Administration
- **Jun 19, 2009:** Referred to House Oversight and Government Reform
- **Jun 19, 2009:** Referred to House Judiciary