

HR 1397

Employment Non-Discrimination Act

Congress: 112 (2011–2013, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 6, 2011

Current Status: Referred to the Subcommittee on the Constitution.

Latest Action: Referred to the Subcommittee on the Constitution. (Jul 11, 2011)

Official Text: <https://www.congress.gov/bill/112th-congress/house-bill/1397>

Sponsor

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

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

Cosponsors (171 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Apr 6, 2011
Rep. Ackerman, Gary L. [D-NY-5]	D · NY		Apr 6, 2011
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Apr 6, 2011
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Apr 6, 2011
Rep. Becerra, Xavier [D-CA-31]	D · CA		Apr 6, 2011
Rep. Berkley, Shelley [D-NV-1]	D · NV		Apr 6, 2011
Rep. Berman, Howard L. [D-CA-28]	D · CA		Apr 6, 2011
Rep. Biggert, Judy [R-IL-13]	R · IL		Apr 6, 2011
Rep. Boswell, Leonard L. [D-IA-3]	D · IA		Apr 6, 2011
Rep. Brady, Robert A. [D-PA-1]	D · PA		Apr 6, 2011
Rep. Braley, Bruce L. [D-IA-1]	D · IA		Apr 6, 2011
Rep. Capps, Lois [D-CA-23]	D · CA		Apr 6, 2011
Rep. Capuano, Michael E. [D-MA-8]	D · MA		Apr 6, 2011
Rep. Castor, Kathy [D-FL-11]	D · FL		Apr 6, 2011
Rep. Chu, Judy [D-CA-32]	D · CA		Apr 6, 2011
Rep. Cicilline, David N. [D-RI-1]	D · RI		Apr 6, 2011
Rep. Clarke, Yvette D. [D-NY-11]	D · NY		Apr 6, 2011
Rep. Cohen, Steve [D-TN-9]	D · TN		Apr 6, 2011
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Apr 6, 2011
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		Apr 6, 2011
Rep. Cooper, Jim [D-TN-5]	D · TN		Apr 6, 2011
Rep. Courtney, Joe [D-CT-2]	D · CT		Apr 6, 2011
Rep. Crowley, Joseph [D-NY-7]	D · NY		Apr 6, 2011
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Apr 6, 2011
Rep. Davis, Susan A. [D-CA-53]	D · CA		Apr 6, 2011
Rep. DeGette, Diana [D-CO-1]	D · CO		Apr 6, 2011
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Apr 6, 2011
Rep. Deutch, Theodore E. [D-FL-19]	D · FL		Apr 6, 2011
Rep. Dingell, John D. [D-MI-15]	D · MI		Apr 6, 2011
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Apr 6, 2011
Rep. Engel, Eliot L. [D-NY-17]	D · NY		Apr 6, 2011
Rep. Eshoo, Anna G. [D-CA-14]	D · CA		Apr 6, 2011
Rep. Farr, Sam [D-CA-17]	D · CA		Apr 6, 2011
Rep. Fattah, Chaka [D-PA-2]	D · PA		Apr 6, 2011
Rep. Filner, Bob [D-CA-51]	D · CA		Apr 6, 2011
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Apr 6, 2011
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		Apr 6, 2011
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Apr 6, 2011
Rep. Hastings, Alcee L. [D-FL-23]	D · FL		Apr 6, 2011
Rep. Heinrich, Martin [D-NM-1]	D · NM		Apr 6, 2011
Rep. Higgins, Brian [D-NY-27]	D · NY		Apr 6, 2011

Cosponsor	Party / State	Role	Date Joined
Rep. Hinchey, Maurice D. [D-NY-22]	D · NY		Apr 6, 2011
Rep. Hirono, Mazie K. [D-HI-2]	D · HI		Apr 6, 2011
Rep. Holt, Rush [D-NJ-12]	D · NJ		Apr 6, 2011
Rep. Honda, Michael M. [D-CA-15]	D · CA		Apr 6, 2011
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Apr 6, 2011
Rep. Inslee, Jay [D-WA-1]	D · WA		Apr 6, 2011
Rep. Israel, Steve [D-NY-2]	D · NY		Apr 6, 2011
Rep. Jackson, Jesse L., Jr. [D-IL-2]	D · IL		Apr 6, 2011
Rep. Keating, William R. [D-MA-10]	D · MA		Apr 6, 2011
Rep. Kildee, Dale E. [D-MI-5]	D · MI		Apr 6, 2011
Rep. Langevin, James R. [D-RI-2]	D · RI		Apr 6, 2011
Rep. Larsen, Rick [D-WA-2]	D · WA		Apr 6, 2011
Rep. Larson, John B. [D-CT-1]	D · CT		Apr 6, 2011
Rep. Lee, Barbara [D-CA-9]	D · CA		Apr 6, 2011
Rep. Levin, Sander M. [D-MI-12]	D · MI		Apr 6, 2011
Rep. Lewis, John [D-GA-5]	D · GA		Apr 6, 2011
Rep. Loebsack, David [D-IA-2]	D · IA		Apr 6, 2011
Rep. Lofgren, Zoe [D-CA-16]	D · CA		Apr 6, 2011
Rep. Lowey, Nita M. [D-NY-18]	D · NY		Apr 6, 2011
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Apr 6, 2011
Rep. Lynch, Stephen F. [D-MA-9]	D · MA		Apr 6, 2011
Rep. Maloney, Carolyn B. [D-NY-14]	D · NY		Apr 6, 2011
Rep. Markey, Edward J. [D-MA-7]	D · MA		Apr 6, 2011
Rep. McCollum, Betty [D-MN-4]	D · MN		Apr 6, 2011
Rep. McDermott, Jim [D-WA-7]	D · WA		Apr 6, 2011
Rep. McGovern, James P. [D-MA-3]	D · MA		Apr 6, 2011
Rep. Michaud, Michael H. [D-ME-2]	D · ME		Apr 6, 2011
Rep. Miller, George [D-CA-7]	D · CA		Apr 6, 2011
Rep. Moore, Gwen [D-WI-4]	D · WI		Apr 6, 2011
Rep. Moran, James P. [D-VA-8]	D · VA		Apr 6, 2011
Rep. Nadler, Jerrold [D-NY-8]	D · NY		Apr 6, 2011
Rep. Napolitano, Grace F. [D-CA-38]	D · CA		Apr 6, 2011
Rep. Neal, Richard E. [D-MA-2]	D · MA		Apr 6, 2011
Rep. Olver, John W. [D-MA-1]	D · MA		Apr 6, 2011
Rep. Pascrell, Bill, Jr. [D-NJ-8]	D · NJ		Apr 6, 2011
Rep. Pelosi, Nancy [D-CA-8]	D · CA		Apr 6, 2011
Rep. Peters, Gary C. [D-MI-9]	D · MI		Apr 6, 2011
Rep. Pingree, Chellie [D-ME-1]	D · ME		Apr 6, 2011
Rep. Platts, Todd Russell [R-PA-19]	R · PA		Apr 6, 2011
Rep. Polis, Jared [D-CO-2]	D · CO		Apr 6, 2011
Rep. Price, David E. [D-NC-4]	D · NC		Apr 6, 2011
Rep. Quigley, Mike [D-IL-5]	D · IL		Apr 6, 2011

Cosponsor	Party / State	Role	Date Joined
Rep. Rangel, Charles B. [D-NY-15]	D · NY		Apr 6, 2011
Rep. Richardson, Laura [D-CA-37]	D · CA		Apr 6, 2011
Rep. Ros-Lehtinen, Ileana [R-FL-18]	R · FL		Apr 6, 2011
Rep. Rothman, Steven R. [D-NJ-9]	D · NJ		Apr 6, 2011
Rep. Roybal-Allard, Lucille [D-CA-34]	D · CA		Apr 6, 2011
Rep. Sánchez, Linda T. [D-CA-39]	D · CA		Apr 6, 2011
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Apr 6, 2011
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Apr 6, 2011
Rep. Schiff, Adam B. [D-CA-29]	D · CA		Apr 6, 2011
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Apr 6, 2011
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Apr 6, 2011
Rep. Serrano, Jose E. [D-NY-16]	D · NY		Apr 6, 2011
Rep. Sherman, Brad [D-CA-27]	D · CA		Apr 6, 2011
Rep. Sires, Albio [D-NJ-13]	D · NJ		Apr 6, 2011
Rep. Smith, Adam [D-WA-9]	D · WA		Apr 6, 2011
Rep. Speier, Jackie [D-CA-12]	D · CA		Apr 6, 2011
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		Apr 6, 2011
Rep. Sutton, Betty [D-OH-13]	D · OH		Apr 6, 2011
Rep. Tierney, John F. [D-MA-6]	D · MA		Apr 6, 2011
Rep. Towns, Edolphus [D-NY-10]	D · NY		Apr 6, 2011
Rep. Tsongas, Niki [D-MA-5]	D · MA		Apr 6, 2011
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Apr 6, 2011
Rep. Wasserman Schultz, Debbie [D-FL-20]	D · FL		Apr 6, 2011
Rep. Waters, Maxine [D-CA-35]	D · CA		Apr 6, 2011
Rep. Waxman, Henry A. [D-CA-30]	D · CA		Apr 6, 2011
Rep. Weiner, Anthony D. [D-NY-9]	D · NY		Apr 6, 2011
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Apr 6, 2011
Rep. Wu, David [D-OR-1]	D · OR		Apr 6, 2011
Rep. Reyes, Silvestre [D-TX-16]	D · TX		Apr 7, 2011
Rep. Garamendi, John [D-CA-10]	D · CA		Apr 8, 2011
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Apr 8, 2011
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Apr 8, 2011
Rep. Kucinich, Dennis J. [D-OH-10]	D · OH		Apr 8, 2011
Rep. Schrader, Kurt [D-OR-5]	D · OR		Apr 8, 2011
Rep. Carnahan, Russ [D-MO-3]	D · MO		Apr 11, 2011
Rep. Carson, Andre [D-IN-7]	D · IN		Apr 11, 2011
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Apr 11, 2011
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Apr 15, 2011
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Apr 15, 2011
Rep. Murphy, Christopher [D-CT-5]	D · CT		Apr 15, 2011
Rep. Doggett, Lloyd [D-TX-25]	D · TX		May 2, 2011
Rep. Ellison, Keith [D-MN-5]	D · MN		May 2, 2011

Cosponsor	Party / State	Role	Date Joined
Rep. Gonzalez, Charles A. [D-TX-20]	D · TX		May 2, 2011
Rep. Walz, Timothy J. [D-MN-1]	D · MN		May 2, 2011
Rep. Yarmuth, John A. [D-KY-3]	D · KY		May 2, 2011
Rep. Payne, Donald M. [D-NJ-10]	D · NJ		May 3, 2011
Rep. Watt, Melvin L. [D-NC-12]	D · NC		May 4, 2011
Rep. Kind, Ron [D-WI-3]	D · WI		May 10, 2011
Rep. Welch, Peter [D-VT-At Large]	D · VT		May 10, 2011
Rep. McNerney, Jerry [D-CA-11]	D · CA		May 11, 2011
Rep. Hanabusa, Colleen W. [D-HI-1]	D · HI		May 24, 2011
Rep. Dicks, Norman D. [D-WA-6]	D · WA		May 26, 2011
Rep. Tonko, Paul [D-NY-21]	D · NY		May 26, 2011
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		May 31, 2011
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		May 31, 2011
Rep. Matsui, Doris O. [D-CA-5]	D · CA		May 31, 2011
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		May 31, 2011
Rep. Pastor, Ed [D-AZ-4]	D · AZ		May 31, 2011
Rep. Slaughter, Louise McIntosh [D-NY-28]	D · NY		May 31, 2011
Rep. Ryan, Tim [D-OH-17]	D · OH		Jun 15, 2011
Rep. Himes, James A. [D-CT-4]	D · CT		Jun 16, 2011
Rep. Hanna, Richard L. [R-NY-24]	R · NY		Jun 21, 2011
Rep. Sanchez, Loretta [D-CA-47]	D · CA		Jun 23, 2011
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Jul 14, 2011
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jul 15, 2011
Rep. Donnelly, Joe [D-IN-2]	D · IN		Jul 18, 2011
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Jul 19, 2011
Rep. Matheson, Jim [D-UT-2]	D · UT		Jul 20, 2011
Rep. Miller, Brad [D-NC-13]	D · NC		Jul 25, 2011
Rep. Holden, Tim [D-PA-17]	D · PA		Oct 3, 2011
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Oct 25, 2011
Rep. Baca, Joe [D-CA-43]	D · CA		Dec 12, 2011
Rep. Hahn, Janice [D-CA-36]	D · CA		Dec 12, 2011
Rep. Wilson, Frederica S. [D-FL-17]	D · FL		Dec 12, 2011
Rep. Clarke, Hansen [D-MI-13]	D · MI		Jan 31, 2012
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Mar 1, 2012
Rep. Velazquez, Nydia M. [D-NY-12]	D · NY		Mar 5, 2012
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Apr 16, 2012
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		May 7, 2012
Rep. Green, Al [D-TX-9]	D · TX		May 8, 2012
Rep. Kaptur, Marcy [D-OH-9]	D · OH		May 9, 2012
Rep. Scott, David [D-GA-13]	D · GA		May 17, 2012
Rep. Carney, John C., Jr. [D-DE-At Large]	D · DE		Jul 23, 2012
Rep. Clyburn, James E. [D-SC-6]	D · SC		Sep 19, 2012

Cosponsor	Party / State	Role	Date Joined
Rep. Hayworth, Nan A. S. [R-NY-19]	R · NY		Sep 20, 2012
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Sep 20, 2012
Rep. Barber, Ron [D-AZ-8]	D · AZ		Sep 21, 2012
Rep. Bass, Karen [D-CA-33]	D · CA		Oct 2, 2012

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Apr 6, 2011
Education and Workforce Committee	House	Referred to	Apr 15, 2011
Judiciary Committee	House	Referred to	Jul 11, 2011
Oversight and Government Reform Committee	House	Referred to	Apr 8, 2011

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
112 S 811	Related bill	Jun 12, 2012: Committee on Health, Education, Labor, and Pensions. Hearings held. Hearings printed: S.Hrg. 112-915.

Employment Non-Discrimination Act - 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 marriage as that term is defined in the Defense of Marriage Act (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 11, 2011:** Referred to the Subcommittee on the Constitution.
- **Apr 15, 2011:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Apr 8, 2011:** Referred to the Subcommittee on Federal Workforce, U.S. Postal Service, and Labor Policy .
- **Apr 6, 2011:** Introduced in House
- **Apr 6, 2011:** Referred to the Committee on Education and the Workforce, 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.