

S 811

Employment Non-Discrimination Act of 2011

Congress: 112 (2011–2013, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Apr 13, 2011

Current Status: Committee on Health, Education, Labor, and Pensions. Hearings held. Hearings printed: S.Hrg. 112-915

Latest Action: Committee on Health, Education, Labor, and Pensions. Hearings held. Hearings printed: S.Hrg. 112-915. (Jun 12, 2012)

Official Text: <https://www.congress.gov/bill/112th-congress/senate-bill/811>

Sponsor

Name: Sen. Merkley, Jeff [D-OR]

Party: Democratic • **State:** OR • **Chamber:** Senate

Cosponsors (43 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Collins, Susan M. [R-ME]	R · ME		Apr 13, 2011
Sen. Harkin, Tom [D-IA]	D · IA		Apr 13, 2011
Sen. Kirk, Mark Steven [R-IL]	R · IL		Apr 13, 2011
Sen. Akaka, Daniel K. [D-HI]	D · HI		Apr 14, 2011
Sen. Begich, Mark [D-AK]	D · AK		Apr 14, 2011
Sen. Bennet, Michael F. [D-CO]	D · CO		Apr 14, 2011
Sen. Bingaman, Jeff [D-NM]	D · NM		Apr 14, 2011
Sen. Blumenthal, Richard [D-CT]	D · CT		Apr 14, 2011
Sen. Boxer, Barbara [D-CA]	D · CA		Apr 14, 2011
Sen. Brown, Sherrod [D-OH]	D · OH		Apr 14, 2011
Sen. Cantwell, Maria [D-WA]	D · WA		Apr 14, 2011
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Apr 14, 2011
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Apr 14, 2011
Sen. Coons, Christopher A. [D-DE]	D · DE		Apr 14, 2011
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 14, 2011
Sen. Feinstein, Dianne [D-CA]	D · CA		Apr 14, 2011
Sen. Franken, Al [D-MN]	D · MN		Apr 14, 2011
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Apr 14, 2011
Sen. Inouye, Daniel K. [D-HI]	D · HI		Apr 14, 2011
Sen. Kerry, John F. [D-MA]	D · MA		Apr 14, 2011
Sen. Klobuchar, Amy [D-MN]	D · MN		Apr 14, 2011
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		Apr 14, 2011
Sen. Leahy, Patrick J. [D-VT]	D · VT		Apr 14, 2011
Sen. Levin, Carl [D-MI]	D · MI		Apr 14, 2011
Sen. Lieberman, Joseph I. [ID-CT]	ID · CT		Apr 14, 2011
Sen. Menendez, Robert [D-NJ]	D · NJ		Apr 14, 2011
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Apr 14, 2011
Sen. Murray, Patty [D-WA]	D · WA		Apr 14, 2011
Sen. Reed, Jack [D-RI]	D · RI		Apr 14, 2011
Sen. Sanders, Bernard [I-VT]	I · VT		Apr 14, 2011
Sen. Schumer, Charles E. [D-NY]	D · NY		Apr 14, 2011
Sen. Shaheen, Jeanne [D-NH]	D · NH		Apr 14, 2011
Sen. Snowe, Olympia J. [R-ME]	R · ME		Apr 14, 2011
Sen. Stabenow, Debbie [D-MI]	D · MI		Apr 14, 2011
Sen. Udall, Mark [D-CO]	D · CO		Apr 14, 2011
Sen. Udall, Tom [D-NM]	D · NM		Apr 14, 2011
Sen. Webb, Jim [D-VA]	D · VA		Apr 14, 2011
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Apr 14, 2011
Sen. Wyden, Ron [D-OR]	D · OR		Apr 14, 2011
Sen. McCaskill, Claire [D-MO]	D · MO		Jul 29, 2011
Sen. Hagan, Kay R. [D-NC]	D · NC		Sep 26, 2011

Cosponsor	Party / State	Role	Date Joined
Sen. Carper, Thomas R. [D-DE]	D · DE		Jun 20, 2012
Sen. Warner, Mark R. [D-VA]	D · VA		Sep 19, 2012

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Hearings By (full committee)	Jun 12, 2012

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
112 HR 1397	Related bill	Jul 11, 2011: Referred to the Subcommittee on the Constitution.

Summary (as of Apr 13, 2011)

Employment Non-Discrimination Act of 2011 - 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 (LOC), the Attorney General (DOJ), 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

- **Jun 12, 2012:** Committee on Health, Education, Labor, and Pensions. Hearings held. Hearings printed: S.Hrg. 112-915.
- **Apr 13, 2011:** Introduced in Senate
- **Apr 13, 2011:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.