

HR 1755

Employment Non-Discrimination Act of 2013

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 25, 2013

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Jul 8, 2013)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/1755>

Sponsor

Name: Rep. Polis, Jared [D-CO-2]

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

Cosponsors (206 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Apr 25, 2013
Rep. Andrews, Robert E. [D-NJ-1]	D · NJ		Apr 25, 2013
Rep. Bass, Karen [D-CA-37]	D · CA		Apr 25, 2013
Rep. Beatty, Joyce [D-OH-3]	D · OH		Apr 25, 2013
Rep. Becerra, Xavier [D-CA-34]	D · CA		Apr 25, 2013
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Apr 25, 2013
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Apr 25, 2013
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Apr 25, 2013
Rep. Brady, Robert A. [D-PA-1]	D · PA		Apr 25, 2013
Rep. Braley, Bruce L. [D-IA-1]	D · IA		Apr 25, 2013
Rep. Brownley, Julia [D-CA-26]	D · CA		Apr 25, 2013
Rep. Capps, Lois [D-CA-24]	D · CA		Apr 25, 2013
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Apr 25, 2013
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Apr 25, 2013
Rep. Carney, John C., Jr. [D-DE-At Large]	D · DE		Apr 25, 2013
Rep. Carson, Andre [D-IN-7]	D · IN		Apr 25, 2013
Rep. Cartwright, Matt [D-PA-17]	D · PA		Apr 25, 2013
Rep. Castor, Kathy [D-FL-14]	D · FL		Apr 25, 2013
Rep. Castro, Joaquin [D-TX-20]	D · TX		Apr 25, 2013
Rep. Chu, Judy [D-CA-27]	D · CA		Apr 25, 2013
Rep. Cicilline, David N. [D-RI-1]	D · RI		Apr 25, 2013
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Apr 25, 2013
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Apr 25, 2013
Rep. Cohen, Steve [D-TN-9]	D · TN		Apr 25, 2013
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Apr 25, 2013
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Apr 25, 2013
Rep. Cooper, Jim [D-TN-5]	D · TN		Apr 25, 2013
Rep. Courtney, Joe [D-CT-2]	D · CT		Apr 25, 2013
Rep. Crowley, Joseph [D-NY-14]	D · NY		Apr 25, 2013
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Apr 25, 2013
Rep. Davis, Susan A. [D-CA-53]	D · CA		Apr 25, 2013
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Apr 25, 2013
Rep. DeGette, Diana [D-CO-1]	D · CO		Apr 25, 2013
Rep. Delaney, John K. [D-MD-6]	D · MD		Apr 25, 2013
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Apr 25, 2013
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Apr 25, 2013
Rep. Dent, Charles W. [R-PA-15]	R · PA		Apr 25, 2013
Rep. Deutch, Theodore E. [D-FL-21]	D · FL		Apr 25, 2013
Rep. Dingell, John D. [D-MI-12]	D · MI		Apr 25, 2013
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Apr 25, 2013
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Apr 25, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Apr 25, 2013
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Apr 25, 2013
Rep. Ellison, Keith [D-MN-5]	D · MN		Apr 25, 2013
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Apr 25, 2013
Rep. Farr, Sam [D-CA-20]	D · CA		Apr 25, 2013
Rep. Fattah, Chaka [D-PA-2]	D · PA		Apr 25, 2013
Rep. Frankel, Lois [D-FL-22]	D · FL		Apr 25, 2013
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Apr 25, 2013
Rep. Garcia, Joe [D-FL-26]	D · FL		Apr 25, 2013
Rep. Grayson, Alan [D-FL-9]	D · FL		Apr 25, 2013
Rep. Green, Al [D-TX-9]	D · TX		Apr 25, 2013
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Apr 25, 2013
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Apr 25, 2013
Rep. Hahn, Janice [D-CA-44]	D · CA		Apr 25, 2013
Rep. Hanabusa, Colleen W. [D-HI-1]	D · HI		Apr 25, 2013
Rep. Hanna, Richard L. [R-NY-22]	R · NY		Apr 25, 2013
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Apr 25, 2013
Rep. Heck, Denny [D-WA-10]	D · WA		Apr 25, 2013
Rep. Higgins, Brian [D-NY-26]	D · NY		Apr 25, 2013
Rep. Himes, James A. [D-CT-4]	D · CT		Apr 25, 2013
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Apr 25, 2013
Rep. Holt, Rush [D-NJ-12]	D · NJ		Apr 25, 2013
Rep. Honda, Michael M. [D-CA-17]	D · CA		Apr 25, 2013
Rep. Horsford, Steven [D-NV-4]	D · NV		Apr 25, 2013
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Apr 25, 2013
Rep. Huffman, Jared [D-CA-2]	D · CA		Apr 25, 2013
Rep. Israel, Steve [D-NY-3]	D · NY		Apr 25, 2013
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Apr 25, 2013
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Apr 25, 2013
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Apr 25, 2013
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Apr 25, 2013
Rep. Keating, William R. [D-MA-9]	D · MA		Apr 25, 2013
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Apr 25, 2013
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Apr 25, 2013
Rep. Kilmer, Derek [D-WA-6]	D · WA		Apr 25, 2013
Rep. Kind, Ron [D-WI-3]	D · WI		Apr 25, 2013
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Apr 25, 2013
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Apr 25, 2013
Rep. Langevin, James R. [D-RI-2]	D · RI		Apr 25, 2013
Rep. Larsen, Rick [D-WA-2]	D · WA		Apr 25, 2013
Rep. Larson, John B. [D-CT-1]	D · CT		Apr 25, 2013
Rep. Lee, Barbara [D-CA-13]	D · CA		Apr 25, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Levin, Sander M. [D-MI-9]	D · MI		Apr 25, 2013
Rep. Lewis, John [D-GA-5]	D · GA		Apr 25, 2013
Rep. Loebssack, David [D-IA-2]	D · IA		Apr 25, 2013
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Apr 25, 2013
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Apr 25, 2013
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Apr 25, 2013
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Apr 25, 2013
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Apr 25, 2013
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Apr 25, 2013
Rep. Maffei, Daniel B. [D-NY-24]	D · NY		Apr 25, 2013
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Apr 25, 2013
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Apr 25, 2013
Rep. Markey, Edward J. [D-MA-5]	D · MA		Apr 25, 2013
Rep. Matheson, Jim [D-UT-4]	D · UT		Apr 25, 2013
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Apr 25, 2013
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Apr 25, 2013
Rep. McCollum, Betty [D-MN-4]	D · MN		Apr 25, 2013
Rep. McDermott, Jim [D-WA-7]	D · WA		Apr 25, 2013
Rep. McGovern, James P. [D-MA-2]	D · MA		Apr 25, 2013
Rep. McNerney, Jerry [D-CA-9]	D · CA		Apr 25, 2013
Rep. Meng, Grace [D-NY-6]	D · NY		Apr 25, 2013
Rep. Michaud, Michael H. [D-ME-2]	D · ME		Apr 25, 2013
Rep. Miller, George [D-CA-11]	D · CA		Apr 25, 2013
Rep. Moore, Gwen [D-WI-4]	D · WI		Apr 25, 2013
Rep. Moran, James P. [D-VA-8]	D · VA		Apr 25, 2013
Rep. Murphy, Patrick [D-FL-18]	D · FL		Apr 25, 2013
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Apr 25, 2013
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Apr 25, 2013
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Apr 25, 2013
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Apr 25, 2013
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Apr 25, 2013
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Apr 25, 2013
Rep. Pelosi, Nancy [D-CA-12]	D · CA		Apr 25, 2013
Rep. Peters, Gary C. [D-MI-14]	D · MI		Apr 25, 2013
Rep. Peters, Scott H. [D-CA-52]	D · CA		Apr 25, 2013
Rep. Pingree, Chellie [D-ME-1]	D · ME		Apr 25, 2013
Rep. Pocan, Mark [D-WI-2]	D · WI		Apr 25, 2013
Rep. Price, David E. [D-NC-4]	D · NC		Apr 25, 2013
Rep. Quigley, Mike [D-IL-5]	D · IL		Apr 25, 2013
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Apr 25, 2013
Rep. Ros-Lehtinen, Ileana [R-FL-27]	R · FL		Apr 25, 2013
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Apr 25, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Apr 25, 2013
Rep. Ryan, Tim [D-OH-13]	D · OH		Apr 25, 2013
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Apr 25, 2013
Rep. Sanchez, Loretta [D-CA-46]	D · CA		Apr 25, 2013
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Apr 25, 2013
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Apr 25, 2013
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Apr 25, 2013
Rep. Schneider, Bradley Scott [D-IL-10]	D · IL		Apr 25, 2013
Rep. Schrader, Kurt [D-OR-5]	D · OR		Apr 25, 2013
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Apr 25, 2013
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Apr 25, 2013
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Apr 25, 2013
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		Apr 25, 2013
Rep. Sherman, Brad [D-CA-30]	D · CA		Apr 25, 2013
Rep. Sinema, Kyrsten [D-AZ-9]	D · AZ		Apr 25, 2013
Rep. Sires, Albio [D-NJ-8]	D · NJ		Apr 25, 2013
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Apr 25, 2013
Rep. Smith, Adam [D-WA-9]	D · WA		Apr 25, 2013
Rep. Speier, Jackie [D-CA-14]	D · CA		Apr 25, 2013
Rep. Swalwell, Eric [D-CA-15]	D · CA		Apr 25, 2013
Rep. Takano, Mark [D-CA-41]	D · CA		Apr 25, 2013
Rep. Tierney, John F. [D-MA-6]	D · MA		Apr 25, 2013
Rep. Titus, Dina [D-NV-1]	D · NV		Apr 25, 2013
Rep. Tonko, Paul [D-NY-20]	D · NY		Apr 25, 2013
Rep. Tsongas, Niki [D-MA-3]	D · MA		Apr 25, 2013
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Apr 25, 2013
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Apr 25, 2013
Rep. Walz, Timothy J. [D-MN-1]	D · MN		Apr 25, 2013
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Apr 25, 2013
Rep. Waters, Maxine [D-CA-43]	D · CA		Apr 25, 2013
Rep. Waxman, Henry A. [D-CA-33]	D · CA		Apr 25, 2013
Rep. Welch, Peter [D-VT-At Large]	D · VT		Apr 25, 2013
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Apr 25, 2013
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Apr 25, 2013
Rep. Foster, Bill [D-IL-11]	D · IL		Apr 26, 2013
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Apr 26, 2013
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		May 6, 2013
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		May 6, 2013
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		May 6, 2013
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		May 6, 2013
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		May 6, 2013
Rep. Bera, Ami [D-CA-7]	D · CA		May 9, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Vela, Filemon [D-TX-34]	D · TX		May 9, 2013
Rep. Neal, Richard E. [D-MA-1]	D · MA		May 16, 2013
Resident Commissioner Pierluisi, Pedro R. [D-PR-At Large]	D · PR		May 23, 2013
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Jun 4, 2013
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Jun 4, 2013
Rep. Clyburn, James E. [D-SC-6]	D · SC		Jun 5, 2013
Rep. Barber, Ron [D-AZ-2]	D · AZ		Jun 11, 2013
Rep. Pastor, Ed [D-AZ-7]	D · AZ		Jun 12, 2013
Rep. Bustos, Cheri [D-IL-17]	D · IL		Jun 26, 2013
Rep. Peterson, Collin C. [D-MN-7]	D · MN		Jun 26, 2013
Rep. Scott, David [D-GA-13]	D · GA		Jul 24, 2013
Rep. Davis, Danny K. [D-IL-7]	D · IL		Sep 27, 2013
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Sep 27, 2013
Rep. Vargas, Juan [D-CA-51]	D · CA		Sep 27, 2013
Rep. Negrete McLeod, Gloria [D-CA-35]	D · CA		Oct 3, 2013
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Oct 8, 2013
Rep. Garamendi, John [D-CA-3]	D · CA		Oct 10, 2013
Rep. Thompson, Mike [D-CA-5]	D · CA		Oct 10, 2013
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Oct 16, 2013
Rep. Runyan, Jon [R-NJ-3]	R · NJ		Oct 28, 2013
Rep. Brown, Corrine [D-FL-5]	D · FL		Oct 30, 2013
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Oct 30, 2013
Rep. Gibson, Christopher P. [R-NY-19]	R · NY		Oct 30, 2013
Rep. Owens, William L. [D-NY-21]	D · NY		Oct 30, 2013
Rep. Ruiz, Raul [D-CA-36]	D · CA		Oct 30, 2013
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Oct 30, 2013
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Nov 12, 2013
Rep. Sewell, Terri A. [D-AL-7]	D · AL		Nov 12, 2013
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Nov 14, 2013
Rep. Watt, Melvin L. [D-NC-12]	D · NC		Nov 14, 2013
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Nov 18, 2013
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Nov 18, 2013
Rep. Enyart, William L. [D-IL-12]	D · IL		Nov 18, 2013
Rep. Grimm, Michael G. [R-NY-11]	R · NY		Jan 28, 2014
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Feb 5, 2014
Rep. Coffman, Mike [R-CO-6]	R · CO		Apr 9, 2014
Rep. LoBiondo, Frank A. [R-NJ-2]	R · NJ		Jun 11, 2014
Rep. Costa, Jim [D-CA-16]	D · CA		Jun 12, 2014
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Sep 17, 2014

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Apr 25, 2013
Education and Workforce Committee	House	Referred to	Jul 8, 2013
Judiciary Committee	House	Referred to	Jun 14, 2013
Oversight and Government Reform Committee	House	Referred To	Apr 25, 2013

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
113 S 815	Identical bill	Jan 8, 2014: Referred to the Subcommittee on the Constitution and Civil Justice.

Summary (as of Apr 25, 2013)

Employment Non-Discrimination Act of 2013 - 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.

Prohibits this Act from being construed to: (1) prohibit an employer from requiring an employee to adhere to reasonable dress or grooming standards, or (2) require the construction of new or additional facilities.

Prohibits the Equal Employment Opportunity Commission (EEOC) from compelling collection or requiring production of statistics from covered entities on actual or perceived sexual orientation or gender identity.

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

- Jul 8, 2013: Referred to the Subcommittee on Workforce Protections.
- Jun 14, 2013: Referred to the Subcommittee on the Constitution and Civil Justice.
- Apr 25, 2013: Introduced in House
- Apr 25, 2013: 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.