

## S 2133

### Fair Employment Protection Act of 2014

**Congress:** 113 (2013–2015, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Mar 13, 2014

**Current Status:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Mar 13, 2014)

**Official Text:** <https://www.congress.gov/bill/113th-congress/senate-bill/2133>

## Sponsor

**Name:** Sen. Baldwin, Tammy [D-WI]

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

## Cosponsors (17 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Blumenthal, Richard [D-CT]	D · CT		Mar 13, 2014
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Mar 13, 2014
Sen. Durbin, Richard J. [D-IL]	D · IL		Mar 13, 2014
Sen. Franken, Al [D-MN]	D · MN		Mar 13, 2014
Sen. Harkin, Tom [D-IA]	D · IA		Mar 13, 2014
Sen. Leahy, Patrick J. [D-VT]	D · VT		Mar 13, 2014
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Mar 13, 2014
Sen. Murray, Patty [D-WA]	D · WA		Mar 13, 2014
Sen. Schatz, Brian [D-HI]	D · HI		Mar 13, 2014
Sen. Schumer, Charles E. [D-NY]	D · NY		Mar 13, 2014
Sen. Warren, Elizabeth [D-MA]	D · MA		Mar 13, 2014
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Mar 13, 2014
Sen. Hirono, Mazie K. [D-HI]	D · HI		Mar 25, 2014
Sen. Markey, Edward J. [D-MA]	D · MA		Apr 7, 2014
Sen. Sanders, Bernard [I-VT]	I · VT		May 13, 2014
Sen. Stabenow, Debbie [D-MI]	D · MI		Jun 19, 2014
Sen. Coons, Christopher A. [D-DE]	D · DE		Jul 30, 2014

## Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 13, 2014

## Subjects & Policy Tags

---

### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
113 HR 4227	Identical bill	<b>Jun 13, 2014:</b> Referred to the Subcommittee on Workforce Protections.

### Summary (as of Mar 13, 2014)

Fair Employment Protection Act of 2014 - Sets forth employer liability standards to be applied in employee harassment claims under specified provisions of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Rehabilitation Act of 1973, the Revised Statutes, the Genetic Information Nondiscrimination Act of 2008, the Government Employee Rights Act of 1991, employment discrimination laws relating to certain executive branch employees, and the Congressional Accountability Act of 1995.

Declares employers under such Acts liable for the acts of any individual whose harassment of an employee has created or continued an unlawful hostile work environment if, at the time of the harassment: (1) such individual was authorized by that employer to undertake or recommend tangible employment actions affecting the employee or to direct the employee's daily work activities, or (2) the negligence of the employer led to the creation or continuation of that hostile work environment (thus modifies the liability standards provided by the Supreme Court in *Vance v. Ball State University*, which limited the category of supervisors for whom an employer may be held vicariously liable to those individuals who have authority to take tangible employment actions).

### Actions Timeline

---

- **Mar 13, 2014:** Introduced in Senate
- **Mar 13, 2014:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.