

HR 4227

Fair Employment Protection Act of 2014

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 13, 2014

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Jun 13, 2014)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/4227>

Sponsor

Name: Rep. Miller, George [D-CA-11]

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

Cosponsors (62 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Mar 13, 2014
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Mar 13, 2014
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Mar 13, 2014
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Mar 13, 2014
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Mar 13, 2014
Rep. Enyart, William L. [D-IL-12]	D · IL		Mar 13, 2014
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Mar 13, 2014
Rep. Grayson, Alan [D-FL-9]	D · FL		Mar 13, 2014
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Mar 13, 2014
Rep. Holt, Rush [D-NJ-12]	D · NJ		Mar 13, 2014
Rep. Honda, Michael M. [D-CA-17]	D · CA		Mar 13, 2014
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Mar 13, 2014
Rep. Langevin, James R. [D-RI-2]	D · RI		Mar 13, 2014
Rep. Lee, Barbara [D-CA-13]	D · CA		Mar 13, 2014
Rep. McCollum, Betty [D-MN-4]	D · MN		Mar 13, 2014
Rep. McGovern, James P. [D-MA-2]	D · MA		Mar 13, 2014
Rep. Moore, Gwen [D-WI-4]	D · WI		Mar 13, 2014
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Mar 13, 2014
Rep. Pocan, Mark [D-WI-2]	D · WI		Mar 13, 2014
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Mar 13, 2014
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Mar 13, 2014
Rep. Swalwell, Eric [D-CA-15]	D · CA		Mar 13, 2014
Rep. Takano, Mark [D-CA-41]	D · CA		Mar 13, 2014
Rep. Tierney, John F. [D-MA-6]	D · MA		Mar 13, 2014
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Mar 18, 2014
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Mar 18, 2014
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Mar 18, 2014
Rep. Green, Gene [D-TX-29]	D · TX		Mar 21, 2014
Rep. Sires, Albio [D-NJ-8]	D · NJ		Mar 24, 2014
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Mar 25, 2014
Rep. Huffman, Jared [D-CA-2]	D · CA		Mar 27, 2014
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Mar 27, 2014
Rep. Ellison, Keith [D-MN-5]	D · MN		Apr 2, 2014
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Apr 7, 2014
Rep. Farr, Sam [D-CA-20]	D · CA		Apr 7, 2014
Rep. Larsen, Rick [D-WA-2]	D · WA		Apr 7, 2014
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Apr 7, 2014
Rep. Brown, Corrine [D-FL-5]	D · FL		Apr 8, 2014
Rep. Castor, Kathy [D-FL-14]	D · FL		Apr 8, 2014
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Apr 28, 2014
Rep. Deutch, Theodore E. [D-FL-21]	D · FL		Apr 28, 2014

Cosponsor	Party / State	Role	Date Joined
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Apr 28, 2014
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Apr 28, 2014
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Apr 28, 2014
Rep. Price, David E. [D-NC-4]	D · NC		Apr 29, 2014
Rep. Cicilline, David N. [D-RI-1]	D · RI		May 6, 2014
Rep. Cohen, Steve [D-TN-9]	D · TN		May 6, 2014
Rep. Schiff, Adam B. [D-CA-28]	D · CA		May 15, 2014
Rep. DeGette, Diana [D-CO-1]	D · CO		May 23, 2014
Rep. Levin, Sander M. [D-MI-9]	D · MI		May 23, 2014
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Jun 9, 2014
Rep. McDermott, Jim [D-WA-7]	D · WA		Jun 26, 2014
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Jun 30, 2014
Rep. Thompson, Mike [D-CA-5]	D · CA		Jun 30, 2014
Rep. Vargas, Juan [D-CA-51]	D · CA		Jun 30, 2014
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Jul 3, 2014
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Jul 10, 2014
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Jul 25, 2014
Rep. Cartwright, Matt [D-PA-17]	D · PA		Jul 29, 2014
Rep. Negrete McLeod, Gloria [D-CA-35]	D · CA		Jul 31, 2014
Rep. Speier, Jackie [D-CA-14]	D · CA		Sep 15, 2014
Rep. Meng, Grace [D-NY-6]	D · NY		Dec 11, 2014

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Mar 13, 2014
Education and Workforce Committee	House	Referred to	Jun 13, 2014
Education and Workforce Committee	House	Referred to	Jun 13, 2014
Judiciary Committee	House	Referred to	Apr 16, 2014
Oversight and Government Reform Committee	House	Referred To	Mar 13, 2014

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
113 S 2133	Identical bill	Mar 13, 2014: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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

- **Jun 13, 2014:** Referred to the Subcommittee on Higher Education and Workforce Training.
- **Jun 13, 2014:** Referred to the Subcommittee on Workforce Protections.
- **Apr 16, 2014:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **Mar 13, 2014:** Introduced in House
- **Mar 13, 2014:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, the Judiciary, and Oversight and Government Reform, 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.