

S 3089

Fair Employment Protection Act of 2016

Congress: 114 (2015–2017, Ended)

Chamber: Senate

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Jun 23, 2016

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. (Jun 23, 2016)

Official Text: <https://www.congress.gov/bill/114th-congress/senate-bill/3089>

Sponsor

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

Party: Democratic • State: WI • Chamber: Senate

Cosponsors (10 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Blumenthal, Richard [D-CT]	D · CT		Jun 23, 2016
Sen. Durbin, Richard J. [D-IL]	D · IL		Jun 23, 2016
Sen. Franken, Al [D-MN]	D · MN		Jun 23, 2016
Sen. Leahy, Patrick J. [D-VT]	D · VT		Jun 23, 2016
Sen. Markey, Edward J. [D-MA]	D · MA		Jun 23, 2016
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Jun 23, 2016
Sen. Murray, Patty [D-WA]	D · WA		Jun 23, 2016
Sen. Schatz, Brian [D-HI]	D · HI		Jun 23, 2016
Sen. Stabenow, Debbie [D-MI]	D · MI		Jun 27, 2016
Sen. Schumer, Charles E. [D-NY]	D · NY		Jun 28, 2016

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jun 23, 2016

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
114 HR 5693	Related bill	Sep 19, 2016: Referred to the Subcommittee on Workforce Protections.

## Fair Employment Protection Act of 2016

This bill 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 of 1990, 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.

The bill declares that employers under such Acts are 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

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- **Jun 23, 2016:** Introduced in Senate
- **Jun 23, 2016:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.