

S 2994

EMPOWER Act-Part I

Congress: 115 (2017–2019, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Jun 5, 2018

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 5, 2018)

Official Text: <https://www.congress.gov/bill/115th-congress/senate-bill/2994>

Sponsor

Name: Sen. Harris, Kamala D. [D-CA]

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

Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Murkowski, Lisa [R-AK]	R · AK		Jun 5, 2018

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jun 5, 2018

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
115 HR 6406	Related bill	Jul 17, 2018: Referred to the Committee on Education and the Workforce, and in addition to the Committees on Ways and Means, Financial Services, 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.

Ending the Monopoly of Power Over Workplace Harassment through Education and Reporting Act-Part I or the EMPOWER Act-Part I

This bill makes it an unlawful practice for an employer to: (1) enter into a contract with an employee or applicant, as a condition of employment or employment status, if that contract contains a nondisparagement or nondisclosure clause that covers workplace harassment; and (2) enforce, or attempt to enforce, such a clause. This prohibition does not apply to a clause contained in a settlement agreement or separation agreement that resolves legal claims or disputes under specified conditions.

Notwithstanding signing any nondisparagement or nondisclosure clause, an employee or applicant retains any right that person would otherwise have had to report a concern about workplace harassment to the Equal Employment Opportunity Commission (EEOC) and other specified agencies and any right that person would otherwise have had to bring an action in a court of the United States.

The EEOC shall: (1) establish a confidential tip-line that supplements its existing process for submitting a charge of discrimination; and (2) provide for the development and dissemination of workplace training programs and information regarding workplace harassment, including sexual harassment.

Actions Timeline

- **Jun 5, 2018:** Introduced in Senate
- **Jun 5, 2018:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.