

HR 4152

Fair Employment Protection Act of 2017

Congress: 115 (2017–2019, Ended)

Chamber: House

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Oct 26, 2017

Current Status: Referred to the Subcommittee on the Constitution and Civil Justice.

Latest Action: Referred to the Subcommittee on the Constitution and Civil Justice. (Nov 17, 2017)

Official Text: <https://www.congress.gov/bill/115th-congress/house-bill/4152>

Sponsor

Name: Rep. DeLauro, Rosa L. [D-CT-3]

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

Cosponsors (20 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Oct 26, 2017
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Oct 26, 2017
Rep. Langevin, James R. [D-RI-2]	D · RI		Oct 26, 2017
Rep. Lee, Barbara [D-CA-13]	D · CA		Oct 26, 2017
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Oct 26, 2017
Rep. Pocan, Mark [D-WI-2]	D · WI		Oct 26, 2017
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Oct 26, 2017
Rep. Takano, Mark [D-CA-41]	D · CA		Oct 26, 2017
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Oct 26, 2017
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Oct 31, 2017
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Oct 31, 2017
Rep. Demings, Val Butler [D-FL-10]	D · FL		Dec 7, 2017
Rep. Moore, Gwen [D-WI-4]	D · WI		Dec 7, 2017
Rep. Brady, Robert A. [D-PA-1]	D · PA		Dec 13, 2017
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Dec 20, 2017
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Jan 18, 2018
Rep. Brownley, Julia [D-CA-26]	D · CA		Feb 6, 2018
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Feb 14, 2018
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Mar 5, 2018
Rep. Frankel, Lois [D-FL-21]	D · FL		Oct 30, 2018

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Oct 26, 2017
Education and Workforce Committee	House	Referred To	Oct 26, 2017
Judiciary Committee	House	Referred to	Nov 17, 2017
Oversight and Government Reform Committee	House	Referred To	Oct 26, 2017

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
115 S 2019	Identical bill	Oct 26, 2017: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Oct 26, 2017)

Fair Employment Protection Act of 2017

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 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

- **Nov 17, 2017:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **Oct 26, 2017:** Introduced in House
- **Oct 26, 2017:** 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.