

HR 4015

Fair Employment Protection Act of 2019

Congress: 116 (2019–2021, Ended)

Chamber: House

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Jul 25, 2019

Current Status: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Latest Action: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties. (Aug 15, 2019)

Official Text: <https://www.congress.gov/bill/116th-congress/house-bill/4015>

Sponsor

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

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

Cosponsors (6 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 25, 2019
Rep. Brownley, Julia [D-CA-26]	D · CA		Jul 25, 2019
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Jul 25, 2019
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jul 25, 2019
Rep. Frankel, Lois [D-FL-21]	D · FL		Jul 25, 2019
Rep. Lee, Barbara [D-CA-13]	D · CA		Jul 25, 2019

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jul 25, 2019
Education and Workforce Committee	House	Referred To	Jul 25, 2019
Judiciary Committee	House	Referred to	Aug 15, 2019
Oversight and Government Reform Committee	House	Referred To	Jul 25, 2019

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
116 S 2287	Related bill	Jul 25, 2019: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Fair Employment Protection Act of 2019

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, otherwise modifying 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

- **Aug 15, 2019:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Jul 25, 2019:** Introduced in House
- **Jul 25, 2019:** Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, the Judiciary, and Oversight and 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.