

HR 5994

BE HEARD in the Workplace Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Nov 17, 2021

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. (Nov 1, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/5994>

Sponsor

Name: Rep. Clark, Katherine M. [D-MA-5]

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

Cosponsors (93 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Nov 17, 2021
Rep. Auchincloss, Jake [D-MA-4]	D · MA		Nov 17, 2021
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Nov 17, 2021
Rep. Bass, Karen [D-CA-37]	D · CA		Nov 17, 2021
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Nov 17, 2021
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Nov 17, 2021
Rep. Bowman, Jamaal [D-NY-16]	D · NY		Nov 17, 2021
Rep. Brownley, Julia [D-CA-26]	D · CA		Nov 17, 2021
Rep. Carson, Andre [D-IN-7]	D · IN		Nov 17, 2021
Rep. Cartwright, Matt [D-PA-8]	D · PA		Nov 17, 2021
Rep. Casten, Sean [D-IL-6]	D · IL		Nov 17, 2021
Rep. Chu, Judy [D-CA-27]	D · CA		Nov 17, 2021
Rep. Cohen, Steve [D-TN-9]	D · TN		Nov 17, 2021
Rep. Davis, Danny K. [D-IL-7]	D · IL		Nov 17, 2021
Rep. Dean, Madeleine [D-PA-4]	D · PA		Nov 17, 2021
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Nov 17, 2021
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Nov 17, 2021
Rep. Dingell, Debbie [D-MI-12]	D · MI		Nov 17, 2021
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Nov 17, 2021
Rep. Evans, Dwight [D-PA-3]	D · PA		Nov 17, 2021
Rep. Frankel, Lois [D-FL-21]	D · FL		Nov 17, 2021
Rep. Garamendi, John [D-CA-3]	D · CA		Nov 17, 2021
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Nov 17, 2021
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		Nov 17, 2021
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Nov 17, 2021
Rep. Hayes, Jahana [D-CT-5]	D · CT		Nov 17, 2021
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Nov 17, 2021
Rep. Jacobs, Sara [D-CA-53]	D · CA		Nov 17, 2021
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Nov 17, 2021
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Nov 17, 2021
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Nov 17, 2021
Rep. Keating, William R. [D-MA-9]	D · MA		Nov 17, 2021
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Nov 17, 2021
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Nov 17, 2021
Rep. Kilmer, Derek [D-WA-6]	D · WA		Nov 17, 2021
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Nov 17, 2021
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Nov 17, 2021
Rep. Lawson, Al, Jr. [D-FL-5]	D · FL		Nov 17, 2021
Rep. Lee, Barbara [D-CA-13]	D · CA		Nov 17, 2021
Rep. Leger Fernandez, Teresa [D-NM-3]	D · NM		Nov 17, 2021
Rep. Levin, Andy [D-MI-9]	D · MI		Nov 17, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. Lieu, Ted [D-CA-33]	D · CA		Nov 17, 2021
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Nov 17, 2021
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Nov 17, 2021
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Nov 17, 2021
Rep. McBath, Lucy [D-GA-6]	D · GA		Nov 17, 2021
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Nov 17, 2021
Rep. Meng, Grace [D-NY-6]	D · NY		Nov 17, 2021
Rep. Moulton, Seth [D-MA-6]	D · MA		Nov 17, 2021
Rep. Newman, Marie [D-IL-3]	D · IL		Nov 17, 2021
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Nov 17, 2021
Rep. Pocan, Mark [D-WI-2]	D · WI		Nov 17, 2021
Rep. Pressley, Ayanna [D-MA-7]	D · MA		Nov 17, 2021
Rep. Raskin, Jamie [D-MD-8]	D · MD		Nov 17, 2021
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Nov 17, 2021
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		Nov 17, 2021
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Nov 17, 2021
Rep. Slotkin, Elissa [D-MI-8]	D · MI		Nov 17, 2021
Rep. Smith, Adam [D-WA-9]	D · WA		Nov 17, 2021
Rep. Speier, Jackie [D-CA-14]	D · CA		Nov 17, 2021
Rep. Strickland, Marilyn [D-WA-10]	D · WA		Nov 17, 2021
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Nov 17, 2021
Rep. Titus, Dina [D-NV-1]	D · NV		Nov 17, 2021
Rep. Tlaib, Rashida [D-MI-13]	D · MI		Nov 17, 2021
Rep. Torres, Norma J. [D-CA-35]	D · CA		Nov 17, 2021
Rep. Trahan, Lori [D-MA-3]	D · MA		Nov 17, 2021
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Nov 17, 2021
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Nov 17, 2021
Rep. Welch, Peter [D-VT-At Large]	D · VT		Nov 17, 2021
Rep. Williams, Nikema [D-GA-5]	D · GA		Nov 17, 2021
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Nov 17, 2021
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Nov 17, 2021
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		Nov 18, 2021
Rep. Mrvan, Frank J. [D-IN-1]	D · IN		Nov 18, 2021
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Dec 2, 2021
Rep. Cooper, Jim [D-TN-5]	D · TN		Dec 2, 2021
Rep. Himes, James A. [D-CT-4]	D · CT		Dec 2, 2021
Rep. Mfume, Kweisi [D-MD-7]	D · MD		Dec 2, 2021
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Dec 2, 2021
Rep. Scott, David [D-GA-13]	D · GA		Dec 2, 2021
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Dec 7, 2021
Rep. McCollum, Betty [D-MN-4]	D · MN		Dec 7, 2021
Rep. Aguilar, Pete [D-CA-31]	D · CA		Jan 6, 2022

Cosponsor	Party / State	Role	Date Joined
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Jan 6, 2022
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jan 6, 2022
Rep. Adams, Alma S. [D-NC-12]	D · NC		Jan 28, 2022
Rep. Manning, Kathy E. [D-NC-6]	D · NC		Jan 28, 2022
Rep. Pingree, Chellie [D-ME-1]	D · ME		Jan 28, 2022
Rep. Omar, Ilhan [D-MN-5]	D · MN		Feb 9, 2022
Rep. Huffman, Jared [D-CA-2]	D · CA		Feb 18, 2022
Del. San Nicolas, Michael F. Q. [D-GU-At Large]	D · GU		Mar 21, 2022
Rep. Larsen, Rick [D-WA-2]	D · WA		Mar 21, 2022
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jul 22, 2022

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Nov 17, 2021
Education and Workforce Committee	House	Referred To	Nov 17, 2021
Judiciary Committee	House	Referred to	Nov 1, 2022
Judiciary Committee	House	Referred to	Nov 1, 2022
Oversight and Government Reform Committee	House	Referred To	Nov 17, 2021
Veterans' Affairs Committee	House	Referred to	Nov 29, 2021

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 S 3219	Identical bill	Nov 17, 2021: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination in the Workplace Act or the BE HEARD in the Workplace Act

This bill expands protections against discrimination and harassment in the workplace and raises the minimum wage for tipped employees.

Specifically, the bill (1) makes it an unlawful employment practice to discriminate against an individual in the workplace based on sexual orientation, gender identity, pregnancy, childbirth, a medical condition related to pregnancy or childbirth, or a sex stereotype; and (2) provides a statutory definition for what constitutes workplace harassment. Further, these protections apply to all workplaces, regardless of size, and to all workers, including independent contractors, interns, volunteers, and trainees.

The bill prohibits employers from entering into contracts or agreements with workers that contain certain nondisparagement or nondisclosure clauses and prohibits certain predispute arbitration agreements and postdispute agreements. It also establishes grant programs to (1) prevent and respond to workplace discrimination and harassment, (2) provide legal assistance for low-income workers, and (3) establish a system of legal advocacy in states to protect the rights of workers.

The bill further provides employees the right to retain their tips and it increases, in specified annual increments, the minimum wage for tipped employees to match the federal minimum wage for nontipped employees.

Additionally, the bill requires the Equal Employment Opportunity Commission to provide specified training and resource materials, establish and convene a harassment prevention task force, and establish an Office of Education and Outreach with regard to prohibited discrimination and harassment in employment.

The bill also requires specified studies, reports, and research on prohibited workplace harassment.

Actions Timeline

- **Nov 1, 2022:** Referred to the Subcommittee on Antitrust, Commercial, and Administrative Law.
- **Nov 1, 2022:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Nov 29, 2021:** Referred to the Subcommittee on Oversight and Investigations.
- **Nov 17, 2021:** Introduced in House
- **Nov 17, 2021:** Referred to the Committee on Education and Labor, and in addition to the Committees on the Judiciary, House Administration, Oversight and Reform, and Veterans' Affairs, 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.

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