

112TH CONGRESS
1ST SESSION

H. R. 1113

To amend the Civil Rights Act of 1964 to prohibit discrimination on the basis of unemployment status.

IN THE HOUSE OF REPRESENTATIVES

MARCH 16, 2011

Mr. JOHNSON of Georgia (for himself, Mr. ELLISON, Mr. GRIJALVA, Mr. McDERMOTT, Ms. JACKSON LEE of Texas, Ms. CLARKE of New York, Mr. TOWNS, Mr. THOMPSON of Mississippi, Ms. NORTON, Mr. RANGEL, Mr. CLARKE of Michigan, Ms. LEE of California, Mr. COHEN, Mr. WEINER, Mr. SERRANO, and Mr. HASTINGS of Florida) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Civil Rights Act of 1964 to prohibit discrimination on the basis of unemployment status.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fair Employment Act
5 of 2011”.

6 **SEC. 2. AMENDMENTS.**

7 Title VII of the Civil Rights Act of 1964 (42 U.S.C.
8 2000e–1, et seq.) is amended—

1 (1) in section 701 by adding at the end the fol-
2 lowing:

3 “(o) The term ‘unemployment status’ means being
4 unemployed, having actively looked for employment during
5 the then most recent 4-week period, and currently being
6 available for employment.”,

7 (2) in section 703—

8 (A) in the heading by striking “OR NA-
9 TIONAL ORIGIN” and inserting “NATIONAL ORI-
10 GIN, OR UNEMPLOYMENT STATUS”, and

11 (B) by striking “or national origin” each
12 place it appears and inserting “national origin,
13 or unemployment status”,

14 (3) in section 704(b) by striking “or national
15 origin” each place it appears and inserting “national
16 origin, or unemployment status”,

17 (4) in section 706(g)(2) by striking “or national
18 origin” and inserting “national origin, or unemploy-
19 ment status”, and

20 (5) in section 717 by striking “or national ori-
21 gin” and inserting “national origin, or unemploy-
22 ment status”.

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