

114TH CONGRESS
2D SESSION

H. R. 3231

AN ACT

To amend title 5, United States Code, to protect unpaid interns in the Federal Government from workplace harassment and discrimination, and for other purposes.

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

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Federal Intern Protec-
3 tion Act of 2016”.

4 **SEC. 2. PROHIBITED PERSONNEL PRACTICES.**

5 (a) IN GENERAL.—Section 2302 of title 5, United
6 States Code, is amended by adding at the end the fol-
7 lowing:

8 “(g)(1) All protections afforded to an employee under
9 subparagraphs (A), (B), and (D) of subsection (b)(1) shall
10 be afforded, in the same manner and to the same extent,
11 to an intern and an applicant for internship.

12 “(2) For purposes of the application of this sub-
13 section, a reference to an employee shall be considered a
14 reference to an intern in—

15 “(A) section 717 of the Civil Rights Act of
16 1964 (42 U.S.C. 2000e–16);

17 “(B) sections 12 and 15 of the Age Discrimina-
18 tion in Employment Act of 1967 (29 U.S.C. 631,
19 633a); and

20 “(C) section 501 of the Rehabilitation Act of
21 1973 (29 U.S.C. 791).

22 “(3) In this subsection, the term ‘intern’ means an
23 individual who performs uncompensated voluntary service
24 in an agency to earn credit awarded by an educational in-
25 stitution or to learn a trade or occupation.”.

1 (b) CONFORMING AMENDMENT.—Section 3111(e)(1)
2 of title 5, United States Code, is amended by inserting
3 “section 2302(g) (relating to prohibited personnel prac-
4 tices),” before “chapter 81”.

Passed the House of Representatives January 11,
2016.

Attest:

Clerk.

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