

Union Calendar No. 289

114TH CONGRESS
1ST SESSION

H. R. 3231

[Report No. 114-383]

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

IN THE HOUSE OF REPRESENTATIVES

JULY 28, 2015

Mr. CUMMINGS (for himself, Mr. SCOTT of Virginia, and Ms. MENG) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

DECEMBER 18, 2015

Additional sponsor: Ms. NORTON

DECEMBER 18, 2015

Reported with amendments, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on July 28, 2015]

A BILL

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,*

3 **SECTION 1. SHORT TITLE.**

4 *This Act may be cited as the “Federal Intern Protec-*
5 *tion Act of 2015”.*

6 **SEC. 2. PROHIBITED PERSONNEL PRACTICES.**

7 *(a) IN GENERAL.—Section 2302 of title 5, United*
8 *States Code, is amended by adding at the end the following:*

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

13 *“(2) For purposes of the application of this subsection,*
14 *a reference to an employee shall be considered a reference*
15 *to an intern in—*

16 *“(A) section 717 of the Civil Rights Act of 1964*
17 *(42 U.S.C. 2000e–16);*

18 *“(B) sections 12 and 15 of the Age Discrimina-*
19 *tion in Employment Act of 1967 (29 U.S.C. 631,*
20 *633a); and*

21 *“(C) section 501 of the Rehabilitation Act of*
22 *1973 (29 U.S.C. 791).*

23 *“(3) In this subsection, the term ‘intern’ means an in-*
24 *dividual who performs uncompensated voluntary service in*

1 *an agency to earn credit awarded by an educational insti-*
2 *tution or to learn a trade or occupation.”.*

3 **(b) CONFORMING AMENDMENT.**—*Section 3111(c)(1) of*
4 *title 5, United States Code, is amended by inserting “sec-*
5 *tion 2302(g) (relating to prohibited personnel practices),”*
6 *before “chapter 81”.*

Amend the title so as to read: “A bill to amend title 5, United States Code, to protect unpaid interns in the Federal Government from workplace harassment and discrimination, and for other purposes.”.

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