115TH CONGRESS
1ST SESSION

H. R. 653

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

JANUARY 24, 2017

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

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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 2017".

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 fol-

9 lowing:

1 ''(g)(1) All protections afforded to an employee under
2 subparagraphs (A), (B), and (D) of subsection (b)(1) shall
3 be afforded, in the same manner and to the same extent,
4 to an intern and an applicant for internship.

5 ''(2) For purposes of the application of this sub-
6 section, a reference to an employee shall be considered a
7 reference to an intern in—

8   ''(A) section 717 of the Civil Rights Act of
9   1964 (42 U.S.C. 2000e–16);

10   ''(B) sections 12 and 15 of the Age Discrimina-
11   tion in Employment Act of 1967 (29 U.S.C. 631,
12   633a); and

13   ''(C) section 501 of the Rehabilitation Act of
14   1973 (29 U.S.C. 791).

15 ''(3) In this subsection, the term 'intern' means an
16 individual who performs uncompensated voluntary service
17 in an agency to earn credit awarded by an educational in-
18 stitution or to learn a trade or occupation.''.

19   (b) CONFORMING AMENDMENT.—Section 3111(c)(1)
20 of title 5, United States Code, is amended by inserting
21 ''section 2302(g) (relating to prohibited personnel prac-
22 tices),'' before ''chapter 81''.

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